No.	Climate Action	Owner	Date Assessed	Last Review	Interdependencies	Risks	Controls	Impact 1 to 5	Likelihood 1 to 5	RAG
CCBu1	**All Council buildings and schools electricity delivered through a green energy tariff by 2025** Identify assets not included in current tariff. Identify contract renewal dates for those assets. Calendar plan renewal dates to ensure they are added to tariff.	Phil Southern, Paul Kindlin, Paula Vogt, Phil Parton (temp for Glyn Garbutt)	19/04/2024	19/04/2024	None identified	**Cost:** REGOs are expensive ~£130,000/year (over £50k hence risk rating) with no direct benefit to the council emissions figures, although may support upstream investment - green energy is requested by Welsh Gov. Costs have increased recently resulting in some LA's no longer purchasing. **Reputational:** If the purchase of REGOs was stopped due to cost, this may raise interest from the press and public speculating the council is reducing its climate committments.	**Cost -** REGOs are to be reviewed by the energy team **Reputational:** Clear communication on decision making would need to be provided if the purchase of REGOs were stopped, reassuring the public on the council's committment to climate actions.	3	3	9
CCBu2	**Review and rationalise building assets and leases considering new ways of working** Review and update asset management plan in line with carbon reduction ambitions Assess and review assets that can be rationalised linking with investment plan.	Lisa McLellan	19/04/2024	19/04/2024	None identified	**Service Disruption:** Move of staff form County Hall is not expected to bring disruption to services. **Cost:** There are some financial risks to cost regarding the County Hall move. **Reputational:** Risk is present in the case of moving from County Hall where the public may perceive amy extended time between announcing staff moves to demolition as a failure to deliver on time.	**Service Disruption:** The move is being done in a phased approach and learning from moves done in 2018 is also being applied. **Cost:** The costs of the move should be outweighed by the capital receipts. **Reputational:** Clear public communication should address expectations. The phased plan approach and experience should minise delays in the work.	3	2	6
CCBu3	**Improve the standard of energy efficiency within Council buildings through retrofit measures such as; insulation, glazing, installation of efficient / renewable heating systems, and reducing building electricity use.** Analyse current position of all assets in terms of current energy efficiency status and measures already undertaken. Identify further measures that can be taken to further reduce emissions from each asset. Build business cases for schemes to retrofit energy efficiency measures. Identifying and developing external funding to support business cases.	Ian Edwards, Phil Southern/Paul Kindlin, Paula Vogt, Phil Parton (temp for Glyn Garbutt), Jennie Williams	19/04/2024	19/04/2024	CCBu2 - Understanding the outcomes of rationalising building assets will support some elements of this work, helping to prioritise and avoid unnecessary work.	**Cost:** Financial risk is realised through cost increases of materials and contracts which may not be covered by allocated capital and grant funding. Cost increases may also be seen in the purchase of renewable materials with reduced ethical risks in the supply chain. **Reputational:** Risk is in the form of the ethical issues surrounding the production of materials, such as solar panels in some areas of China. If the council procures materials of ethical concern this can present a significant reputational risk.	**Cost:** Financial risk is mitigated through the Capital Programme, Condition Surveys help to best inform the work required. There are also cyclical reviews of the work. **Reputational:** In the example of solar, risk is mitigated by not purchasing panels that have been sourced from problem regions in China. There is also a working group that Steve Fanning attends that is discussing the matter to mitigate this issue further.	3	4	12
CCBu4	**Further explore renewable energy opportunities for Council buildings, council office car parks and depots** In line with work detailed above - analyse current position of each asset and potential for renewable energy retrofit. Build business plans for schemes to retrofit renewable energy measures. Senior Management team to advocate and feedback to WG on delivery of WGs commitments.	Energy Unit, Lisa McLellan	19/04/2024	19/04/2024	CCBu2 - Understanding the outcomes of rationalising building assets will support some elements of this work, helping to prioritise and avoid unnecessary work.	Risks for exploration of renewable energy opportunities is expected to be negligable as it is exploration only and the cost of feasibility studies are comparatively low.	Although most feasibility studies are core funded, there are at times opportunities for grant funding which helps to reduce financial risk.	1	1	1
CCBu5	**Design and refurbish buildings (in scope) for carbon neutral / low energy operation, biodiversity net benefit and adaptation to the impacts of climate change.** Minimum spec and standard to be drawn by engaging CC, biodiversity and key stakeholders and early design stage Pilot projects identified to test specs, proof of concept and apply learnings Roll out minimum spec as standard on all new major projects	Ian Edwards, Phil Southern/Paul Kindlin, Paula Vogt, Phil Parton (temp for Glyn Garbutt), Jennie Williams, Sarah Slater	19/04/2024	19/04/2024	CCBu2 - Understanding the outcomes of rationalising building assets will support some elements of this work, helping to prioritise and avoid unnecessary work. CCBe2 - Success of builds are dependent on Behaviour Change and so carbon-related training will be fundamental.	**Cost:** Financial risk is realised through cost increases of materials and contracts which may not be covered by allocated capital and grant funding. Cost increases may also be seen in the purchase of renewable materials with reduced ethical risks. Additionally, if building performance is lower than expected, then energy operating costs may be higher. **Reputational:** Risk is in the form of the ethical issues and outcomes of the projects. Ethical issues relate to the production of materials, such as solar panels in some areas of China. If the council procures materials of ethical concern this can present a significant reputational risk. With regards to outcomes of projects that look to meet a certain standard, there is reputational risk where building performance expectations are not met. **Missed Objectives/ Behaviour Change:** Buildings may not operate to Net Zero standards due to design flaws, but much more likely a lack of Behaviour Change to use the buildings correctly.	**Cost:** Financial risk is mitigated through the Capital Programme, and Condition Surveys help to best inform the work required. There are also cyclical reviews of the work to maintain progress and manage risk. **Reputational:** In the example of solar, risk is mitigated by not purchasing panels that have been sourced from problem regions in China. There is also a working group that Steve Fanning attends that is discussing the matter to mitigate this issue further. **Toolkits and Training:** Building users (staff) should be provided carbon-related training (e.g., Carbon Literacy). For school examples, Climate Toolkits can be introduced to promote behaviour change of other building users.	3	4	12
