

Cheltenham Borough Council Overview & Scrutiny Committee

Meeting date: 6 July 2026

Meeting time: 6.00 pm

Meeting venue: Council Chamber - Municipal Offices

Membership:

Councillor Tabi Joy (Chair), Councillor Jackie Chelin (Vice-Chair), Councillor Victoria Atherstone, Councillor Graham Beale, Councillor Julia Chandler, Councillor Chris Day, Councillor Cathy Dearden, Councillor Sandra Holliday, Councillor Martin Horwood and Councillor Stan Smith

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Contact: democraticservices@cheltenham.gov.uk

Phone: 01242 264 246

1 Apologies

2 Declarations of interest

3 Minutes of the last meeting (Pages 5 - 16)

Minutes of the meeting held on 2nd March 2026.

4 Public and Member questions, calls for actions and petitions

5 Cabinet Briefing

18:10 15 mins

Briefing from Councillor Hay, Leader (if she has an update, or if O&S Members have questions for her)

Objective: An update from the Cabinet on key issues for Cabinet Members which may be of interest to Overview and Scrutiny and may inform the work plan
To include a regular update on the Household Recycling Centre from the Leader/Cabinet Member Waste, Recycling and the public realm.

6 Safety of Women and Young Girls in the Borough (Pages 17 - 20) 18:25 15 mins

Objective : To update O&S on the work being carried out by the Cheltenham Community Safety Partnership in response to the “Your experiences, your voice – Life in Cheltenham for young women” report and event.

Information/Briefing note from Safeguarding and Partnerships Manager – Tracy Brown and Head of Communities, Wellbeing and Partnerships – Richard Gibson.

7 Cheltenham Zero (Pages 21 - 32)

18:40 30 mins

Objective : To receive the Annual Climate Zero report.

Information/ discussion paper from Climate and Decarbonisation Manager – Mark Lawson

8 Gloucestershire LGR Scrutiny Panel (Pages 33 - 50)

19:10 15 mins

Objective : To nominate two representatives to represent Cheltenham on the Local Government Scrutiny panel involving all Councils from Gloucestershire.

Deputy Interim Monitoring Officer – Alison McKane

9 Feedback from other scrutiny meetings attended (Pages 51 - 54)

Gloucestershire Health O&S Committee (26th May 2026) – update from Councillor Bamford

Gloucestershire Police and Crime Panel (20th March 2026) – update from Councillor Atherstone – to follow

Budget Scrutiny Working Group - update from a Member of Budget Scrutiny Working Group – next meeting is in July.

10 Updates from scrutiny task groups

There are currently no active scrutiny task groups

11 Review of scrutiny workplan (Pages 55 - 58)

To consider and approve the draft scrutiny work plan 2025/26 – the current draft plan – still hold items that were due at committee and are not in a position to be brought forward at the moment. This will be amended after the O&S planning meeting.

12 Any other item that the Chair determines to be urgent

13 Date of next meeting

The next meeting will be held on September 7th 2026.

Informal de-brief

What went well? Can we identify opportunities for improvement or training needs?

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Cheltenham Borough Council Overview & Scrutiny Committee Minutes

Meeting date: 2 March 2026

Meeting time: 18:00-19:10

In attendance:

Councillors:

Tabi Joy (Chair), Jackie Chelin (Vice-Chair), Julia Chandler, Chris Day, Juan Carlos Garcia Clamp, Sandra Holliday, Martin Horwood and Stan Smith

Also in attendance:

Paul Minnis (Director Major Developments and Regeneration), Amy Keates (Construction Project Manager), Richard Gibson (Head of Communities, Wellbeing and Partnerships) Victoria Atherstone (Cabinet Member)

1 Apologies

There were none.

2 Declarations of interest

Harry Booty (Independent co-optee) declared that he is a trustee of the Wilson.

There were no other declarations of interest.

3 Minutes of the last meeting

The minutes of the January meeting were approved unanimously.

4 Public and Member questions, calls for actions and petitions

There were none.

5 Cabinet Briefing

The Leader attended the meeting, as Council had only been the previous week there was nothing further to add.

6 Update on the Golden Valley Social Strategy

The Members had submitted questions in advance to the Golden Valley Team, the answers were published in a supplement before the meeting and there were no supplementary questions.

