


















Sustainability Action Plan Overview






Generated on: 22 June 2023

	Low carbon buildings
	Low Carbon Buildings - leisure, bereavement and depot
	Low emission fleet
	Low emission business travel
	Low emission commuting - facilities
	Low emission commuting - training & salary sacrifice
	Embedding sustainability
	Green Homes Grant Local Authority Delivery Scheme
	Green Homes Grant HUG2 Scheme
	Domestic energy efficiency (social housing)
	Active Travel (Town Investment Fund)
	Electric Charging Points
	Zero emission vehicle charging - strategy
	Zero emission vehicle charging in car parks
	Zero emission vehicle charging - leisure & community centres
	Investigate options for heat networks

	Support for community environmental projects
	Employment and Skills strategy
	City Biodiversity Action Programme
	Tree planting and management - Queens Green Canopy
	Sustainable planting
	Lyppard Ponds Special Area of Conservation
	Waterways biodiversity enhancement
	Natural Water Management on Barbourne Brook
	Flood resilience
	Waste hierarchy promotion campaign
	Single Use Plastics elimination
	Establish Forum for the Environment
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	Low carbon estate
	Embedding sustainability - training
	Car Club and Car Share
	Nature trail (Wild about Worcester Way)
	Sustainable Development
	Temperature increases and droughts

	Increase in recycling rates
	Public engagement
	Business Engagement
	Sustainable Worcester Summit

Sustainability Action Plan Update

Action Status	
	Cancelled
	Overdue; Neglected
	Unassigned; Check Progress
	Not Started; In Progress; Assigned
	Completed

ESS1 Carbon Neutral City Council

ESS-01a Low carbon buildings

Works in progress regarding investigations to controls to heating systems in Guildhall (thermostatic valves; controls; zoning etc.) and MAG; Lighting replaced in most areas of office buildings with LED and motion sensors where applicable.

Extension of solar panel array being considered for St Martins Gate Car park and Perdiswell Leisure Centre - feasibility studies have been received for both.

Carbon Reduction Plans produced for 5 main WCC Buildings (Guildhall; MAG; Crematorium; Commandery; Warndon Depot).

Sponsor Kevin Moore

Due Date 31-Dec-2024

Current Status



ESS-01b Low Carbon Buildings - leisure, bereavement and depot

A capital allocation of £550,000 for energy efficiency improvements and renewable energy installations at Perdiswell, St Johns and Nunnery Wood leisure centres was agreed at the Policy and Resources Committee in February 2023.

Decarbonisation of Bereavement Services is now being considered as part of the bereavement facilities review.

An assessment of the lighting at the depot has taken place with options being discussed.


Sponsor Kevin Moore


Due Date 31-Dec-2024


Current Status





ESS-02 Low emission fleet

<p>Free fleet review completed by the Energy Saving Trust in autumn 2022 giving options for more sustainable fleet options.</p> <p>Trial of electric refuse collection vehicle held in autumn 2022 but battery technology was not yet advanced enough to make this a viable option. Next refuse collection vehicle procurement is scheduled for 2025/26.</p> <p>Fleet electrification report is scheduled for November Environment Committee. Due date to be amended for November report.</p>	Sponsor	Sandra Green
	Due Date	31-Mar-2023
	Current Status	


ESS-03 Low emission business travel		
<p>Video conferencing established</p> <p>E-bikes available for staff business use</p> <p>LEV pool vehicle options assessed and Operational services EV in use</p> <p>Completed action</p>	Sponsor	David Sutton
	Due Date	31-Dec-2021
	Current Status	


ESS-04a Low emission commuting - facilities		
<p>Cycle parking and changing facilities provided at main Council offices and operational depots</p> <p>SHIFT scheme launched</p> <p>Cycle Scheme promoted to staff</p> <p>Completed action</p>	Sponsor	Kevin Moore
	Due Date	30-Jun-2022
	Current Status	

ESS-04b Low emission commuting - training & salary sacrifice		
<p>The SHIFT scheme has been extended to councillors for travel to Council meetings and member communications sent to raise awareness of this. In addition, posters in all Council cycle parking give a link to the mileage submission form.</p> <p>Following the success of the first two Bikeability sessions for employees, a third session is being scheduled for mid September, to build individuals' confidence to cycle.</p> <p>A report on a salary sacrifice scheme for electric vehicles is being drafted for consideration by CLT during Q2.</p>	Sponsor	David Sutton
	Due Date	31-Mar-2023
	Current Status	