CCBu6	**Ensure green infrastructure is considered throughout all existing Council assets and future schemes** Analyse existing assets and potential/feasibility of green infrastructure retrofit Building schemes into maintenance schedule with Streetscene to support ongoing maintenance and sustainability. Prioritising those that do not require revenue pressure. Build business cases to support Ensure biodiversity is engaged at early design stage for new schemes	Ian Edwards, Phil Southern/Paul Kindlin, Paula Vogt, Phil Parton (temp for Glyn Garbutt), Jennie Williams, Sarah Slater	19/04/2024	19/04/2024	CCBu2 - Understanding the outcomes of rationalising building assets will support some elements of this work, helping to prioritise and avoid unnecessary work.	**Cost:** Individual scheme costs for green infrastructure are low, but collectively can be expensive as part of a larger project (£2m+). Risk of being disruptive to other works. **Reputational:** GI is positively viewed by the public but does come under scrutiny. Not doing the work is the real risk as it is becoming an expectation and regeneration of town centres is topic of high interest. **Legal Challenge:** Unmanaged Green Infrastucture may impact health and safety, buildings, cars, etc.	**Cost and Reputational:** Studies are conducted by 3rd party to address issues, and a GI Working Group exists to discuss progress, both of which can help mitigate risks that have been identified. Funding applications require works to be clearly scoped out which helps to further mitigate risk. **Legal Challenge:** Phyisical risk from GI (e.g. personal injury). GI is managed by Streetscene	3	3	9
CCBu7	**Continue to carry out flood investigation and alleviation to identify proactive mitigation measures & prevent recurrent flooding** Review process and roles of planning development and streetscene	Paul Reeves, Chris Goddard, Barry Wilkinson	26/06/2024	26/06/2024	CCL3 - Land study for CCL3 will help to better inform this action	**Staff:** Historic lack of staff in FCC roles to progress this action, and skills gap nationally. **Funding:** Works in this programme is reliant on external funding from Welsh Government's programme. Funding goes to the greatest priorities. Need match funding to meet requirements. **Information:** Availability of key information can prevent the creating of funding bids for projects. This currently means flood management is more responsive than proactive.	**Staff:** All vacant FCC roles being filled in August 2024 which will facilitate progress of this action. **Funding:** Needs to submit strong cases to WG to access funding to progress elements in this programme. Match funding will remain a challenge. This can be supported by new staff. **Information:** Upcoming reports, land management strategies (see Land) and engagement with stakeholders can provide the information required to build funding cases and enable planning for future/anticipated projects.	4	3	12

No.	Climate Action	Owner	Date Assessed	Last Review	Interdependencies	Risks	Controls	Impact 1 to 5	Likelihood 1 to 5	RAG
CCBu8	Prioritise nature based solutions to flooding remediation proposals	Paul Reeves, Chris Goddard, Sarah Slater	26/06/2024	26/06/2024	CCBU7 - This action is dependent on the progress of CCBu7 to understand where to prioritise nature-based solutions to flooding. CCL3 - Land study for CCL3 will help to better inform CCBu7 and the location and type of nature based solutions. CCL15 & CCL17 may support this action where land availability is challenging.	**Staff**: Historic lack of staff in FCC roles to progress this action, and skills gap nationally. **Land Availability**: Limited land assets in the right location may be limited to implement useful NBS. **Public Response**: Potential negative public perception from NBS, as seen with some biodiversity projects. **Cost** - Schemes can be very expensive to implement.	**Staff**: All vacant FCC roles being filled in August 2024 which will facilitate progress of this action. **Land Availability**: Land Use report will highlight key areas for NBS. Land acquisition action in the Land theme also relates to this action. Greater collaboration with tenant farmers and land owners can also address this where key schemes are identified to support. **Public Response**: Public concerns about the impact of NBS in the locality should be identified prior to works going ahead and addressed through community engagements to ensure understanding and acceptance. **Cost**: Expense of schemes should be balanced with risk of flooding and expected resource impact. National standards can be applied and business cases should be established to ensure effectiveness and cost/benefit.	3	3	9
CCBu9	Explore feasibility for rainwater harvesting within Council assets, particularly on high water usage sites. Analyse existing assets and suitability of rainwater harvesting to reduce water use. Build business cases	Property Design & Maintenance, Energy Unit	26/06/2024	26/06/2024	None identified	**Cost**: Schemes may be expensive, especially where retrofitted, and may not produce a balance with carbon/water savings. **Information**: A lack of information and case studies can increase risks of schemes as well as being able to identify opportunities on FCC estate.	**Cost**: Projects must identify a business case (use BREEAM standards) to understand the cost/benefit of a project. Currently this work is only present on one new-build project. **Information**: Carbon reporting data can help identify high consumers of water, and collaboration with stakeholders (Welsh Water) can support information gathering and direct to case studies.	2	3	6
CCBu10	Support schools and Town & Community Councils to reduce operation's emissions and engage with our building users to encourage positive behaviour change. Develop support package for schools, town and community councils and community groups, to calculate and reduce carbon emissions and encourage positive behaviour change. Deliver virtual training session for Town Councils to engage.	Ben Turpin, Paul Kindlin and Phil Southern, Matt Thomas	26/06/2024	26/06/2024	None identified	**Low Uptake** - Risk that there is a low uptake by schools and town and community councils due to staff resource or perceiving the issue as a low priority, impacting a significant opportunitiy to reduce emissions and promotion of behaviour change.	**Low Uptake**: Continuous engagement and development of the toolkit is required to establish it as the favoured tool for schools and TCCs, as well as raising its awareness, improving the toolkit's quality and communicating case studies by others (e.g., castell alun) to drive its useage.	3	3	9
CCBu11	Develop plan for the decarbonisation of Council homes in line with Welsh Government guidance to ensure optimised thermal efficiency and minimised cost of heating. Decarbonisation plan for Council homes. Identification, scope and business plan for pilot project through ORP. Use learnings to develop standard for all new builds. Develop business cases for retrofit of decarbonisation measures on existing stock and demolish and replace of those unsuitable for appropriate retrofit measures.	Steve Fanning (existing homes), Paul Calland (new builds)	12/07/2024	12/07/2024	None identified	**Funding**: Available funding to develop plans, understanding cost and benefits and then apply them to buildings. **Planning**: Understanding what would be feasible and make a success of investment. Review with Steve Fanning and Paul Calland	**Housing Decarb Group**: Group established to push work forward and discuss means to optimise funding and programmes. **Funding**: Various grants available, with support and direction from Welsh Government. **Technology**: Software is available to help with planning and feasibility of works	2	2	4
