

Buildings											Phase 2 Action Updates
No.	Action	Assigned To	Carbon Potential (tCO ₂ e)	RAG	Status	Date Started	Target Completion	Monitoring Value	Milestone for Phase	Resources	26th June 2024
CCBu1	All Council buildings and schools electricity delivered through a green energy tariff by 2025	Phil Southern, Paul Kindlin, Rod Taylor	/	9	In Progress	Jan-22	Dec-24	% electricity supply from green tariff	100% by March 2026	Staff - Technical Officer has been appointed to the post in the Energy Unit.	Review of purchasing REGO backed electricity tariff to be undertaken. One challenge is balance carried forward on non-contract sites - finance require backing (VAT) invoices to be paid individually. All sites that FCC are responsible for paying the electricity for are identified and current supply arrangements established.
	Identify assets not included in current tariff.				In Progress	Jul-24					
	Identify contract renewal dates for those assets.				In Progress	Jul-24					
	Calendar plan renewal dates to ensure they are added to tariff.				In Progress	Jul-24					
CCBu2	Review and rationalise building assets and leases considering new ways of working	Lisa McLellan, Rod Taylor, Ian Edwards	533	6	In Progress	Apr-22	Ongoing programme	Rationalised assets with potential reduction in emissions from energy used in under-used assets	Close County Hall - March 2025	Cost for the relocation of Data Centre to TDS and resolution of heating to Law Courts	County Hall is due for closure end of Feb 25, and ultimately demolition (no time frame). Current work focussing on data centre, heating system, reallocation of staff (ongoing) - Mapping out is now completed and now need to set out some basic working principles with COT to ratify those principles, due to be signed off end of July 2024
	Review and update asset management plan in line with carbon reduction ambitions				Not Started	2026					
	Assess and review assets that can be rationalised linking with investment plan.				In Progress	Ongoing					
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.	Ian Edwards, Phil Southern/Paul Kindlin, Rod Taylor, Jennie Williams	6,448	12	In Progress	Jan-22	Ongoing programme	% reduction in emissions from energy use in buildings. % reduction in emissions from electricity use in buildings.	9% Year on Year reductions of both energy and electricity emissions in buildings. DEC and Condition Survey Completion - Autumn 2024 Re:Fit Survey Completion: July 24	Surveys and information collection (ongoing).	We are now in the next phase to identify funding for future development of new-build schools that meet NZ requirements - Just in approval stage at this point and will update once projects can be brought forward. Starting to look at a record of what has been done following recent data requests. School Condition Programme outcomes due in Sept 2024. DEC surveys completed by end of year. Surveys ongoing for Re:Fit for a select number of sites. End of July completion. Current project in development is the joint archive facility, funding has been recently approved. Streetlighting update: 80.1% of streetlights and sign lanterns have been converted to LED as of July 2024. It is estimated that 90% of streetlights have been converted with sign lights at a lower percentage. Some of these conversions are now 10 years old and are typically on a failure plan (replace with LED when the old units fail). Milestone is based on a 9% YoY reduction of building emissions, of which the majority of emission reductions will be from energy savings/renewable generation in buildings. 22/23 building energy use is 48,286,712 kWh (electricity, gas, LPG, Gas Oil and Biomass). Milestone figures will be updated on the completion of the 2023/24 carbon emissions calculation. Note that electrification of heat may make this challenging.
	Analyse current position of all assets in terms of current energy efficiency status and measures already undertaken.				In Progress	Apr-24					
	Identify further measures that can be taken to further reduce emissions from each asset.				In Progress	Jan-22					
	Build business cases for schemes to retrofit energy efficiency measures.				In Progress	Jan-22					
	Identifying and developing external funding to support business cases.				In Progress	Jan-22					
CCBu4	Further explore renewable energy opportunities for Council buildings, council office car parks and depots	Paul Kindlin, Phil Southern, Rod Taylor Lisa McLellan	15	1	In Progress	Jan-22	Ongoing programme	% energy generated and supplied to FCC from its own renewable generation assets	Increase of 2.5% of direct connection renewable generation (rooftop solar, wind and biomass) by March 2026 DEC and Condition Survey Completion - Autumn 2024 Re:Fit Survey Completion: July 2025	Surveys and information collection (ongoing).	See CCBu3 regarding DEC and Condition Survey reports, these will help inform further renewable opportunities on council assets. Re:fit has prioritised worst performing sites and further measures will be identified building business cases. Net Zero reporting helps towards identifying opportunities for renewable installations. Client departments would feedback to WG on completion of capital projects. In 22/23, energy generated by renewables and supplied to FCC was 4.56% (rooftop solar, biomass and wind). If large scale renewables can be accounted for (these do not have a direct line to FCC), then this % share would increase to 23.2%. Milestone figure from P. Southern accounting for potential Re:Fit proposals and loss of Argoed. Milestone figures will be updated on the completion of the 2023/24 carbon emissions calculation.