The Chair asked the Members if they had any further questions, the responses were as follows:

- There are nuances that need to be looked at with regard to local employers, as long as the employers have a subsidiary in Gloucestershire then that would class as being a local employer.
- It was explained that there are monthly meetings across multiple organisations with regard to the social value charter.
- With regard to prioritising Cheltenham postcodes, this has occurred following local feedback which showed that people are feeling distanced from the development. They are trying to link up families that are already resident in Cheltenham.
- It will depend on what suppliers can offer as to whether the pairing of students with mentors will be with college or school students. It is open to interpretation and will be whatever can be supported.
- It was explained that some of the organisations will be recruiting from all over the world, the charter is not saying that businesses have to employ local people, but the charter is trying to have a positive impact on local people.
- The aim will be to help the most needy members of the community first.
- It is all about striking a balance and the team have been working with the University of Gloucestershire, Gloucestershire College and the local job centres which has made them confident about stakeholder relationships. The hope is that the whole of Gloucestershire will benefit from the development.
- The consultation is based on information gathered over the last few years.
- There will be a thorough HR process to ensure that the right people are in the right jobs. This is phase one of the charter and this will evolve for other changes.
- Phase 1 construction will have key performance indicators and an apprentice scheme via subcontractors.
- Apprenticeships are not used very often in the intelligence agencies.
- The team are working with Gloucestershire College to find the right apprenticeships for the right companies.
- To ensure that the social charter is not aspirational it has been talked about early so that HBD potential occupiers are aware of the charter and its expectations.

The Chair thanked the officers for attending and asked that the team come to the committee next year to update them on the year's activities.

7 Youth Engagement Policy

The Head of Communities, Wellbeing and Partnerships thanked the committee for inviting him to address them.

He thanked them for their interest in No Child Left Behind. The paper was to update the committee on youth engagement findings. He explained that there had been lots of engagement with young people giving crucial information. There is currently a pilot running at Smoky Joes Café town, this is running as a youth café. It launched and has been running 3 weeks (one day a week) with an average of 30 young people attending. It is a project that they wish to sustain. It was also explained that there is an activity pass being worked on in partnership with Gloucestershire College, it is hoped that this will be launched soon, the feedback that was received was that young people want to be more active and the main barrier preventing them to be more active is financial. He also stated how pleased they are that the Council are the lead for the 2026-27 HAF programme.

The Cabinet Member then addressed the committee and reiterated how positive it was to launch the youth café. Young people didn't feel that they had a safe space in the town centre, the youth café offers this and it was important that the young people felt that they had a safe space. The activity pass will be piloted across a number of schools. During the year of youth engagement it has become more apparent that there is a national crisis re school attendance, parents and young people are feeling pressures. There are some very good organisations that CBC work with along with schools and youth centres.

The Chair thanked the committee for their submitted questions and asked if there were any further questions. The responses to the questions were as follows:

- At the time of the meeting it was not known if the amount of children that are in poverty in Cheltenham (approx. 300) was below or above the national average.
- There has been a year of action in 2025 centred around youth engagement and the current year is linked to the year of youth engagement but it is around education.
- A session was hosted in 2025 in the Municipal Offices with schools to build relationships with regard to behaviour and attendance. The NCLB meets every 2 months and are very aware of the challenges of children moving from years 6-7 and the senior school years.
- The team are working with the Police and Gloucestershire County Council to see how they can support young people.
- There can be broader support provided to the early stages age group.
- There is a relationship between us and South Yorkshire as a result of the Golden Valley Project and their work on the social value partnership, they have a good relationship with HBD and HBD do a lot of similar work in

Sheffield (where they are based) and we are keen to build on that with the NCLB team.

- Springbank Community Group are included in lots of conversations.
- The youth café was awarded funding from the OPCC to launch the pilot, other funding opportunities are being considered and they are trying to evidence its needs. Existing networks will be used to secure funding.
- NCLB team will reach out to the Friends of Montpellier Skate Park as there might be something that can be done to work together with them.

The Chair thanked the Head of Communities, Wellbeing and Partnerships and the Cabinet Member for their update.

8 Local Government Reorganisation - Joint Scrutiny Proposals

A presentation was made by the Stroud District Council Monitoring Officer with regards to the proposed Overview and Scrutiny arrangements for Local Government reorganisation and the different options that could be used. The options that are being considered are as follows: formal joint scrutiny committee, scrutiny committee or sub-committee “hosted” by one Council, separate scrutiny by each Council or a scrutiny panel.

Option 1 – Formal Joint Scrutiny Committee would involve establishing a new joint scrutiny committee of the 7 councils.

Option 2 - A scrutiny committee hosted by one of the councils. This would mean that one of the Councils establishes a new scrutiny committee or sub-committee, or repurposes an existing one, then co-ops members from the other Councils.

Option 3 – Separate scrutiny by each Council. This would mean that each Council would scrutinise its own contribution to the LGR programme.