CCBu12	Continue to deliver programmes with private households and local businesses to reduce fuel poverty and provide access to wider energy efficiency and renewable energy schemes. Develop toolkit to assist local businesses to calculate carbon emissions and develop decarbonisation plans. Identify funding opportunities to support local businesses with decarbonisation schemes. Identify funding opportunities to support households to decarbonise, utilise renewable energy and identify adaptation measures	Rachael Byrne, Joseph Muxlow, Karen Whitney-Lang	01/07/2024	01/07/2024	None identified	**Business Funding**: Awareness and availability for businesses to finance the decarbonisation activities required. **Shared Property Fund and Monitoring**: Ending in December 2024, currently unsure of its continuation/replacement. Need to monitor the impacts of that funding. Lack of further funding can be a significant barrier to businesses decarbonising. **Reaching Business Stakeholders**: Raising awareness to stakeholders and having a point of involvement/support to progress work. **Householder Buy-in**: Myths and horror stories will put people off adopting new technologies, even where suitable.	**Business Funding**: FCC Business Development team regularly circulate information and opportunities for businesses regarding fundings and decarbonisation opportunities. Availability of funding is not in the control of the council and is reflected in the risk rating. Property improvement grants helps to tackle retrofit and energy efficiency features of buildings. **Shared Property Fund and Monitoring**: There will be a watching brief on this to identify new funding schemes where SPF is not continued into 2025. From a monitoring perspective, the Business Dev. team will be reporting on SPF outcomes - due March 2025. **Reaching Business Stakeholders**: FCC Business Dev. team circulate inofmrtaion to their business contacts. In the area is the Deeside Decarbonisation Forum which is open to all businesses (not just Deeside based) and is now well-established, self-managed and well-known since its formation by FCC. **Householder Buy-in**: Engagement, clear information, case studies and mythbusters will all help to address uncertainly and misinformation	2	2	4
CCBu13	Provide support through Flood Risk Planning to businesses and households to better implement property flood resilience. Develop signposting support package for flood risk planning and resilience	Paul Reeves	26/06/2024	26/06/2024	CCBU7 - This action has some dependency on the progress of CCBu7 to understand where to prioritise nature-based solutions to flooding. CCBu7 also has dependencies on CCL3.	**Staff**: Historic lack of staff in FCC roles to progress this action, and skills gap nationally. **Identification/ prioritisation of vulnerable businesses** - Inability to identify, prioritise and support those most at risk.	**Staff**: All vacant FCC roles being filled in August 2024 which will facilitate progress of this action. **Identification/ prioritisation of vulnerable businesses** - Create flood action groups in communities. Flood risk management strategy will identify groups in which to prioritise, engage with and seek solutions.	2	3	6

Theme **Mobility and Transport**

No.	Climate Action	Owner	Date Assessed	Last Review	Interdependencies	Risks	Controls	Impact 1 to 5	Likelihood 1 to 5	RAG
CCM1	Review fleet policy with consideration for charging of vehicles. Identify key stakeholders and establish working group.	Barry Wilkinson, Darren Dallolio	23/05/2024	23/05/2024	None Identified	**Question Wording** - Barry feels this question should be targeted at the corporate infrastructre available for charging the vehicles. **Slow Decarbonisation** - A focus on only the charging of vehicles may limit the interest and investigation of alternative opportunities to decarbonise. Currently no consideration for alternative fuels (e.g., HVO) **Fleet Management Change** - A change of fleet vehicle management risks disrupting the review process by reallocating resources, and delaying the process to decarbonise fleet transport.	**Charging Capacity** - A corporate wide feasibility study on operational estates is ongoing which is also taking into consideration the requirements for charging/hydrogen infrastructure. **Fleet Management Change** - Fleet vehicles and management moving inhouse, this risk should be carefully monitored in Working Groups to ensure the review of policy can be implemented.	3	4	12
CCM2	Learning from accelerated change due to COVID-19, review and implement policies and initiatives that support the reduction of carbon emissions from business mileage. Continue to implement and develop agile working practices to reduce employee journeys and utilise virtual meetings. Act as an example to businesses.	Barry Wilkinson, Darren Dallolio, Sharon Carney	31/05/2024	31/05/2024	None Identified	**Cost and Carbon** - Employees may not comply with the Travel to Work resulting in increased financial and carbon-related costs/ targets missed. **Staff** - Some staff may feel isolated where policies are not implemented correctly	**Travel to Work Policy**: This provides reimbursements for cycling for business use and additional passengers in vehicles (20p and additional 5p per mile). This is due for review in October 2024. https://infonet.flintshire.gov.uk/en/Document-Repository/People-and-Resources/HR/Policies/Travel-Expenses-Policy/Travel-and-Expenses-Policy.pdf **Hybrid Working Policy**: This provides the structures in which to support and manage hybrid working and the use of virtual meetings.	2	1	2

ID	Action	Owner	Date	Date	Interdependencies	Risk	Mitigation	L	I	Score
	Review Healthy Travel Charters and commitments that can be made to support this.					**Staff** - Some staff may feel isolated where policies are not implemented correctly and have reduced access to inperson meetings.	Hybrid working policy can address isolation (published Sept 2022, review Sept 25) - https://infonet.flintshire.gov.uk/en/Document-Repository/People-and-Resources/HR/Policies/Hybrid-Working-Policy/Hybrid-working-policy-final-Sept-2022.pdf			
	Investigate opportunity to invest in subsidised travel passes to encourage use of public transport.	ITU					**Monitoring:** Line managers are responsible for budgets and mileage claims are reviewed by HR periodically. Carbon emissions from business travel are also assessed during annual emission calculations and assessed for change.			
	Trial use of e-bike for Greenfield Valley countryside services instead of a van.	Helen Mrowiec								
CCM3	**Ensure vehicle charging points are available at key areas across the county - rural and urban.** Formalise EV transition plan to identify prime locations for EV charging across estate. Co-ordinate with public EV charging network plans.	Anthony Stanford, Phil Southern	23/05/2024	23/05/2024	None Identified	**Staff** - Risk relates to not having dedicated staff involved with this work in order to progress it and support transport decarbonisation. **Feasibility** - Grid capacity is a limiting factor to supply charging points where required/ charging points with rapid charge capabilities. Feasibility in knowing of locating chargers in the most useful areas. **Funding** - Risk of a lack of grants that can support the rollout of charging.	**Staff** - Barry Wilkinson highlighted that Ruth Tulley oversees carparks (location of current charging points) and could be a co-owner of this action. **Feasibility** - Comprehensive feasibility study completed Feb 2024 by Amey, identifying key priorities and infrastructure for charging helping to ensure suitable provision. **Funding** - Funding for charging points is available and in some cases more targeted (e.g., for schools)	2	4	8
CCM4	**Introduce electric vehicles into the recycling fleet** Assess performance and learnings from trial use of recycling vehicle to inform transition.	Darren Dallolio, Barry Wilkinson	23/05/2024	23/05/2024	**CCM1** - The policy will define the boundaries for procurement and chargeing of vehicles. **Grid Connections** - A lack of grid capacity at Alltami restricts the number of vehicles that can be charged and is a significant barrier to this action.	**Service Provision** - The vehicle/technology may not be suitable for the terrain, route and functions to provide a reliable waste service. **Charging Capacity** - Current capacity to charge vehicles at Alltami is insufficient for multiple vehicles, and expected to incure significant cost to meet needs. This may impact the feasibility of the action in the long-term preventing emissions from being reduced. **Vehicle Maintenance** - A lack of ability and facility to maintain the vehicles inhouse may mean vehicles are not kept to specification or require external support at cost. **Cost** - Electric Vehicles currently incur significant upfront cost, as does the infrastructure required to charge them. This may impact the feasibility of the action in the long-term preventing emissions from being reduced. **Contingency Charging** - Vehicles may become strandard if not sufficiently charged following power cuts or varying periods.	**Service Provision** - Kevin Edwards is measuring the use of the vehicles. Improved route planning and vehicle scenario testing. Where vehicles are unable to service a route, alternative vehicles must be allocated. **Charging Capacity** - A corporate wide feasibility study on operational estates is ongoing which is also taking into consideration the requirements for charging/hydrogen infrastructure. **Vehicle Maintenance** - A training package will need introducing to vehicle maintenance staff to ensure they can safely maintain the electric vehicles. **Cost** - Following the end of Fleet contract, vehicles are now owned/hired/managed inhouse which provides opportunity to source government funding and lobbying for support **Contingency Charging** - A means to notify where charging has stopped would be required to alert staff. Contingency 3rd party charging site should be identified to allow for fast charging to minimise service disruption.	4	4	16