	In line with work detailed above - analyse current position of each asset and potential for renewable energy retrofit.				In Progress	Jan-22					
	Build business plans for schemes to retrofit renewable energy measures.				In Progress	Sep-24					
	Senior Management team to advocate and feedback to WG on delivery of WGs commitments.				In Progress	Jan-22					
CCBu5	Design and refurbish buildings (in scope) for carbon neutral / low energy operation, biodiversity net benefit and adaptation to the impacts of climate change.	Ian Edwards, Phil Southern/Paul Kindlin, Rod Taylor, Jennie Williams, Sarah Slater	279	12	In Progress	Jan-22	Ongoing programme	Specification and standard drawn and utilised	Mynydd Isa Campus Phase 1 handover - Jan 2025 Phase 2 Ground Work - Nov 2026 Ysgol Croes Atti Handover - Sept 2025 Croes Atti Newydd Handover - May 2025 Maes Gwern Centre Completion - Feb 2025 Joint Archive Project Design Stage Start - Oct 2024	Capital Works Funding	Build of Ysgol Mynydd Isa, Ysgol Croes Atti, Croes Atti Newydd and Maes Gwern all continuing delivery. Key dates stated in the milestone column. Note that Croes Atti Newydd is delayed by a week. Joint Archive Project funding approved in Apr, business case is being prepared by Denbighshire County Council is anticipated to enter the design stage in October 2024. All projects as of January 2022 are required to demonstrate carbon reduction techniques and technologies and achieve Net Zero Carbon Operational and meet an embodied carbon target. Determining a minimum standard for this is challenging as it is dependent on the scale of the build. No set standard yet identified due to the complexities of the sites and builds. Will identify suitable standards for builds as an when they are identified and developed.
	Minimum spec and standard to be drawn by engaging CC, biodiversity and key stakeholders and early design stage				In Progress	Jun-22					
	Pilot projects identified to test specs, proof of concept and apply learnings				In Progress	Jun-22					
	Roll out minimum spec as standard on all new major projects				In Progress	Jun-22					
CCBu6	Ensure green infrastructure is considered throughout all existing Council assets and future schemes	Ian Edwards, Phil Southern/Paul Kindlin, Rod Taylor, Jennie Williams, Sarah Slater	15	9	In Progress	Jan-22	Ongoing programme	No. of green infrastructure schemes	7 GI Schemes implemented or ongoing via Placemaking Plans by March 2026 Final GI surveys - Aug 24	Time, Staff and Competence understand opportunities for projects and the benefits they offer Finance to implement projects	Placemaking Plans New Street project in Mold is under development. Love street carpark Concrete barriers to be removed with a nature-based solution installed. Ysgol Croes Atti invested in green walls and other nature-based solutions in last few months. Queensferry urban tree pits have been established in paved areas. Completed Phase 2 Green Infrastructure scheme in Flint (tree pits). Working on potential scheme for Connah's Quay for urban planting and tree pits. Have 5 completed GI audits for 5 towns which include proposed interventions which are currently being implemented. The final 2 GI audits (Mold and Flint) are due to be completed August 24. Currently looking at projects that are within the gift of streetscene to suit their resource. Streetscene are closely consulted on projects led by bio/regen. Note: Start dates indicate more formalised approach to GI. There was previous work as noted in previous updates but has been sporadic and delayed (e.g., Covid-19)
	Analyse existing assets and potential/feasibility of green infrastructure retrofit				In Progress	Jun-22					
	Building schemes into maintenance schedule with Streetscene to support ongoing maintenance and sustainability. Prioritising those that do not require revenue pressure.				In Progress	Jun-22					
	Build business cases to support				In Progress	Jun-22					
	Ensure biodiversity is engaged at early design stage for new schemes				Completed - Ongoing	Jun-22					
CCBu7	Continue to carry out flood investigation and alleviation to identify proactive mitigation measures & prevent recurrent flooding	Paul Reeves, Chris Goddard, Barry Wilkinson	/	12	In Progress	Jan-22	Ongoing programme	No. of flooding incidents prevented. No. of flood measures completed.	Phase milestone TBD Strategy Approval - Apr/May 2025	Management Strategy Funding for investments in management software and hardware/outsourcing of key skills and training Staff to carry out the strategy, train and collaborate with services and community groups	Paul Reeves provided the draft report for FCC's Local Flood Risk Management Strategy (produced with Waterco), outlining key objectives including 'development of prioritised investment programme based on most at risk communities' and 'Ensure the development of skills required to implement effective and innovative flood risk management measures.' There is optimism to have the strategy approved by April/May 2025 (PR provided timeline to BT), but did note that this may be restricted to availability of cabinet slots, consultation deadlines, etc New staff are also starting in the flood management team, with all 4 positions filled by August 2024. BW - Resilient roads - focussed on flooding impacts on coast roads - funding (5 schemes over the course of the last 3-4 years - 3 completed and 2 planned for 2024)
	Review process and roles of planning development and streetscene				In Progress	Jan-24					
CCBu8	Prioritise nature based solutions to flooding remediation proposals	Paul Reeves, Chris Goddard, Sarah Slater	/	9	In Progress	Jan-22	Ongoing programme	No. of nature based schemes	Milestone TBD after Strategy Approval - Apr/May 2025 CCL3 Land Use Report Completion - Sept 2024	Management Strategy Funding for NBS Land available in key locations to implement NBS	Paul Reeves provided the draft report for FCC's Local Flood Risk Management Strategy (produced with Waterco), outlining key objectives including 'to help protect and engage the natural and historic environment of Flintshire' and 'encourage schemes involving natural flood management where appropriate'. In addition to this Paul has been active in developing the Land Use report for CCL3 which will identify opportunities for natural flood management. There is optimism to have the strategy approved by April/May 2025 (PR provided timeline to BT), but did note that this may be restricted to availability of cabinet slots, consultation deadlines, etc
	Explore feasibility for rainwater harvesting within Council assets, particularly on high water usage sites.				In Progress	Feb-23					
		Property Design			In Progress	Feb-23					Project continuing at Maes Gwern and progressing well, due to be completed 7th February

CCBu9	Analyse existing assets and suitability of rainwater harvesting to reduce water use	& Maintenance, Energy Unit (determine staff)	135	6	In Progress	Feb-23	5 years	% decrease in water use from the mains source	XX% reduction on forecast water use for Maes Gwern by 2026	Data for high water consumers via carbon reporting	2025. There are no other projects identified for rainwater harvesting at this time. Ian Contacted for milestone.