ESS-05 Embedding sustainability		
<p>6 monthly reporting established</p> <p>Environmental Implications included within Committee Decision Report Template</p>	Sponsor	David Sutton
	Due Date	30-Jun-2022
	Current Status	

Member briefing session completed (further session planned for Summer 2023 – new action). Staff training delivered (Carbon literacy training being developed - new action) Completed action	
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ESS-24 Low carbon estate	
09-May-2023 Action plans prepared for Guildhall, MAG, Commandery and Crematorium detailing work to be undertaken in short, medium and long term.	Sponsor Kevin Moore
	Due Date 31-Jul-2023
Feasibility Studies now complete for extended PV array at SMG MSCP and on roof of Perdiswell Leisure Centre (see also ESS-01b). Business Cases to be prepared to justify further investment.	Current Status 
Due date extended from May to July 2023 in line with committee reporting.	


ESS-25 Embedding sustainability - training	
Three officers have undertaken the 'train the trainer' course and can now deliver carbon literacy training. A proposal has been drafted with a view to rolling out the training across the organisation over the next year.	Sponsor David Sutton
	Due Date 31-Dec-2024
	Current Status 


ESS2 Carbon Neutral City Worcester

ESS-06a Green Homes Grant Local Authority Delivery Scheme	
We are continuing to deliver on LAD3 and HUG1 (Sustainable Warmth Competition). The Department for Energy Security and Net Zero (DESNZ) has extended delivery of both elements of the scheme:	Sponsor Tom Mountford
	Due Date 30-Sep-2023
<ul style="list-style-type: none"> LAD3 has been extended until 30th September 2023. We have 53 properties signed up under LAD3. 12 have been completed and a further 14 are in progress. We are expecting completion by 31st July 2023. LAD3 is targeting private rented and owner-occupied properties which are on the gas network. We have installed a variety of measures, including the first Air Source Heat Pump. HUG1 was extended until 31st May 2023. We have 14 properties signed up under HUG1. 12 have been completed and 2 are in progress. We are on track to complete all 14 by the end of May 2023. HUG1 is targeting private rented and owner-occupied properties which are off the gas 	Current Status 


<p>network. We have successfully upgraded a block of flats used as Almshouses by insulating the entire block and installing energy efficient storage heaters into each of the ten flats.</p> <p>Government funding to date under the previous phases of the scheme (not including the current scheme) has enabled 130 households to receive energy efficiency measures; investing a total of £1.1million into residential properties in Worcester City.</p>	
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ESS-06b Green Homes Grant HUG2 Scheme	
<p>This project is currently in the mobilisation phase with procurement to take place over the next few months.</p>	<p>Sponsor Tom Mountford</p>
	<p>Due Date 31-Mar-2025</p>
	<p>Current Status </p>

ESS-07 Domestic energy efficiency (social housing)	
<p>The funding criteria for the BEIS Social Housing Decarbonisation scheme has now changed and Registered Housing Providers can now bid on their own without the support from Local Authorities so this action has become redundant.</p>	<p>Sponsor Tom Mountford</p>
	<p>Due Date 31-Mar-2023</p>
	<p>Current Status </p>


ESS-08 Active Travel (Town Investment Fund)	
<p>This project consists of three elements which were reported in detail to Health & Wellbeing committee on January 30th.</p> <p>Kepax Bridge - Work is progressing well on site and the project remains on track to complete by January 2024.</p> <p>Active Travel Corridors - a phased programme of works has been agreed with the County Council in accordance with the three projects approved in the business case. Work commenced on the first phases in November 2022 with the final phase due for completion in September 2023. Significant progress has been made to Canal and Diglis elements and project expected to be completed as planned.</p> <p>Bike Share / Hire - a project team has been established and a procurement programme is being developed. Indicative timetable is to go live in Spring 2024. Procurement commenced in Q1.</p>	<p>Sponsor David Sutton</p>
	<p>Due Date 31-Mar-2025</p>
	<p>Current Status </p>

ESS-9a Electric Charging Points		
Project complete. The charging points at St Martin's Gate went live in October 2021 and have been functioning well since.	Sponsor	Kevin Moore
	Due Date	31-Aug-2022
	Current Status	