CCM5	**Transition of small fleet vehicles to electric and alternative fuels (hydrogen, etc)**	Darren Dallolio, Barry Wilkinson	23/05/2024	23/05/2024	**CCM1** - The policy will define the boundaries for procurement and chargeing of vehicles. **Grid Connections** - A lack of grid capacity at Alltami restricts the number of vehicles that can be charged and is a significant barrier to this action.	**FCC Charging Capacity** - Current capacity to charge vehicles at Alltami is insufficient for multiple vehicles, and expected to incure significant cost to meet needs. This may impact the feasibility of the action in the long-term preventing emissions from being reduced. **Home Charging Capacity** - Some staff take work vehicles home where there may be no ability to charge (reduced service provision), require a charging point (cost for the council to install) or incur charging costs that relate to work use (reimbursment). **Vehicle Maintenance** - A lack of ability and facility to maintain the vehicles inhouse may mean vehicles are not kept to specification or require external support at cost. **Cost** - Electric Vehicles currently incur significant upfront cost, as does the infrastructure required to charge them. This may impact the feasibility of the action in the long-term preventing emissions from being reduced.	**FCC Charging Capacity** - A corporate wide feasibility study on operational estates is ongoing which is also taking into consideration the requirements for charging/hydrogen infrastructure. **Home Charging Capacity** - Some staff take work vehicles home where there may be no ability to charge (reduced service provision), require a charging point (cost for the council to install) or incur charging costs that relate to work use (reimbursment). **Vehicle Maintenance** - A lack of ability and facility to maintain the vehicles inhouse may mean vehicles are not kept to specification or require external support at cost. **Cost** - Electric Vehicles currently incur significant upfront cost, as does the infrastructure required to charge them. This may impact the feasibility of the action in the long-term preventing emissions from being reduced.	4	4	16
CCM6	**Transition of heavy vehicles to electric or alternative fuels (hydrogen, etc)**	Darren Dallolio, Barry Wilkinson	23/05/2024	23/05/2024	**CCM1** - The policy will define the boundaries for procurement and chargeing of vehicles. **Grid Connections** - A lack of grid capacity at Alltami restricts the number of vehicles that can be charged and is a significant barrier to this action.	**Service Provision** - The vehicle/technology may not be suitable for the terrain, route and functions to provide a reliable service. **Charging Capacity** - Current capacity to charge vehicles at Alltami is insufficient for multiple vehicles, and expected to incure significant cost to meet needs. This may impact the feasibility of the action in the long-term preventing emissions from being reduced. **Vehicle Maintenance** - A lack of ability and facility to maintain the vehicles inhouse may mean vehicles are not kept to specification or require external support at cost. **Cost** - Electric Vehicles currently incur significant upfront cost, as does the infrastructure required to charge them. This may impact the feasibility of the action in the long-term preventing emissions from being reduced. **Contingency Charging** - Vehicles may become strandard if not sufficiently charged following power cuts or varying periods.	**Service Provision** - Kevin Edwards is measuring the use of the recycling vehicles which may give insight to other heavy fleet. Improved route planning and vehicle scenario testing. Where vehicles are unable to service a route, alternative vehicles must be allocated. **Charging Capacity** - A corporate wide feasibility study on operational estates is ongoing which is also taking into consideration the requirements for charging/hydrogen infrastructure. **Vehicle Maintenance** - A training package will need introducing to vehicle maintenance staff to ensure they can safely maintain the electric vehicles. **Cost** - Following the end of Fleet contract, vehicles are now owned/hired/managed inhouse which provides opportunity to source government funding and lobbying for support **Contingency Charging** - A means to notify where charging has stopped would be required to alert staff. Contingency 3rd party charging site should be identified to allow for fast charging to minimise service disruption.	4	4	16
CCM7	**Facilitate a car sharing forum for employees – once measures post COVID-19 are reviewed.** Review previous car sharing platform function against alternatives. Anthony Stanford for update on where this is - Robin Nursaw? Was Sue Price.	Sharon Carney	31/05/2024	31/05/2024	None Identified	**Low Impact** - There is a risk that a system is implemented but uptake is low due to not understanding staff needs and barriers, reducing the impact on emission reductions and poor utilisation of staff resource. **Hybrid/Flexible Working** - Committing to lift sharing may impact on staff flexible working or being able to respond to work/personal issues.	**Travel Survey** - Travel survey was completed in 2023 to highlight the barriers and levers for staff to adopt lower emission/ active transport and can help to inform effective provision. **Hybrid Working** - Hybrid working policies have resulted in fewer people travelling to work compared to pre-covid-19, which may mitigate lack of flexibility. Car sharing would suit staff in particular services with common start/finish times.	2	3	6
CCM8	**Actively promote the existing employee cycle to work scheme to increase participation and review cycle storage facilities at principle work places (i.e. County Hall, Mold, County Offices, Flint, Ty Dewi Sant and Alltami Depot)** Identify current barriers to taking part in scheme. Formulate action plan to remove barriers and increase uptake.	Sharon Carney	31/05/2024	31/05/2024	None Identified	**Low Impact/Staff Safety** - Staff may be concerned around their safety when cycling on roads, resulting in low uptake/use impacting the reduction of carbon emissions. **Security of Equipment** - A lack of facilities to safely store cycling equipment may impede uptake of the scheme.	**Low Impact/Staff Safety** - Develop and promote active travel/ cycling routes so staff are more informed of safe areas to cycle. This action is interdependent to CCM10, CCM12, **Travel Survey** - Travel survey was completed in 2023 to highlight the barriers and levers for staff to adopt lower emission/ active transport which can help to inform decision making for this action.	1	1	1

No.	Climate Action	Owner	Date Assessed	Last Review	Interdependencies	Risks	Controls	Impact 1 to 5	Likelihood 1 to 5	RAG
CCM9	Promote and launch a managed salary sacrifice scheme for low and ultra-low emission vehicles.	Sharon Carney	31/05/2024	31/05/2024	None Identified	**Cost to Staff/ Low Impact** - Prohibitive costs to staff, whether their own personal expenses or wages falling below the minimum wage threshold, will reduce the impact this action could have, especially on commute emissions. **Staff Workload** - The workload and complexity of work may impacts payroll/HR staff.	**Travel Survey** - Travel survey was completed in 2023 to highlight the barriers and levers for staff to adopt a salary sacrifice scheme, and will help to inform decision making around this action. **Working Examples** - Consult with other authorities running a similar scheme to understand how it is operated, issues to expect and ways in which uptake can be improved.	2	3	6