	Build business cases				In Progress	Feb-23					
CCBu10	Support schools and Town & Community Councils to reduce operation's emissions and engage with our building users to encourage positive behaviour change	Ben Turpin, Paul Kindlin and Phil Southern, Matt Thomas	352 (but not from our carbon footprint)	9	In Progress	Sep-22	Ongoing programme	% of schools and Town & Community councils with carbon reduction plans	Accessing Toolkit (downloads) Schools: 30% Sept 24, 40% March 25 TCC: 60% Sept 24, 80% March 25	Post launch, the main resource required is staff time and collaboration with key services (education, comms) to develop the toolkit offering and support uptake.	Climate Toolkit was launched in March 2024 to all schools and TCCs. 6 workshops have been delivered online with 5 schools and 16 TCCs attending. Also presented to councillors at 4 TCCs. Initial targets exceeded and new targets established. Castell Alun is currently implementing the toolkit within their Y9 learning plan, FCC is directly supporting where required. More engagement and monitoring to be planned once additions to the toolkit have been completed (FAQ, online recording, etc.)
	Develop support package for schools, town and community councils and community groups, to calculate and reduce carbon emissions and encourage positive behaviour change				Completed - Ongoing	Jul-23					
	Deliver virtual training session for Town Councils to engage.				Completed - Ongoing	Mar-24					
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	Steve Fanning (existing homes), Paul Calland (new builds)	no baseline	4	In Progress	Jan-22	Ongoing programme	Decarbonisation strategy and action plan completed and implemented. No. of houses improved.	330 homes* to be improved in 2024/25, and 184 in 2025/26** Housing Decarbonisation Strategy Report Approved by: TBD (see notes)	Funding for retrofit (currently ECO4) Ability to model retrofit actions and outcomes to ensure effectiveness and value for money	We have a strategy report pending consideration by Housing cabinet, no timescale on the outcome as yet, we can only assume this is because of the extraordinary costs this would commit the council to expend. We are liaising with WG on further funding support and possible routes to secure funding. The ORP pilot is complete and under a three year monitoring plan, after completing the first year of monitoring the intelligent energy system (IES) data is confirming very positive outcomes, reduced energy consumption, maintained ambient warmth, maintained safe ambient moisture levels, reduced carbon emissions, (net zero on site is not achievable with current technology, planning and fire safety regulations, inadequate energy distribution networks and high costs) average energy cost savings approx. £400 per annum. The case for the approach, measures and probable costs is set out in the strategy report pending consideration of Cabinet. Demolition and reversion may be necessary to a very small number of properties but this would be driven by property archetypes ie non traditional build and rules on refurbishment not energy performance, there are very small numbers perhaps 5. Steve Fanning also highlighted that there is a budget shortfall against the existing business plan and has been highlighted in business plan reports. Milestone figures from Steve Fanning: *330 homes in 2024/25 dependent on E2m allocation of grant support, and **184 in 2025/26 is no additional grant or budget is identified. Paul Calland contacted to advise on standard for new builds.
	Decarbonisation plan for Council homes				In Progress	2023					
	Identification, scope and business plan for pilot project through ORP				In Progress	2021					
	Use learnings to develop standard for all new builds.					PC					
	Develop business cases for retrofit of decarbonisation measures on existing stock and demolish and replace of those unsuitable for appropriate retrofit measures.				In Progress	2021					
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.	Rachael Byrne, Joseph Muxlow, Karen Whitney-Lang	23,997 (but not from our carbon footprint)	4	In Progress	Jan-22	Ongoing programme	No. of household receiving energy efficiency support No. of businesses that have been supported to reduce their carbon footprint. Monitoring of businesses attending DDF	Estimated to reach 400 Private Households and 200 small businesses per year by March 2026. SPF Final Outcomes Report - by April 2025 (financial year end) Four DDF meetings per year with year on year increase of delegate attendance. ECO4 to end in 2026	Funding for private businesses - Not in the control of the council to provide funding Council provides resources for a financial and scheme evaluation. Funding from energy companies. Domestic energy team provide support to the general public in understanding the Eco4 process, what options are available and signposting to the most beneficial scheme available.	Joe Muxlow has advised that with the recent change of government, Eco funding to support households is currently hit and miss, reflecting on a risk to this action. This should be monitored and reported again in the next working group. Shared Prosperity Fund (SPF) is coming to end in Dec 2024 and it is currently unknown whether it will have another round or be replaced. Collation of information to report the outcomes of SPF will begin in December with a final report due at the end of the 2024/25 financial year. Business Wales has established a Business Decarbonisation Toolkit which is accessed at: https://es.catapult.org.uk/tools-and-labs/our-place-net-zero-toolkit/ - This itself has closed the action related to this. Business Development Team continue to signpost information and opportunities to businesses in Flintshire regarding funding and decarbonisation - This is an ongoing process. Deeside Decarbonisation Forum in 2023/24 had four events engaging with 265 delegates, an increase from 210 delegates in 2022/23 across five events and have their first 2024/25 event on 15th July 2024, aiming to have four events in the 2024/25 financial year. DDF is now becoming a more self-sustaining and well-established entity with FCC Bus. Dev team providing back-room support. Flintshire/Wrexham industrial investment zone has been designated, but currently we don't yet know what this will look like - waiting on further information prior to planning.