ESS-09b Zero emission vehicle charging - strategy		
The EV Charging Strategy was approved by Environment Committee on 6 June 2023. A short delivery plan was included in this strategy and progress on implementation of this will be included with future progress reports on the Environmental Sustainability Action Plan.	Sponsor	David Sutton
	Due Date	31-Mar-2023
	Current Status	


ESS-09c Zero emission vehicle charging in car parks		
The project to install chargers at Tallow Hill and King Street car parks is progressing. The order has been placed with National Grid for the work required to bring power to the chosen site and an order also placed for the supply and installation of the chargers. The installation timetable is currently dependent on National Grid.	Sponsor	David Sutton
	Due Date	30-Nov-2023
	Current Status	

ESS-09d Zero emission vehicle charging - leisure & community centres		
This project has not yet started. A capital allocation of around £140,000 remains for EV chargepoint investment following the completion of works at Tallow Hill and King Street.	Sponsor	David Sutton
	Due Date	31-Dec-2024
	Current Status	

ESS-10 Investigate options for heat networks		
<p>The Council has been awarded £230,000 to develop a detailed techno-economic feasibility study and project development proposal, which will examine the potential and practical implications involved with creating a Heat Networks offer for Worcester.</p> <p>This project is being supported with funding from the Worcestershire Local Enterprise Partnership (£40,000); University of Worcester (£10,000); Worcestershire County Council (£5,000). A paper is being taken to Environment Committee in July to agree a contribution of £5,000 from the City Council.</p>	Sponsor	David Sutton
	Due Date	31-Dec-2024
	Current Status	


ESS-11 Support for community environmental projects		
The full allocation of £20,000 for the Environmental Sustainability Grant Scheme has now been awarded to	Sponsor	Tom Mountford

<p>community projects and the fund closed to new applications in June 2023. Press releases and other communications will continue over the next few months to highlight the progress and achievements of funded projects.</p> <p>Projects awarded funding include:</p> <ul style="list-style-type: none"> • Wild & Rooted - supporting climate change outdoor projects. • Transition Worcester - reduce waste by redistributing food from supermarkets. • Bike Worcester - Bike Bus Worcester supporting the reduction in carbon emissions. • Remade Worcester - Recycling waste pop up shop in Crowngate start up. • The Rivers Multi Academy - The mega HotBin composting project. • Tudor Grange Academy - Green living roof • Tudor Grange Academy - to create a biodiversity and reflection area. • Holly mount School - Gardening and wildlife club. • Stepway - The beekeeping project. • Remade Worcester - Recycling Workshops. • Salvation Army - Greenhouse project for community usage. • Lyppard Grange School - whole school composting project. • Friends of Cripplegate - litter picking project. • The Rivers Multi Academy - School Eco club. • Friends of St Peters Park - Hedge row planting • Worcestershire Beekeepers Association - Increasing public awareness of pollinating insects. • Friends of Laugheme Brook Nature Reserve - Litter picking. • Bromyard Road Methodist Church - Eco Garden. • Fort Royal Residents Association - Rubbish collection/litter picks. • Nunnery Wood School - Garden project. • Worcester 8th Scout Group - Out door nature space for projects and education. 	Due Date	31-Mar-2025
	Current Status	

ESS-26 Car Club and Car Share		
<p>Following the successful launch of a car sited in the Arboretum an agreement has been drafted for Enterprise Car Club to utilise spaces at Tallow Hill car park for two car club vehicles. Discussions are also taking place regarding the placing of car club vehicles at Warndon Community Centre.</p>	Sponsor	David Sutton
	Due Date	31-Dec-2024
	Current Status	


ESS3 Sustainable Economy

ESS-12 Employment and Skills strategy


Included within the wider Strategy review, potentially will form part of an overarching economic development strategy to include a number of areas of work.	Sponsor	Zoey West
	Due Date	31-Dec-2024
	Current Status	

ESS4 Natural Environment


ESS-13 City Biodiversity Action Programme


Project is completed as original project was to develop the Biodiversity Action Programme. The programme was agreed by Environment Committee in November 2021.	Sponsor	David Sutton
	Due Date	30-Nov-2021
	Current Status	