CCM10	Promote use of public transport, active travel, and further develop the Council's walking and cycling network Investigate opportunity to invest in subsidised travel passes to encourage use of public transport. Member consultation on active travel map result of public consultation. White paper released on national scale public transport network franchised. One network - one ticket - one timetable.	Active Travel, Communications, Access Team, Transport Team. Transport and Active Travel Team	05/07/2024	05/07/2024	None Identified	**Staff** - Identifying who we can liaise with but need staff capacity to facilitate. Some work being done to improve the website to infom the public. **Funding** - subject to WG funding (staff provision and infrastructure) **Public behaviour** - Public adoption to transition to public transport and active travel may be low and challenging to build	**Funding** - Working on plans for both local and regional strategic schemes which will support and attract funding. **Public Behaviour** - Online offering showing integrated networks (routes and ambitions for the council). Rights of way team have also published 'flintshire walking' which promotes walking and cycling.	3	3	9
CCM11	Promote multi-modal transport journeys and the development of strategic transport hubs. Improve access to storage, charging and hiring facilities. Transport hub to be discussed as part of Member workshop - feasibility, etc. Bus interchange planned for Garden City.	Anthony Stanford, Streetscene, Active Travel	05/07/2024	05/07/2024	None Identified	**Public behaviour** - multi-model transport may be low and challenging to build **Partnership buy-in** - The council doesn't control public transport itself and would require strong partnerships to progress this action. **Staff** - Resource to ensure promotion and collaboration.	**Partnerships** - Good existing working relationships with existing companies which will help to develop and provide the necessary infrastructure for this work. Such partnerships will also address the staff resource required. **Public Behaviour** - Promotion and communicatin will be key for the public to adopt and should be done cross-partnerships.	3	3	9
CCM12	Investigate further opportunities for reducing car use with consideration for local contexts and accessibility through ultra-low emission areas, car free zones and pedestrianised streets.	Karen Whitney-Lang, (Streetscene/Transport)	05/07/2024	05/07/2024	None Identified	**Programme Conflicts** - Potential conflicts with placemaking plans to introduce more people into town centres which may increase car use. **Public transport:** Availability to move people to town centres and then promotes car use **Behaviour Change:** Developments may not be popular with some residents. Low traffic zones, etc.	**Programme Conflicts:** Programme should collaborate with Climate Change and other affected services to ensure conflicts are identified and solutions discussed. **Behaviour Change:** Thorough public consultation and regular engagement **Public Transport:** see CCM11	2	4	8
CCM13	Work with partners to enable greener fleet in the public transport sector (buses, rail, taxis) including Council contracted services such as school transport Investigate possibility for taxis and school services to switch to electric alternatives.	Transport, key partners Transport	05/07/2024	05/07/2024	CCM4,5,6 - Success with FCC's fleet can support this action through leadership and learned experience	**Control** - The council does not have control on public transport services and therefore has no direct control over decisions made. **Contract Value** - Costs to convert to electric vehicle contracts will be higher, with costs passed on. **Suitability of Technology** - The weight of some vehicles means EV technology is not suitable (short range)	**Control** - There are good existing working relationships with transport providers, and the council should use those relationships to collaborate and influence, using learned experiences from own fleet to help inform companies. **Contracts** - Costs could be reduced through partnership working with transport for wales and available grants. **Suitability of Technology** - Ensure alternative fuels are investigated and that technological improvements are monitored, including learning from the experiences of other local authorities.	2	4	8

Theme	Land Use

No.	Climate Action	Owner	Date Assessed	Last Review	Interdependencies	Risks	Controls	Impact 1 to 5	Likelihood 1 to 5	RAG
CCL1	Identify current carbon storage capacity within Council assets through mapping habitat types Look to NRW for best practice on existing data types. Secure resource to baseline current carbon storage capacity Working with private sector to make better use of sites	Ben Turpin, Sarah Slater Ben Turpin Ben Turpin Sarah Slater	01/05/2024	01/05/2024	Accurate records of land ownership and suitable calculation tool.	**Staff:** Drain on staff time to identify and map sites. **Data Quality:** Historical records of land use in carbon calculator require updating to reflect current land holdings and use. Additionally, no UK-wide accepted methodology for measuring carbon sequstration and is only based on establish areas of woodland/grassland, etc. This risks miscalculating gap to net zero after sequestration is taking into acocunt and may not support clear decsion making. **Legal:** Work linked to this action may have statutory requirements attached. We need to ensure that the land can be used for the purposes required.	**Data Quality:** Objective set for BT to update existing records in such a way that can be easily maintained. WLGA are also launching a tool that may support this. Additionally, new recording tool has been provided for the monitoring of tree planting and the potential sequestration that may offer.	3	1	3
CCL2	Investigate the potential of our land assets for new renewable energy installations and operating models and develop these schemes to increase the amount of energy generated from these sources Update proposal document and present proposal document to COT for support and recommendation. Outline business case on identified sites with consideration for long term maintenance of vegetation, etc. (whole life approach)	Phil Southern	01/05/2024	01/05/2024	CCL3 - This action may require progress on CCL3 in order to avoid conflicts with other uses land assets (carbon sequestration, biodiversity and flood management).	**Staff:** There is a risk here where the service cannot be delivered due to a lack of staff resource. Requires dedicated post as the team's focus is currently on buildings. **Cost:** Developments incur significant costs. **Capacity:** Grid capacity at sites may be limited. **Reputation:** Public perception of land use and value of schemes.	**Staff:** New officer in energy team (started Summer 2024 increasing capacity for work. **Cost:** Ensure the business case for such projects is robust. Consider alternative revenue schemes such as flex. Income generation can balance expenditure. Explore grant funding opportunities. **Reputation:** Maintain existing assets to ensure full generation capabilities are met meeting the expectations of stakeholders. Experience in this work will help to address concerns.	4	1	4