	Develop toolkit to assist local businesses to calculate carbon emissions and develop decarbonisation plans				Completed	Jan-22					
	Identify funding opportunities to support local businesses with decarbonisation schemes.				In Progress	Jan-22					
	Identify funding opportunities to support households to decarbonise, utilise renewable energy and identify adaptation measures				In Progress	Jan-23					
CCBu13	Provide support through Flood Risk Planning to businesses and households to better implement property flood resilience	Paul Reeves	/	6	In Progress	2024	Ongoing programme	No. of businesses supported No. of households supported	No. businesses and households supported by 2026 - TBD on confirmation of strategy Startegy Approved - Apr/May 2025	Management Strategy Staff to facilitate communications and support	Paul Reeves provided the draft report for FCC's Local Flood Risk Management Strategy (produced with Waterco), outlining key objectives including 'ensure that coastal adaptation is applied appropriately to reduce risk to individuals, communities, businesses and the environment' and 'increase public awareness of available flood prevention and resilience measures to protect their property and assets'. Staff are also due to start in the flood management team, with all available posts filled by August 2024. There is optimism to have the strategy approved by April/May 2025 (PR provided timeline to BT), but did note that this may be restricted to availability of cabinet slots, consultation deadlines, etc
	Develop signposting support package for flood risk planning and resilience				Not Started	2024					

Mobility & Transport											Phase 2 Action Updates
No.	Action	Assigned To	Carbon Potential (tCO ₂ e)	RAG	Status	Date Started	Target Completion	Monitoring Value	Milestone for Phase	Resources	5th July 2024
CCM1	Review fleet policy with consideration for charging of vehicles.	Barry Wilkinson, Darren Dallolio	2268	12	In Progress	Apr-22	Dec-25	Reviewed Fleet Policy	Review and Policies Completed - Dec 25 Resolve structure of fleet team: Aug 2024 Fleet Review Start: 2025	Staff time demand is currently a major resource to adapt to the changes in fleet provision (July 24) - Resource requirements will change as transition to inhouse management progresses.	In April 2024, the fleet contract provider unexpectedly went into insolvency and the council made the decision to purchase the fleet vehicles where possible. Team are currently implementing management system for the fleet and currently focussing on ensuring the service is delivered. In Jan 2025, there will be a fleet update to committee which will look to tie in the ULEV/EV transition. However, cost for infrastructure transition of £1.6m is required before any further changes to fleet. In 2025 a fleet review will start to determine how services will be delivered going forward and policies will be included in that. It is also hoped to resolve the structure of the fleet team by August 2024.
	Identify key stakeholders and establish working group.				In Progress	Apr-24					
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	Sharon Carney, Barry Wilkinson, Darren Dallolio,	120 (ULEV business travel) 49.4 (Social Services EV)	2	Completed - Ongoing	2022-23	Ongoing Programme	Reviewed policies. Maintained levels of carbon emissions from business mileage and employee commuting.	Pre-Covid (2019/20) emissions for Business and Staff Commute: 3067 tCO ₂ e - ensure a decrease in 2025/26 period. Start investigation of subsidised travel - 2024	Cost of passes/subsidising Staff Knowledge to learn from other LAs	Hybrid working and travel policies published in 2022. Continue monitoring and review of policies. The action for Healthy Travel Charter needs clarification as to what is required. BW - There is limited influence for the provision of pool vehicles to replace business mileage using personal vehicles. The focus should be to continue removing business mileage where possible. Travel passes not yet under investigation, but other schemes have existed in the past (youth passes). To enquire with other LAs on possible schemes. HM - The e-bike trial is currently on hold and the finds have found the need for a small electric mule, however in other examples (Denbighshire CC), battery life has been poor. It would be useful to get a funding pot to investigate further but may now yield a solution - Currently monitoring
	Review Healthy Travel Charters and commitments that can be made to support this.				Not Started	/					
	Investigate opportunity to invest in subsidised travel passes to encourage use of public transport.	ITU	In Progress	Pre - Strategy							
CCM3	Ensure vehicle charging points are available at key areas across the county - rural and urban.	Anthony Stanford, Phil Southern	/	8	In Progress	Feb-22	Ongoing Programme	No. of EV charging points across county - corporate and public	Total Charge Points in Flintshire: 74 by 2026 (Amev Feasibility study)	Public and Private Partnerships to Install chargers at priority sites Capital Investment and Funding Staff to manage this work is a significant resource Further feasibility as work progresses	EV Feasibility study has been issued by Amev (19/02/2024) for Phase 2 of EV charging rollout. It sets out potential areas for the application of charging points based on commute routes, points of interest. Phase 2 includes the introduction of charge points across 8 additional sites, and projects that by 2030 300+ charge points will be required. ULEV funding awarded based on 3 workstreams (development of ev strategy, indepth feasibility and phase 2 installation). Council officer is required to support this work
	Formalise EV transition plan to identify prime locations for EV charging across estate. Co-ordinate with public EV charging network plans.				Not Started	Apr-22					
CCM4	Introduce electric vehicles into the recycling fleet	Darren Dallolio, Barry Wilkinson, Kevin Edwards	549	16	Completed	Aug-22	Aug-24	% of electric vehicles in recycling fleet.	Determine milestones once Fleet Report has been to Scrutiny Committee	Grid Capacity at Alltami Major cost for infrastructure and fleet	See CCM1 for the current situation for fleet provision and management. 2 Recycling vehicles have been in service Nov 23. Kevin Edwards (providing monitoring information 29/7/2024) to monitor performance Fleet report going to Environment and Overview Scrutiny Committee in the new calendar year which will update scrutiny on issued fare and the opportunities for transition

	Outline business case on identified sites with consideration for long term maintenance of vegetation, etc. (whole life approach)				Not Started	/					Milestone target informed by potential for method to account for large scale generation in FCC consumption and no change in consumption and generation.