Option 4 – Scrutiny panel, this is the recommended option. This would mean that a scrutiny panel would be established under one of the existing scrutiny committees.

It was explained that the next step would be for the Chief Executives to consult with Leaders and test whether option 4 would be supported. There would then be engagement with each councils’ scrutiny committee to ensure ownership/agreement.

In response to a Member question it was confirmed that Overview and Scrutiny will still exist in all Councils, when there is a Shadow Council the committee will run alongside. If the new shadow scrutiny panel is not set up then there will be 7 different processes. The shadow authority will have to have a scrutiny for scrutiny of the transition process. There is going to be proportionality the largest group having the most places on the panel.

9 Culture Board

This was published as a briefing paper for information. Members were encouraged to contact the relevant officer with any questions.

10 Feedback from other scrutiny meetings attended

The information provided in the agenda was noted for information. The Chair encouraged Members to contact the relevant Members on the scrutiny committees they attend with any questions.

11 Updates from scrutiny task groups

There are none at this time.

12 Review of scrutiny workplan

There were no comments on the plan.

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14 Date of next meeting

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Information/Discussion Paper

Overview and Scrutiny Committee – 6th July 2026

Update on the Community Safety Partnerships ‘Her

Voice Her Cheltenham’ consultation

This note contains the information to keep Members informed of matters relating to the work of the Committee, but where no decisions from Members are needed

1. Why has this come to scrutiny?

- 1.1 In the 2024 the Cheltenham Community Safety Partnership (CSP) secured money from Safer Gloucestershire’s Serious Violence Duty Fund to research the issue of exploitation of children and young people in the town. The CSP commissioned St. Giles Trust to undertake this work which led to the partnership identifying a gap in its knowledge around the particular experiences of girls and young women in Cheltenham related to safety and exploitation. This information paper sets out the progress of that work and current next steps.

2. Summary of the Issue

- 2.1 The CSP asked the No Child Left Behind (NCLB) Strategic Board to work with St. Giles Trust lead consultant, Dr Junior Smart to undertake a series of focus groups with girls and young women at risk of exploitation to understand their experiences

and what could be done to better support them.

- 2.2** Girls and young women from Pittville School, the Youth Support Team, the Children's Society and All Saints Academy ranging from 13-16 years old took part in the focus groups. They then presented their experiences to a range of leaders including representatives from Gloucestershire Constabulary, Gloucestershire County Council, local business and Cheltenham Borough Council. The presentation was held in the Council Chamber on 6 December 2024 during the 16 days of activism against gender-based violence and chaired by the lead cabinet member at the time.
- 2.3** The presentation highlighted concerns regarding harassment including catcalling, being followed and inappropriate touching. Young women also reported feeling unsafe after-dark, in parks, during race week and in the town centre generally. They also felt that there were multiple barriers to seeking help. They also discussed challenges they face such as exposure to violence, social pressures and pressure to try drugs and alcohol.
- 2.4** Since the event partners have been working together to resolve some of the concerns highlighted. This has included enhanced safety measures around Pittville School during race week and the establishment of the youth café at Smokey Joes in Cheltenham town centre.

3. Summary of evidence/information

- 3.1** In 2025, following the initial work with girls and young women, NCLB agreed to expand the consultation so a wider range of girls and young women could contribute their views.
- 3.2** Dr Smart worked with local schools and youth providers to design a survey. The draft survey was tested by girls at All Saints Academy to ensure that it was relatable

to the target demographic and was launched in the Autumn of 2025. In total 177 girls and young women between 11 -18 years old responded.

3.3 Dr Smart collated and analysed the results of the consultation producing a report for the NCLB Board and Cheltenham CSP. This report was considered by the NCLB Board on 5th June 2026 and will be considered by the CSP on 21st July 2026.

3.4 The report highlights many of the same issues raised in the focus groups. Some headlines from the report include that around 50% of young women have experienced harassment in public, only 16% feel heard and around 30% had been sent unwanted explicit images.

4. Next Steps

4.1 The report will be shared with the CSP on 21 July for review and consideration will be given to how best to respond.

4.2 The relevant cabinet member, Cllr Jamie Jamieson will meet with the Safeguarding and Domestic Abuse Champions to share the findings of the report..