CCL3	Undertake a study identifying land for habitat restoration and tree planting schemes within land assets to mitigate climate change and enhance biodiversity Secure resource to map sites against set criteria to shortlist potential areas for planting schemes/etc. Carry out feasibility study including necessary surveys of site. Develop projects in line with funding and delivery.	Sarah Slater, Amanda Davies, Ben Turpin Ben Turpin, Sarah Slater, Amanda Davies Sarah Slater	01/05/2024	01/05/2024	No significant interdependencies with other actions, but resource dependencies do exist (see risks)	**Staff and Information:** Significant time requirement and cross department collaboration to bring a report together. Accuracy of records may require more staff time to be allocated to investigate further, and a lack of clear records may hinder decision making. **Land Conflicts:** Actions arising from the study may have potential conflict with other land demands such as housing, agriculture. **Reputational:** Tree planting activities and habitat restoration may result in some objections from the public.	**Land Conflicts:** The Land use study will carefully consider the available information currently available. The report itself will be passed through officer hierarchy for scrutinising, ensuring that findings made are well informed and do not conflict with other work. **Reputational:** Local communication and consultation where works are planned will help residents understand and accept projects.	3	1	3
CCL4	Audit the amount of herbicide and pesticide use on Council land assets Ascertain where herbicide and pesticides are used - by streetscene or contractors.	Barry Wilkinson	01/05/2024	01/05/2024	None Identified	**Estate Maintenance:** Inability to suitably maintain verges and other estates creating additional demand on service time and resrouces. More visits on site and more time taken to use the new material. **Costs:** Alternatives are approximately twice that of typical materials. **Invasive Species:** Control of invasive species may be reduced as a result of reduced herbicide use. Review this with Working Group on 26th June 2024.	**All:** Alternative material is organic in nature and currently undergoing trials to ensure they are effective and address the risks raised. Additional costs are expected to be relatively low. **Staff resource:** There are behavioural improvements to the process that can be made to mitigate additional time. **Invasive Species** - Contracted out, exception to the rule.	2	1	2
CCL5	Increase proportion of Council land managed for biodiversity	Lisa Mcllelan, Sarah Slater, Richard Blake, Helen Mrowiec	01/05/2024	01/05/2024	CCL3 - Land study for CCL3 will help to better inform the location for	**Availability:** Land availability is a challenge and may conflict with other services. May also be a significant staff time resource to reassign the land for this purpose. **Cost:** Such projects can carry expense in terms of reallocating the land for use and the equipment required to implement and manage.	**Cost:** Such projects will be mostly grant funded and it is expected revenue costs would be low. Conversely, some costs may be saved such as reduced mow.	3	1	3

Ref	Action	Lead Officer	Start Date	Review Date	Interdependencies	Risks	Mitigation	L	I	Score
	Review management of land protocol rather than introduction of new wildflower areas.	Sarah Slater			increasing to proportion of land for biodiversity.	**Public Views:** There may be conflicting views of how land should be used (e.g., food growing, housing, etc.) Not completing such works can risk not meeting the Section 6 duty. Review with Sarah	**Public Views:** Clear communication, engagement (internal and external) and consultation will help understand suitable areas for biodiveristy and promote learning and understanding.			
	Workshop for new Members post elections and public engagement developed.	Sarah Slater								
CCL6	**Support the increase of tree canopy cover across the county in line with the Urban Tree and Woodland Plan.**	Valuation & Estates, Property Design & Maintenance, Education & Youth, Stuart Body	01/05/2024	24/06/2024	**CCL3** - Land study for CCL3 will help to better inform the location for tree planting	**Service Demands** - Increased demand on services to manage additional trees. **Cost** - Trees and equipment **Reputational** - Risk where public does not agree with planting and projects **Time/ Complexity** - Risks focus on the lengthy process for tree planting such as land assessments, consultations, etc. However, legal challenges are expected to be minimal.	**Cost** - Typically grant and section 106 funded, but funding may not be available in the future and is currently limited. Staff leading the work are also grant funded/short-term contracts. **Reputational** - Ongoing scrutiny of this work and the Flintshire Forest. Increased communication and information online (website) to advise public on plans for tree planting/ biodiversity, etc. Can cross-reference to other related webpages (e.g., Flintshire Forest Plan). Greater awareness should promote acceptance by the public.	3	3	9
	Identify direct funding for increase of tree canopy cover that allows for meaningful consultation and longer term management.	Stuart Body								
CCL7	**Assess impacts of Ash Dieback and tree planting within Flintshire assets on canopy cover and net carbon sequestration**	Stuart Body	24/06/2024	24/06/2024	Monitoring methods and uptake of use	**Sequestration** - Risk of reduced net sequestration through removal of ash trees and no replacement. **Canopy Cover targets** - Poor management may mean progress to achieving canopy cover targets may be hindered/poorly managed.	**Measuring** - Tree felling monitoring is conducted by a member of staff, but not yet applied to identify impacts on seq. & canopy cover.	1	1	1
	Record amount and size of trees felled due to ash dieback and use ready reckoner to quantify impacts.									
CCL8	**Increase area with reduced mowing regimes to enhance biodiversity and increase carbon storage**	Sarah Slater, Chris Goddard	24/06/2024	24/06/2024	None Identified	**Cost**: Investing in new machinery reliant on LPN funding. This may not be present in future to progress the work/ maintain machinery/ new machinery. **Reputational**: Public are at times not supportive of the work.	**Cost**: Ensure investment is well used on the correct machinery with ongoing maintanence well planned and costed. **Reputational**: Public engagement events with audiences not typically involved directly with biodiversity. Online information provided to engage and inform of works.	2	3	6
	Tying in with previous action - carrying out Member and public engagement.	Sarah Slater								
CCL9	**Strengthen the monitoring of sustainable drainage systems (SuDs) installation and quality in new developments.**	Paul Reeves, Adrian Walters	26/06/2024	26/06/2024	None Identified	**Staff:** There has been historic staff shortages in the council for this work, as well as a general national skills gap.	**Staff:** Existing posts in the team are due to be filled with new starters in August 2024. This will facilitate the completion of the action.	2	2	4
CCL10	**Explore best practice policies and encourage provision of space for food growing in new developments and vacant and under used sites**	Lisa McIlelan	05/07/2024	05/07/2024	None identified	**Funding** - Welsh Government limited funding to develop new sites and enhance existing site. No other income stream and funds not guarenteed. **Policy** - Risk of not making the most of limited funding.	**Funding** - Allocated for enhancement of existing sites (e.g. rainwater harvesting) - Planning ahead, sites identified for development if/when funding becomes available ensuring funding is applied as effectively as possible. **Policy** - Use what land we already have (no scope for land acquisitions). Working with community council's whereever possible	1	4	4
CCL11	**Review and improve recycling provision in Council offices, schools and public buildings and remove use of single-use plastics. Communicate and engage building users to utilise provision**	Chantel Humphreys	26/06/2024	26/06/2024	None identified	**Behaviour Change:** There is risk that waste will not be removed as slow behavioural changes will result in contaminated recyclables. No current financial penalty in place yet. **Monitoring:** Inability to monitor recycling of sites may result in ineffective identification of problem areas to address poor recycling performance. Single plastics (an officer looking into those - resource)	**School Toolkit** - New School Toolkit can help address elements of behaviour change. **Communication** - Creating an online resource to promote recycling and requesting to go into schools and run workshops. **Monitoring** - to confirm (quantity of contamination, recycling %)	2	1	2
	Review recycling provision in public spaces.									