CCL3	Undertake a study identifying land for habitat restoration and tree planting schemes within land assets to mitigate climate change and enhance biodiversity	Sarah Slater, Amanda Davies, Ben Turpin	4.4	3	In Progress	Apr-23	Sep-24	Study complete and Approved by Committee	Study Report Completed and Approved: Sep 2024	Significant staff time resource to investigate and complete the report.	The study is now at a stage where senior managers are conducting final scrutiny and checks before going to committee. 3.05ha have been identified across 4 priority sites for tree planting.
	Secure resource to map sites against set criteria to shortlist potential areas for planting schemes/etc.	Ben Turpin, Sarah Slater,			Completed	Apr-23	Jun-24				Current tree planting spreadsheet has been improved to better monitor trees, as well as identifying potential sequestration for a completed and proposed site. This is available for rangers will be updated as CCL1 is completed to align to methodology.
	Carry out feasibility study including necessary surveys of site.	Amanda Davies			Completed	Apr-23	Jun-24				Land sequestration figures were provided in April 2024 identifying typical sequestration rates of each habitat's proposed tree planting. With the report going through final checks in June, this action has been closed in June 2024
	Develop projects in line with funding and delivery.	Sarah Slater			In Progress	Apr-24	Ongoing				Amanda has completed studys and surveys required for the identified sites in the land use report. A project has been identified (community woodland creation nr. Theatre Clwyd) but is waiting on ratification of the land use report prior to starting. Hoping to start this project in Winter 2024. Other projects are in the idea stage and will progress once report is approved.
CCL4	Audit the amount of herbicide and pesticide use on Council land assets	Barry Wilkinson	/	2	In Progress	Jun-22	Mar-25	Rationalise use and review alternatives	Long-term alternative established - Zero glyphosate purchased by FCC - March 2025	Additional costs of glyphosate substitute - approximately twice Availability of a substitute that is effective and is suitable for staff to use Staff time to identify areas which require a particular application	FCC no longer purchases Glyphosate (only contractors use it for invasive species that cannot be controlled any other way). Foam stream is being used by streetscene as an alternative but is challenging to use resulting in reduced use. Alternatives still being investigated such as Acetic Acid and mechanical weed ripper. Finding a permanent alternative is a challenge plus staff expectations when using alternatives needs altering as they are not as effective as Glyphosate. Currently looking at a robot to create lines on football pitch (glyphosate has previously been mixed with paint). Robot would speed up process removing need for mixture (this is done under contract but can be brought inhouse with right equipment).
	Ascertain where herbicide and pesticides are used - by streetscene or contractors.				In Progress	Jun-22					
CCL5	Increase proportion of Council land managed for biodiversity	Lisa Mclellan, Sarah Slater, Richard Blake, Helen Mrowiec	/	3	In Progress	Jan-22	Ongoing Programme	% area increase in land managed for biodiversity	30% of council land managed for biodiversity by 2030. There is no intermediate target for this.	Records, staff time and collaboration to identify new land for reduced mow Staff time to plan and carry out engagement activities - resources for events are typically low cost and done in collab with other teams.	Lisa - Done all we can so far but ongoing will be monitoring owned land for opportunities where land use may change. Have increased areas of reduced mow driven by grass-cutting policy and promotes natural generation over wildflower seed. Bio team also running a seed harvesting project (partnership with NWWT) to collect seeds from FCC sites to be used on FCC sites, avoiding the need to purchase and avoid risk of non-provenance seeds. This has just started. There is 40.68ha of wildflower sites in total. Public engagement is ongoing and managed through the events spreadsheet which monitors numbers. No specific elected member events or workshops yet, but members do engage locally at public events.
	Review management of land protocol rather than introduction of new wildflower areas.	Sarah Slater			Completed - Ongoing	Feb-23					
	Workshop for new Members post elections and public engagement developed.	Sarah Slater			In Progress	Jan-22					
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	/	9	In Progress	Jan-22	Ongoing Programme	% canopy cover No. of trees planted New areas allocated for natural regeneration	18% Canopy Cover by 2033. Min. 3.05ha tree planting or planned by 2026 Planting to be done across 10 sites by April 2025 (mixed planting). Regen funding - min. 25 trees across 5 school sites by Dec 24.	Funding for tree planting Time for grant applications Staff to facilitate the work (biodiversity staff are generally grant funded). Land availability	In the 2023/2024 period, 4437 trees were planted covering an approximately area of 5.4ha and sequestering 3.35tCO2e using grass > forest EF. Much of this was for replacement of ash dieback. Canopy Cover of 14.5% in 2013 with target of 18% by 2033. Next canopy cover survey by NRW is due after 2025). 3.05ha have been identified across 4 priority sites for tree planting in the draft land use report (see CCL3). Within the draft land use report - 3 sites identified where natural regeneration could feature. Developers need to provide biodiversity net benefits where they can avoid, minimise and compensate tree removal (hierarchy). Opportunity to identify funding from developers to compensate for tree/biodiversity loss which can be applied to FCC land - this may not provide a net increase of urban canopy cover but may bring an increased level of canopy cover under the council's control. Section 6 duty funding by Biodiversity and Ecosystem resilience. Using section 6 funding for tree planting to support the increase of tree canopy cover. As a result there is currently no ongoing searches for additional funding. Regen team also provided tree planting funding and use a small portion of LPFN funding.