Background Papers

N/A

Contact Officer

Tracy Brown, Safeguarding and Partnerships
Manager, tracy.brown@cheltenham.gov.uk

Richard Gibson, Head of communities,
wellbeing & partnerships,

Richard.gibson@cheltenham.gov.uk

DRAFT

Cheltenham Zero Annual report

September 2024-2025



Introduction

After Cheltenham Borough Council declared a climate emergency in 2019, they made it a priority to support the local community to work towards achieving net zero carbon by 2030 and thereby introduced the Cheltenham Zero initiative. The Cheltenham Zero initiative was founded in 2021, initially developed by local sustainability charity Vision21.

In 2024, Cheltenham Borough Council brought the management of the initiative in house and appointed a business initiative manager to develop support for Cheltenham businesses.

Project deliverables included:

1. Demonstrate a well-structured, successful initiative delivering credible support and results.
2. Deliver borough-wide emission reduction.
3. Build best practice approaches.
4. Targeted support to deliver results.
5. Build and maintain public profile and communications.

In order to deliver a well structured initiative, the offering needed development. The development which has taken place over that past year is detailed below.

1. The initiative

The year began with a period of familiarisation with the current offering. The initial offering has been developed from a 'community' based initiative into a business support programme. To start, the messaging has been updated from 'The right thing to do' to 'being good for business, futureproofing and reducing costs.'

Website

To reinvigorate the programme, it was deemed important to re-build the website, simplifying it and making it more accessible to businesses. Ensuring that pertinent information, which will deliver tangible results, was easily viewable, and to dispense with the periphery information which can cause confusion and a sense of over-whelm. [Explore the CheltenhamZero website here.](#)

Approach

As part of the redefinition of the initiative, a tiered approach has been defined for supporting the many different types of organisations across Cheltenham. The tiered approach is as follows.

Micro businesses and charities/community groups – hands on support for simple reduction initiatives including advice and resources, as well as sign posting to funding.

Small, Medium Enterprises (SME's) – A complete support package ranging from advice and knowledge building, measurement tools, action planning, direct advice, to grant funding enabling upgrading.

Corporate – All corporates are regulated for what they need to report with regards to sustainability and net zero, they generally have a sustainability role in house and have much

more flexibility to make capital investments on their premises. Therefore, support from Cheltenham Zero for this group is aligned with supporting them to bolster their ESG and CSR activities by working with them to support the local community, especially regarding sustainability events, and working with them individually to develop mutually beneficial opportunities.

2. Support to deliver borough wide emissions

Zellar

To reduce, we first must measure.

Zellar uptake in the year September 2024-2025 has been low with just 5 new signups. With a total of circa 70 users, we saw around 55 missions, rituals and giving contributions and 55 projects completed. We are seeing a good spread of industries across Cheltenham using Zellar including hospitality, professional services, education, charities, manufacturing, public services, tech and IT, construction and real estate, retail, and health and social care.

The most popular reason we saw for using the Zellar platform was to reduce the impact to the planet of doing business. Most businesses using this platform have 50 or less employees.

Whilst we are pleased with the interaction, we have we have reviewed the offering and uptake it was deemed necessary to tweak this to ensure both businesses and the council were getting best value for money. The new offering will provide a 1-month licence to businesses to calculate their baseline impact. If a business wishes to continue their licence and extend it to a full year they will have to opt in and will then have to achieve a number of actions by certain waypoints throughout the year. This is mutually beneficial:

- for businesses, so they can quickly calculate their baseline, and plan how they will make changes. With the option to continue using the platform to support their journey and;
- for the council, this process stops businesses taking up free licences and not using them fully, and it boosts the amount of data we have access to regarding Cheltenham Businesses carbon impact so we can plan infrastructural changes and opportunities effectively and efficiently.

Cheltenham Zero accreditation

To drive action for carbon reduction, an accreditation system is being designed for Cheltenham Zero members. It is known that behaviour is changed through different drivers:

1. The value is recognised
2. Reward
3. Consequences

The CZ initiative so far has focused on #1. The value is recognised, i.e. businesses for whom 'doing the right thing' is intrinsic to them. These businesses are on board and working towards their goals.

We now need to focus on the businesses who need a little encouragement and education of the opportunities that being net zero carbon can bring for their business. Encouragement can be

driven through reward or consequences, both of which drive the competitiveness of businesses to keep up.

Initially the aim of an accreditation is to drive #2. the Reward driver to the fore. When one is recognised for their work and progression it builds a confidence and is encouraging for the business, and in turn encourages others to join the initiative as it creates a level of competition. This is the groundwork for #3. Consequences, where the aim is to highlight the commercial risks of inaction - such as reduced competitiveness in tenders or challenges around client and talent retention - rather than impose any punitive measures. The accreditation will bring an extra layer of credibility to net zero engaged businesses, future proofing their companies.