CCL12	**Support circular economy initiatives diverting reusable items from disposal through recovery at Household Recycling Centres**	Chantel Humphreys	26/06/2024	26/06/2024	None Identified	**Staff:** There is a risk there are not sufficient staff to facilitate this work. **Policy changes** - Changes and strengthening of policies (e.g., Welsh Gov.) may impact on willingness or ability for public to support.	**Staff:** Staff resource is currently in place to meet needs. **Policy Changes:** Any policy changes or new initiatives will be communicated to stakeholders by the waste team to ensure understanding, uptake and to support behaviour change.	2	1	2
CCL13	**Create guidelines for Council procurement of food in offices, schools, etc, to be local and sustainable**	Procurement	26/06/2024	26/06/2024	Responsible Officer not identified	**Ownership:** Currently unidentified officers to lead on this work meaning it cannot progress or risks a lack of competency to implement effectively while mitigating risks. **Cost:**There is a risk of price impact due to reduced selection of suppliers. **Legislation:** Changes to legislation brings an unknown impact - this will be updated as and when we learn more.	**Ownership:** Action is due to start in 2025 and having an officer assigned to this action will enable a thorough investigation into identifying risks associated. This will be reviewed once an officer is identified.	3	4	12
CCL14	**Undertake a land use strategy to ensure land is managed and protected for green infrastructure, decarbonisation and biodiversity benefit.**	Lisa McLellan, Tom Woodall, Alex Ellis, Andy Roberts	26/06/2024	26/06/2024	**CCL3** - Findings of the land use study will contribute to this work **CCL15** - Identifying sustainable practices available and in future can help support uptake of Tenant action.	**Information**: A lack of information on land assets, designations and plans will limit the development and impact of the startegy. A reliable source of information and support needs identifying. **Quick wins:** Delays in creating a strategy means quick-win opportunities may be missed and slow down development and impact the planning of longer-term strategies. **Tenant Farmers:** Engagement with tenant farmers may be challenging where uptake for land management is identified. Updating contracts may also be drawn-out, slowing progress.	**Information:** The Land Use Report (CCL3) will be a key source of information on land assets, key feastures and useage to inform the strategy. **Quick wins:** Work can begin engaging with other key stakeholders (welsh water/ NRW) to identify and deliver quick wins as the strategy is developed. **Tenant Farmers:** Where identified, Tenant Farmers would need to be closely engaged with the actions identified in the strategy, with those actions being made more attractive by coordinating with other existing land management schemes and incentives.	4	2	8
CCL15	**Work with Tenant farmers to share best practice on sustainable farming, increasing carbon absorption and biodiversity value.**	Lisa McLellan , Sarah Slater	24/06/2024	24/06/2024	No action interdependencies, but strongly reliant on a suitable Sustainable Farming Scheme from Welsh Government	**Reputational:**Current unrest with welsh farmers and proposed subsidy schemes. Also a risk of advising on actions that are detrimental to the farmer. **Buy-in:** Currently there is not incentive in Wales for farmers to apply sustainable farming practices. Additionally, there is no agent currently available as a conduit between council and farmers who can facilitate engagement. **Cross-departmental Suppport**: Ongoing cross-departmental support is required to ensure appropriate information is transferred in order to engage and work with farmers. **Staff Competency**: A lack of staff knowledge of SFS and other existing scheme risks effective action and trust, may be detrimental and at best slows down progress.	**All:** The Welsh Government's Sustainable Farming Scheme (SFS), due in 2026 following delays will provide the foundation in which this action can progress, by giving clear instruction, financial incentives and benefits for all. An exercise should be done to identify other schemes available that can support this action, while also allowing to build staff knowledge and competency prior to the launch of the Sustainable Farming Scheme.	2	3	6
CCL16	**Work with communities to increase biodiversity value and carbon storage.**	Sarah Slater	24/06/2024	24/06/2024	**CCBu10** - Climate Toolkits can provide a platform for this action as part of carbon reduction plans. This is in addition to mandatory biodiversity policies.	**Staff resource:** This would create a demand on biodiversity staff resource, of which staff are grant funded and future of such positions is uncertain. **Identifying opportunities:** It will be challenging to identify opportunities on a community level, due to information and staff resource. **Funding:** Funding for such projects may be limited and requires identifying for delivery.	**Staff resource:** Ongoing monitoring of funding to maintain staff in the biodiversity team. **Identifying Opportunities:** CCBu10 has established a toolkit for Town and Community Councils which brings a focus on land actions. Maintain close working relationships with key TCC / groups to inform on funding and other opportunities.	2	3	6

No.	Climate Action	Owner	Date Assessed	Last Review	Interdependencies	Risks	Controls	Impact 1 to 5	Likelihood 1 to 5	RAG
	Town & Community Councils to be contacted to suggest sites to enhance.				Mowing and tree planting/ GI					
CCL17	**Identify opportunities to acquire new Council land for the purpose of carbon sequestration and biodiversity enhancement.**	Lisa McLellan	05/07/2024	05/07/2024	CCL3 - Land study can help to inform where key locations may be to join up with existing land and sequestration and biodiveristy work	**Cost:** Land acquisition is expensive and often brings much competition - local authority funding is very limited. **Availability:** Lack of available land and competition will make acquisitions more challenging. **Identifying suitable land:** A lack of information can result in purchased land not being effective for biodiversity/ sequestration (joined up habitat, etc.) **Conflicting Priorities** - A need to generate funding from land assets and a lack of metrics for the valuation of biodiversity and carbon in which to assess value for money during disposals.	**Cost:** Challenging to mitigate. A report to identify cost of closing gap to Net Zero is required to determine cost/ benefit of of land acquisition. **Availability:** No means to mitigate in terms of available land. **Suitable Land:** Land Use report (CCL3) and other mapping will help identify a standard requirement of land opportunities that offer the required benefits **Conflicting Priorities** - Build into the process the considerations for biodiversity and carbon when investigating the sale of land, and that land's productivity for farming or other activities. This will require metrics to state a value as a result of biodiversity improvements/carbon sequestration.	3	4	12

Theme **Behaviour**

No.	Climate Action	Owner	Date Assessed	Last Review	Interdependencies	Risks	Controls	Impact 1 to 5	Likelihood 1 to 5	RAG
CCBe1	**Ensure climate change and biodiversity is considered a priority in decision making across all Council services** Identify key policies and processes across the Council. Note review dates for key policies and processes and instigate reviews where there is none planned. Work with owners and timetable reviews to ensure that decarbonisation is included in each process where necessary.	Alex Ellis	10/06/2024	10/06/2024	None Identified	**Maintaining Priority**: Risk relates to other council priorities continuously taking precedent over climate and biodiversty, preventing co-benefits of actions not being realised.	**IIA**: New Integrated Impact Assessment includes carbon considerations in its process. **Training**: Elected Members and Senior Leaders attending carbon literacy and carbon-related training increases understanding of climate impacts on their services and the benefits climate action can provide. **Policy**: Council policies can be investigated and amended to account for climate change and biodiversity, ensuring consideration is integral to a workstream.	3	2	6