	Identify direct funding for increase of tree canopy cover that allows for meaningful consultation and longer term management.	Stuart Body			In Progress	Jan-22					
CCL7	Assess impacts of Ash Dieback and tree planting within Flintshire assets on canopy cover and net carbon sequestration	Stuart Body	/	1	In Progress	Jan-22	Ongoing Programme	No. of trees planted	Min. 3.05ha tree planting or planned by 2026 Report on canopy and carbon impacts due to ADB and Tree Planting by October 2024.	NRW canopy cover surveys being updated which help inform future work but do have internal records that can support this process.	520 trees lost to Ashdieback in 2023/24. Ongoing record of tree loss. Stuart Body to produce a report and ready reckoner on the impacts relating to the loss of trees to ADB as well as tree planting. NRW conduct the canopy cover survey (next survey due after 2025 - NRW flyover) so is not in FCC's control - Stuart Body has raised this as an issue in the urban tree and woodland plan. Records from Ash Dieback Plan and "ezytreev" will be used to indicate tcanopy cover and carbon sequestration losses from ADB.
	Record amount and size of trees felled due to ash dieback and use ready reckoner to quantify impacts.				In Progress	Jan-23					
CCL8	Increase area with reduced mowing regimes to enhance biodiversity and increase carbon storage	Sarah Slater, Chris Goddard	/	6	Completed - Ongoing	Jan-22	Ongoing Programme	% area increase	% increase by March 2026 TBD (see notes) Additional 20 sites with QR codes for public engagement Oct 24	Staff time to roll out comms, events and materials	Interpretation QR codes have been launched (11 sites) as part of wildflower public engagement, launched in wales nature week 2025. Social media posts were launched for this and will be further rolled out to more areas. There is currently 40.68 hectares of wildflower sites. Biodiversity Team currently do not have a figure for the % of owned land under reduced mow regimes. Requests to streetscene have been made as they have adopted reduced mow on a number of their sites. This needs resolving to determine a % increase milestone. Also a new wildflower webpage has been created on the council's website https://www.flintshire.gov.uk/en/LeisureAndTourism/Countryside-and-Coast/Wildflowers/Home.aspx
	Tying in with previous action - carrying out Member and public engagement.	Sarah Slater			Completed - Ongoing	Jan-22					
CCL9	Strengthen the monitoring of sustainable drainage systems (SuDs) installation and quality in new developments.	Paul Reeves, Adrian Walters	/	4	In Progress	Jan-19	Ongoing Programme	% of appropriate new development with SuDs	March 2026 milestone TBD on establishment of strategy and SuDs programme Establishment of SuDs asset register and maintenance programme - March 2025 LFRM Strategy Approval - April/May 2025	Management Strategy Staff (keep under review to match requirements) Service collaboration (planning)	A significant barrier to progress has been staff shortages. Four FCRM Officers have been hired to fill existing vacancies and will be in place by August 2024. Paul Reeves provided the draft report for FCC's Local Flood Risk Management Strategy (produced with Waterco), outlining key objectives which will address this action including 'Continue to engage with the SuDs Community Practice Group (COP)' and 'Develop a process with the Planning Department to create clear advice and direction to developers on FRMS and drainage (including incorporation of SuDs into new developments)' amongst others. There is optimism to have the strategy approved by April/May 2025 (PR provided timeline to BT), but did note that this may be restricted to availability of cabinet slots, consultation deadlines, etc. A target for the phase will be better informed and established upon the completion of SuDs register & programme, and Strategy.
CCL10	Explore best practice policies and encourage provision of space for food growing in new developments and vacant and under used sites	Lisa Mclellan	/	4	Completed - Ongoing	2019	Ongoing Programme	% of appropriate area available for food growing	No additional area for creation - enhancement only.	Welsh Government funding	Welsh Gov provide a small amount of funding which is allocated to the enhancement of existing sites. Funding is not guaranteed and so there are sites identified for development whose plans are put aside for future development.
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	/	2	In Progress	Jan-24	Ongoing Programme	% of waste reused, recycled or composted	70% kerbside collections recycled in 2025/26 period (Welsh Gov. target) Online resource - June 2024	Recycling provisions (bins) Staff - Team fully recruited by July 2024	As of April 2024, workplace recycling provisions have been allocated to council buildings and schools to meet the new Welsh government regulations. School Engagement/ Public Events are ongoing and in greater collaboration with biodiversity and climate. There is a need for monitoring and ongoing support to ensure effective implementation of the new regulations and good use by staff. Online resource is being developed targeted at schools/ school children and will be launched June 2024. No change from previous update regarding the provision of public recycling. Concerns around waste contamination. Current priority is to increase kerbside recycling. Welsh Government kerbside recycling target of 70% is now in effect, informing 2026 milestone.
	Review recycling provision in public spaces.				Not Started	2025>					
CCL12	Support circular economy initiatives diverting reusable items from disposal through recovery at Household Recycling Centres	Chantel Humphreys	/	2	In Progress	Jan-22	Ongoing Programme	No. of items recovered and upcycled No. of repair and reuse centres	Milestone to be determined - Focus on key initiatives for HRCs	Staff for planning in initiatives to improve HRC function and public engagement Effective Waste Strategy	Council's new Waste Strategy was approved in Cabinet 12th March 2024 with its key focus being circularity. This strategy has been written so the council can work towards meeting Welsh Gov recycling rates of 70%. In 22/23, recycling rates were 61.5% (target 64%). It is found that 58% of general waste is recyclable. HRC Initiatives within the strategy include; - Make it easier to donate items at household recycling centres - Promote the deconstruction site at Rockcliff HRC for bulky items - Seek sustainable markets for hard to recycle items - Refuse mixed bags in residual waste skips - Introduce a clear bag policy - Deconstruct bulky items for material recovery - Improve the customer HRC experience
CCL13	Create guidelines for Council procurement of food in offices, schools, etc, to be local and sustainable	Procurement (review)	/	12	Not Started	2025	2026	Guidelines developed and communicated	Assign responsible officer by December 2024	TBD when started	Action not yet started. Due in 2025 and phase milestone will be determined

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	/	8	Not Started	Sep-24	Apr-25	Strategy developed and adopted LDP monitoring	Creation and approval of Land Use Strategy - Apr 25 Implementation of Net Benefit for Biodiversity - Oct 23 Completion of Land Use Report - Sept 24	Staff time Land Use Report	Developed draft developer guidance note for Net Benefit for Biodiversity (due asap) and will be published on website, understand NB requirements for developers. Further work on this is to commence upon completion of CCL3
CCL15	Work with Tenant farmers to share best practice on sustainable farming, increasing carbon absorption and biodiversity value.	Lisa McLellan, Sarah Slater	/	6	Not Started	2026 at earliest	2028 at earliest	% of Tenant farmers supported	% of tenant farmers supported milestone to be determined upon start of action. Milestone for 'existing schemes' investigation needs discussion.	Staff time (development of offerings and engagement) Service and stakeholder collaboration/information sharing WG SFS Scheme	This is currently on hold while waiting for Welsh Government to establish the Sustainable Farming Scheme (now due in 2026). This scheme will be the foundation in which the council can engage with tenant farmers. Working group discussed that it would be useful to gain an understanding of other existing schemes in place that could support farmers and build inhouse knowledge in preparation for the new sustainable farming scheme. This approach may help to identify and establish early achievements.