ESS-14 / BIO-04 Tree planting and management - Queens Green Canopy


<p>All tree planting scheduled for 2022/23 has been completed with 777 trees planted, to include:</p> <ul style="list-style-type: none"> • KGV – 6 trees (tulip tree, apple, crab apple, cherry, mulberry and whitebeam). with the Mayor, Worcester African & Caribbean Association, Worcestershire Polish Association, Platform Housing, Worcester Community Trust, Worcestershire Wildlife Trust and Tudor Grange Academy students. • Oldbury Road Park – 1 Oak Tree with Friends of Laugherne Brook and local councillors • Power Park – 4 fruit trees with Friends of St Peters Power Park and local councillors • Northwick Lido – 1 alder with local allotment plot holders • Warndon Park – 6 cherry trees with Worcestershire Polish Association • Brown Argus Field – 1 field maple with local councillor • Diglis Fields – 10 field maples with Vice Lord Lieutenant and local resident • Cromwell Crescent – 1 red oak • Weyburn Close – 4 fruit trees, 2 red maples & 2 silver birch • Perdiswell - 400 whips • Diglis Fields/Cherry Orchard - 160 whips • 130 trees for every Jubilee street party – fruit trees or native woodland whips in various locations • Pitchcroft – 12 lime trees • Bishops Avenue – 3 cherry trees • Rona Gardens – 1 lime tree 	Sponsor	Sandra Green
	Due Date	31-Mar-2027
	Current Status	


<ul style="list-style-type: none"> • Lansdowne Park – 4 fruit trees & 16 native woodland species • Aconbury Orchard – 6 oak trees • Lodge Close – 1 lime tree • Turners Close – 6 field maples 	
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ESS-15 Sustainable planting	
A draft Biodiversity Management Plan for the city has recently been produced and includes plans for the management of green spaces across the city, including sustainable planting and vegetation management.	Sponsor Sandra Green
	Due Date 31-Dec-2024
	Current Status 

ESS-16 / BIO-07 Lyppard Ponds Special Area of Conservation	
Action ESS-17, the appointment of a consultant to review biodiversity enhancements to city waterways, is including Lyppard ponds within this work.	Sponsor Sandra Green; David Sutton
	Due Date 31-Aug-2024
	Current Status 


ESS-17 / BIO-08 Waterways biodiversity enhancement	
A consultant was appointed in March 2023 and has undertaken desktop based research to identify potential biodiversity improvements to waterways in the city. The next stage of the work is to consult with and engage local stakeholders. A costed report of options will be completed in the summer.	Sponsor Sandra Green
	Due Date 31-Dec-2024
	Current Status 

ESS-27 Nature trail (Wild about Worcester Way)	
The Wild about Worcester Way was successfully launched on 13 May with around 100 people, including the Mayor and City/County Councillors, attending the event at Worcester Woods Country Park. The launch received positive publicity in the local press.	Sponsor David Sutton
	Due Date 30-Apr-2023
	Current Status 


ESS-28 Sustainable Development	
Work on this action continues to ensure that future developments are built in line with the adopted policies for green infrastructure, biodiversity and renewable and low carbon energy.	Sponsor Duncan Rudge
	Due Date 31-Dec-2024
	Current Status 

ESS5 Preparing for Climate Change


ESS-18 Natural Water Management on Barbourne Brook

This project is closed but some work may be considered as part of the project considering biodiversity improvements to city waterways (ESS-17).	Sponsor	David Sutton
	Due Date	31-Dec-2022
	Current Status	

ESS-19 Flood resilience

Work continues to promote flood resilience and to support residents. The Diglis Flood Action Group has met and resident feedback on flood response has been reviewed. The Environment Agency continue to progress plans for a community level protection scheme at Toronto Close.	Sponsor	David Sutton
	Due Date	31-Dec-2024
	Current Status	

ESS-29 Temperature increases and droughts


Work to review Council's business continuity plans to specifically consider rising temperatures and drought not yet started following staff changes and recruitment. Note that services delivered successfully through heat event of summer 2022	Sponsor	David Sutton
	Due Date	31-May-2023
	Current Status	

ESS6 Resource Efficiency

ESS-20 Waste hierarchy promotion campaign


(See also action ESS-30) For this quarter, we have run several social media campaigns, using Twitter, Instagram and Facebook. These included Jan 17-23 Big Energy Saving Week, March 6 - 12 Food Waste Action Week, a video for Global Recycling Day on March 18 and a week-long Easter Recycling campaign across social media. We also ran two pages in the March edition of City Life with one page on 'Slim Your Bin' and another promoting our garden waste service.	Sponsor	Rob Byrne; David Sutton
	Due Date	31-Dec-2024
	Current Status	