CCBe2	**Ensure Councillors and employees complete carbon literacy / introduction to climate change / Naturewise training. Inclusion of climate change within induction process.** Analysis of key stakeholder groups and training required for each group. Options analysis for training provision to develop business case. Regional collaboration being identified for carbon literacy and generic e-module content Notify HR to ensure e-module is included in mandatory training - for new and existing employees.	Ben Turpin, Sharon Carney, Steven Goodrum, Sarah Slater	19/04/2024	19/04/2024	None Identified	**Lack of Engagement** - Lack of uptake and ability to deliver content can result in a lack of understanding and prioritisation of carbon reduction actions from Elected Members, Senior Leaders and Staff. This can reduce accountability and delay the reduction of emissions. **Scrutiny of Climate Actions** - Work streams and proposals which have a relationship with the environment and climate change may not be correctly scrutinised by elected members and senior leaders.	**Mandatory Training** - It is mandatory for Elected Members to receive carbon-related training. This will provide elected members improved knowledge to be able to scrutinise workstreams that have a relationship with the topic. **E-Learning** - Online Climate Change Essentials module is available for the staff, providing a baseline understanding of climate change and the work the council is doing to address it. **Climate Chnage Committee** - The Council has a dedicated Climate Change Committee which will scrutinise progress of the climate change programme and steer work.	2	3	6
CCBe3	**Engage employees and Trade Unions to renew job descriptions to include climate change and biodiversity responsibilities where applicable, e.g. managers, budget holders, planning.** Identify job roles that should include carbon related responsibilities. Review potential for including carbon within appraisal process - key principles and priorities.	Sharon Carney	27/06/2024	27/06/2024	None Identified	**New Role Development** - Lack of process and understanding to how roles can incorporate speciifc responsibilities where applicable. **Existing Role Changes** - As well as the risk above, adjusting job descriptions for existing employment contracts may prove challenging and longer to implement due to discussions and agreements with individual staff. **Actions progression** - Where descriptions are not adjusted, ownership of actions and a lack of the required 'ways of working' may slow progress to reeduce emissions.	**Process** - Working with the climate change team, determine a process in which managers are prompted to consider climate/ environmental-related responsibilities in job roles. **Minimum Requirement** - Establishing a minimum way of working for all staff to support climate and nature may drive progress and grow support and experience for more specific changes elsewhere.	3	3	9
CCBe4	**Facilitate transition towards a 'paperless Council' through, for example, digitisation of wage slips, report packs, contracts, applications.** Identify paper-based records still used across Council services and analyse where and when these can be digitised. Schedule reviews and build business cases to support where necessary. Ensure collaboration and consistency with Digital Strategy.	Sharon Carney, Steven Goodrum	19/04/2024	19/04/2024	None Identified	**Costs** - Costs associated with issuing Elected Members with iPads, as well as need for software and user licenses. **Behaviour Change** - There is risk and evidence of reverting back to paper use despite new technologies being allocated. This can impact emissions as well as making costs to implement meaningless or greater. **Inclusivity & Accessibility** - The provision of digital tools/paperless methods may become an accessibility/inclusivity issue for some individuals (medical grounds, language availability, technical abilities, etc.) meaning they cannot engage with conversation and decision making equally.	**Inclusivity & Accessibility** - The use of paper by some elected members is on medical grounds - IT and Occupational Health are working on guidance on how to technology can support those with medical issues. Inclusivity and equality should be carefully monitored to ensure staff and elected members are not discriminated. **Hybrid Working** - Meetings continue to be hybrid and supports the access of documentation online, reducing the need for paper.	2	3	6
CCBe5	**Facilitate corporate volunteering for climate and biodiversity action** Review existing corporate volunteering policy.	Sarah Slater, Alex Ellis, Gavin Jones	27/06/2024	27/06/2024	None Identified	**Health and Safey** - There is an increased risk of accidents where voluneers are inexperieced with natural environment activities, resulting in work time lost, legal and reputational issues. **Service pressures** - Services may be reluctatnt to release staff for volunteering due to pressures or difficulty to backfill. It is important that all staff have the opportunity to engage. **Staff Resource** - Capacity for Natural Env team to support the volunteering and resouces to deliver. **Public perception** - The public may feel that council staff should be only spend their time delivering public services.	**Health and Safety** - Volunteering activities for natural environment would be allocated to meet the skills of volunteers, and would be appropriately risk managed (risk assessments, method statements, supervision). **Service Pressures** - The benefits to staff wellbeing and value should be communicated as part of a volunteering programme, highlighting the benefits to services. Support and flexibility may be provided for specific services. **Public Perception** - Clear communication to the public explaining the activities and benefits to the council should be provided, and is useful to drive awareness of other council activities.	2	3	6
CCBe6	**Investigate the possibility of divesting pensions and other investment portfolios away from fossil fuels in support of green energy.** Climate Change strategy in place to achieve net zero carbon by 2045. Key milestones within this plan to achieve net zero target.	Debbie Fielder, Chris Taylor	19/07/2024	19/07/2024	None Identified	**Poor Investment** - Loss of pension value due to poor investment. This can come in the form of fossil alternatives performing poorly/ negatively, or slow action resulting in fossil fuel investments losing value. Review with Pensions Lead	**Poor Investment** - Mitigation against poor investment is good market research and having competent staff to make investment decisions. Fossil fuel share of investments is very low, so overall risk should be reflected in ratings. Review with Pensions Lead	2	1	2
CCBe7	**Facilitate community events and activities to raise awareness of climate change and how to reduce carbon footprints.**	Ben Turpin	19/04/2024	19/04/2024	None Identified	**Staff Wellbeing** - Some individuals may have strong views opposing the climate change work the council is doing, and may become confrontational as a result. **Reputation** - Injury to members or the public/staff, or poor staff behaviour resulting in reputational risk. **Legal** - Health and Safety claims where public is injured as a result. Council may issue incorrect advice where a member of the public is negatively impacted .	**Staff Wellbeing** - Staff who conduct public events are experienced with the public and are aware of the need to maintain professionalism. Awareness training on dealing with confrontation may be advantageous. **Legal and Reputation** - Risk assessments are created for events to manage risks to the public. Staff are experienced in this exercise. Regular events meetings between teams also help to advise on running events.	3	1	3