CCL16	Work with communities to increase biodiversity value and carbon storage.	Sarah Slater	/	6	In Progress	Jan-22	Ongoing Programme	No. of schemes supported	Work with min. 5 schools up to April 25	Staff time Schools being receptive to the work Grant funding (section 6 and LPFN)	March 2024 saw the launch of the Climate Toolkits, one of which is for Town and Community Councils and does include a number of 'land' actions which TCC's are encouraged to adopt. Post-pond restoration workshops completed in June 24. Due to go back out to selected schools in September 2024 for tree planting and green screens. But no further plans to go to TCCs and will work with them as they approach the bio team.
	In Progress				Jun-22						
CCL17	Identify opportunities to acquire new Council land for the purpose of carbon sequestration and biodiversity enhancement.	Lisa McLellan	/	12	In Progress	Feb-22	Ongoing Programme	Area of land acquired for carbon sequestration and biodiversity enhancement	Phase Milestone TBD	Funding Land available for acquisition	Action raised to Climate Change and Biodiversity to assess land requirements (area, habitat type, preferred use and funding availability) - Having this in place will help to identify priority land and a potential phase milestone. Lisa suggested a prioritisation of woodland purchase for the sequestration of carbon but also as a means to generate income (forestry activities)

Behaviour											Phase 2 Action Updates
No.	Action	Assigned To	Carbon Potential (tCO ₂ e)	RAG	Status	Date Started	Target Completion	Monitoring Value	Milestone for Phase	Resources	27th June 2024
CCBe1	Ensure climate change and biodiversity is considered a priority in decision making across all Council services	Alex Ellis	/	6	In Progress	Apr-22/23	2029	No. of key policies and processes reviewed which consider carbon reduction	No. of Policies reviewed where carbon impact was required by Mar 2026 (TBD) Return of policies spreadsheet: August 2024	Cost: Fees for training provision to support decision making behaviours. Time: Managers to identify and implement opportunities to integrate climate and nature in to policies. Time also required to sign off any changes.	Uni of Manchester conducted interviews to understand "embedding carbon and wider co-benefits approaches in decision making across Flintshire" as part of the Integrated Impact Assessment work. The aim to understand the challenges and opportunities faced by departments. Spreadsheet has now been circulated requesting managers to advise on the status of policies and strategies within the council for the purpose of identifying opportunities for review to include climate/nature. The return of this will help inform a suitable 2026 milestone.
	Identify key policies and processes across the Council. Note review dates for key policies and processes and instigate reviews where there is none planned.				In Progress	Jun-24					
	Work with owners and timetable reviews to ensure that decarbonisation is included in each process where necessary.				In Progress	Jun-24					
CCBe2	Ensure Councillors and employees complete carbon literacy / introduction to climate change / Naturewise training. Inclusion of climate change within induction process.	Ben Turpin, Sharon Carney, Steven Goodrum, Sarah Slater	/	6	In Progress	May-22	Ongoing Programme	% of Councillors and employees received training	Climate/carbon Training Cllrs Trained: 80% by March 2025 Staff: 5% by March 2025 (2026 targets TBD April 2025) Nature training: Launch July 2024	Costs related to Carbon Literacy course updates and certificates. Staff time to create, update and deliver training	Engagement report for 2023/24 created highlighting on training provided as well as engagement. Training to date: 48% of Cllrs and 0.85% staff have received CL or Carbon Training. New CL dates (Sept 24 > June 25) have been identified and established for other Senior Leader and key staff to attend. 11 July is an elected members workshop which will include carbon-related training. FCC Climate Change E-learn module is now available on Learning@Wales (Feb 2024) with staff starting to complete. Will develop training tracker to monitor use towards targets. Steve Goodrum highlighted that he is reviewing the member training programme over Summer 2024 and will work with Climate Change to establish dates and courses for mandatory carbon-related training to reach the member target. Nature training was originally meant to be regional. Has been done with other authorities across Wales but the Flintshire offering is bespoke to FCC and the county. (Powys is the other LA that have gone ahead. Other LA's provided information on funding of modules/training to suit their resources). Nature e-learning not yet available - finalising training now - End of July 2024 launch All mandatory training is being reviewed at the moment. A matrix is being developed by job groups to suit services. There is no defined timeline yet for completion but is expected to take a couple of months.