ESS-21 Single Use Plastics elimination

This project has recently focused on the new rules which the Government has introduced through the Environment Act 2021, meaning that single use plastic items cannot be sold or used by businesses from October 2023. A leaflet has been created to explain these changes to affected	Sponsor	David Sutton
	Due Date	31-Dec-2024
	Current Status	


businesses such as takeaways, retailers and other food vendors. Worcestershire Regulatory Services are distributing this leaflet during their regular food inspection visits. The Plastic Free Worcester group was involved in the creation of the leaflet and businesses are invited to talk to the group for further advice.	
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ESS-30 Increase in recycling rates


<p>(See also action ESS-20) A recycling communications plan was created in January 2023. The majority of the actions on this plan have now been completed and the remaining actions, such as updates to the website, will be completed over the summer months.</p> <p>In the first six months of 2023:</p> <ul style="list-style-type: none"> - A door knocking exercise was undertaken to 150 Platform properties in Warndon, distributing information and engaging with residents (May 2023) - Officers promoted recycling to students on campus during the University's 'Go Green' week (February 2023) - New stickers for communal bins have been created and provided to social housing providers, highlighting what to put in each bin - The City Council's housing team have distributed recycling information to local landlords and estate agents (March 2023) and to Sanctuary and Rooftop Housing - Officers partnered with Envirosort [DS3] to offer recyclable junk modelling activities at Warndon library (May 2023) and at the Solar Butterfly launch in Cathedral Square (June 2023) - Recycling information has been translated and distributed to Ukrainian residents - The Council's social media sites ran campaigns encouraging residents to reduce, re-use and recycling on Global Recycling Day (March 18) and over the Easter period 	Sponsor	Sandra Green
	Due Date	30-Jun-2023
	Current Status	


ESS7 Engagement

ESS-22 Establish Forum for the Environment

Project closed as it has been agreed that there are more effective ways of involving and engaging stakeholders on individual issues and subject matter rather than an overarching forum.	Sponsor	David Sutton
	Due Date	31-Oct-2022
	Current Status	

ESS-23 Summit for the Environment		
Project complete. First Sustainable Worcester Summit held in September 2022. The event, which was attended by over 120 people, included presentations from Energy Saving Trust, WRAP, SYSTRA, Act on Energy, WEG and Christopher Whitehead Language College.	Sponsor	David Sutton
	Due Date	31-Oct-2022
	Current Status	

ESS-31 Public engagement		
<p>A calendar of sustainability campaigns has been established and this is being used to inform our public communications. An Instagram account has been established to directly communicate with residents and others on sustainability initiatives.</p> <p>On 1 June a 'Solar Butterfly' came to the city and could be visited in Cathedral Square. Other public engagement events include Sustainability team presence at a 'recycling day' event in Warndon Library.</p> <p>The July edition of City Life will contain a number of articles related to sustainability.</p> <p>Regular communications are sent out on social media with engagement from residents on active travel, Clean Air Day etc.</p>	Sponsor	David Sutton
	Due Date	31-Dec-2024
	Current Status	

ESS-32 Business Engagement		
<p>Worcestershire County Council's existing clean growth business support programmes, the Business Energy Efficiency Programme and Low Carbon Opportunities Programme, have now supported 54 businesses in the city, with grants of around £150,000 received.</p> <p>There is an agreement with Worcestershire County Council for them to deliver the new Shared Prosperity funded-decarbonisation business support programme on behalf of Worcester City Council. The programme will offer both grants and business advice and will launch in the autumn.</p> <p>A Sustainability-themed BID Breakfast took place in March. 16 businesses attended and heard about opportunities to</p>	Sponsor	Zoey West
	Due Date	31-Dec-2024
	Current Status	

calculate and reduce carbon emissions and improve recycling rates.	
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ESS-33 Sustainable Worcester Summit	
Discussions to take place in summer / autumn 2023 regarding the form and intended outcomes for a future Summit or engagement event.	Sponsor David Sutton
	Due Date 31-Oct-2024
	Current Status 