	Analysis of key stakeholder groups and training required for each group. Options analysis for training provision to develop business case.				In Progress	Jan-22					
	Regional collaboration being identified for carbon literacy and generic e-module content				In Progress	Sep-23					
	Notify HR to ensure e-module is included in mandatory training - for new and existing employees.				In Progress	May-24					
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.	Sharon Carney	/	9	Not Started	/	Ongoing Programme	% of job descriptions renewed	Milestone TBD once this work starts.	Staff resource is a key limiting factor, especially time allowance.	Working group discussed this action looking at how it could be approached as a 'core competency', being suggested that climate/nature responsibilities could be applied to all staff job descriptions without being onerous (similar to Health and Safety). Sarah Slater suggested wording of: "Ensuring the impact of our work on our environment is understood and opportunities are taken to act positively for climate and nature." Sharon Carney commented outside of the meeting that 'Environmental Excellence' is being included as a corporate value and she will look into Sarah's comments. Work is needed to understand which roles and the responsibilities that can be applied to job descriptions.
	Identify job roles that should include carbon related responsibilities.				Not Started	/					
	Review potential for including carbon within appraisal process - key principles and priorities.				Not Started	/					
CCBe4	Facilitate transition towards a 'paperless Council' through, for example, digitisation of wage slips, report packs, contracts, applications.	Sharon Carney, Steven Goodrum	/	6	In Progress	2022	Ongoing Programme	Reduction in volume of paper used for printing	% of paper reduced for committee services by March 2026 to be determined in Sept 2024	Cost to provide alternatives to paper and training Staff time and availability to progress work	Steven Goodrum stated that despite the provision of ipads and removal of printers in County Hall (2022) there has been some sliding back on the use of paper during committees with a number of reasons highlighted such as health, preference, political, and IT literacy. Efforts have been made to improve this situation such as IT training but for some individuals has made little difference. It has been agreed however that committee chairs can have paper copies. It was agreed between SG and BT to meet in September to identify measures to address these barriers (SG suggested Occupational Health support as one). Additionally, potential documents for digitisation will be mapped out again to begin aligning against the digital strategy. With this work and BT requesting paper purchase figures in 23/24 period from Denbighshire County, a milestone can be established in September 2024. Constitution is also under full review and due to be completed end of August 2024. SG will look at elements where paper prints have previously been a requirement. Also highlighted that the 2024 general election highlighted the vast quantities of paper used, but there may be little scope to reduce. Element of this action is dependent on Multi-factor Authentication and as yet there is no target date to have this in place. Been pushing for a number of years but discussions have been more positive recently. Currently investigating current paper consumption by council in order to monitor future milestone.
	Identify paper-based records still used across Council services and analyse where and when these can be digitised.				In Progress	2022					
	Schedule reviews and build business cases to support where necessary.				Not Started	Sep-24					
	Ensure collaboration and consistency with Digital Strategy.				Not Started	Sep-24					
CCBe5	Facilitate corporate volunteering for climate and biodiversity action	Sarah Slater, Alex Ellis, Gavin Jones	/	6	In Progress	2023-24	Ongoing Programme	No. of corporate volunteer hours	Natural Environment Pilot ready for Autumn 2024 Pilot and Feedback completed: Q3 2024 Proposal to Flintshire joint trade unions council: TBD Volunteer Hours Milestone will be determined by pilot feedback and proposals.	Staff time to facilitate Costs may be related to equipment for volunteering (e.g., PPE)	The corporate pilot is still ongoing with 15 staff having 2 days corporate volunteering as digital support for residents. This is now ready for its feedback cycle and is anticipated to be closed off in Q3 2024 with proposals taken to the Flintshire joint trade unions council. With demands on service, this is a best case date. Progress is being made for the Natural Environment volunteering offering, with a view to offer volunteering for invasive species control, seed collecting and other activities. Sarah Slater is meeting with Molly Salter to create a schedule of opportunities over 6-9 months. Also being supported by Llys Y Coedwig who support Local Authorities with volunteering.

	Review existing corporate volunteering policy.			In Progress	2023							
CCBe6	Investigate the possibility of divesting pensions and other investment portfolios away from fossil fuels in support of green energy.	Debbie Fielder, Chris Taylor	/	2	In Progress	2022	Ongoing Programme	Carbon reduction targets in place	Total Fund: Target net zero investment portfolio by 2045 or earlier. Total Fund: 50% or more reduction in greenhouse gas emission by the end of 2030. Listed Equities only: Reduce greenhouse gas emission by 36% by 2025 and 68% by 2030.	Staff to replace Debbie Fielder Suitable alternative investments available	Debbie Fielder has now retired and currently no member of staff covering. Will investigate whether Debbie's position is backfilled and will invite to working group.	
				Completed	2022							
	Climate Change strategy in place to achieve net zero carbon by 2045. Key milestones within this plan to achieve net zero target.											
CCBe7	Facilitate community events and activities to raise awareness of climate change and how to reduce carbon footprints.	Ben Turpin	/	3	In Progress	2023	Ongoing Programme	No. of events/activities	16 public engagement events between Apr 24 - March 2026 Climate Change: Min 2 internal in-person engagement event - Dec 2024 Biodiversity: Complete 3 with streetscene in 2024 and to do more next year.	Staff time to organise and deliver Costs are minimised through sharing of equipment/ ensuring equipment is reused Support from other services (e.g. communications)	Engagement report has been completed for the 2023/24 period, outlining training and engagement. 8 public events attended by Climate Change with over 200 people engaged with. Online engagement (website, social media and e-newsletter) reached over 16,000 people. From April 2024 there have been 3 events where climate change have engaged (Earth Day, Flint Pride and Hawarden Pride). Biodiversity working to increase publicity and attending events. Regular posts on social media gaining various reactions. Roadshow with streetscene at the moment for f2f engagement regarding estate management (no mow, wildflowers, etc.).	