The Cheltenham Zero accreditation is a structured, trusted certification pathway that aligns with our net zero ambition. The product we are designing is a visible and CBC endorsed mechanism, to enable measurement, reporting and progression, with steps Bronze through Platinum. This accreditation is the core outcome; underpinned by a simple supporting delivery system, that is straightforward in design and separate from CBC's internal IT infrastructure, ensuring clarity on security and resourcing.

The system is in development stages, with the aim to be live by Autumn 2025. It is being designed to be scalable across Gloucestershire, enabling expansion beyond Cheltenham as part of wider climate partnership work.

Grants

When Cheltenham Zero was brought in house, the previous round of grant funding was in delivery phase. This totalled £100,000 from the UKSPF.

All recipients have completed their projects, and we are gathering the final evidence for the work done. As part of the grant application, recipients were given a Zellar account to measure the impact of the installation, the results of this will be available after March 2026.

We have also applied for UKSPF funding to enable another round of grant funding for SME businesses across the Cheltenham Borough. We have been awarded £35,665 to deliver carbon reduction initiatives to our businesses. As part of the 2025/2026 grants, businesses are required to have a carbon reduction audit to ensure the funds are going to projects which present the best opportunities for businesses to reduce carbon emissions. We are supporting this by funding 80% of the carbon reduction audit being delivered by SWEA (South West Energy Agency).

As part of the launch of the 2024/2025 Business grant application period we held an event showcasing 5 of the businesses who were recipients in the last round. This was an in-person event and was recorded for catch up purposes ([Snippets of the event can be viewed here](#)). It was a hugely valuable event, which clearly demonstrated how making carbon reduction changes to your business's infrastructure can reduce your costs, boost new business and growth, and retain key talent.

3. Best Practice

The approach to deliver knowledge of best practice is being delivered through the informative sessions mentioned previously, alongside LinkedIn content with relevant information and email

communication with members. Building the aforementioned platform taking members through Bronze to Platinum will also demonstrate best practice.

Collaboration

With the new direction of the initiative being to focus on growing the membership base to hard-to-reach businesses, we have taken the approach to speak to them through channels they are familiar with. To that end, we have built a strong collaboration with the numerous business groups around Cheltenham including:

- The Growth Hub
- Cheltenham Chamber of Commerce
- The BID Cheltenham
- Circle2Success
- Marketing Cheltenham
- FSB

The leaders of these groups are keen to support their members to get on track with sustainability and are happy for CheltenhamZero to take the lead in a methodical way, demonstrating best practice. We are in the process of defining what the outcomes and calendar of events will be, but they will be collaborative and inclusive to share the knowledge we have across the many different business types.

The best practice which has been developed is clearly accessible through the new website and the accreditation platform (both discussed previously).

4. Targeted support

As detailed in 1. Approach above, we are delivering targeted support to the differing business types and sizes and detailed below.

Business type	Approach	Action/support offered
Biggest emitters	Build communication with police, NHS, GCHQ, SuperDry, Renishaw, Spirax Sarco, Kohler Mira. We are in contact with GCHQ, Renishaw and Spirax Sarco	Opportunities to fund Cheltenham initiatives and event centred around net zero and sustainability such as the schools COP30 in October 2025.
SME	Actionable straight forward information and guidance on the website and information sharing through events.	Support from big emitters with knowledge and local support. Zellar access, the accreditation platform and grant funding
Micro	In addition to the SME offering support to stay up to date on regulations in tendering for bigger projects where sustainability and net zero is part of the tendering process	

5. Develop public profile and communications

Development and visibility of the Cheltenham Zero initiative is key for the borough in working towards achieving net zero by 2030. To this end CZ is building its visibility through attending and speaking at borough and county events and building a strong relationship with business groups across the borough.

Public profile

Social media and mailing lists have become very concise and aimed specifically at an outcome, moving away from the chatty newsletter style and into a more thought-provoking dialog. This approach has been used across the website and all press that has gone out whether national press releases or paid articles in SoGlos.

The paid articles in SoGlos are legacy pieces which have had a higher read rate than regular content. The 2 articles are:

[Discover how your Cheltenham business can build a pathway to net zero through cross-sector collaboration](#) post 'Net Zero New Year' event publicity to boost catch up views of the event and signpost to the support Cheltenham Zero offers.

[7 reasons why local businesses should sign up for the Cheltenham Zero initiative](#) highlighting the importance and opportunities for business.

We also gained free coverage by SoGlos publicising the business grants [Cheltenham businesses can 'kickstart' their net zero journey with grants of up to £5,000](#), this was from a press release sent out in July, which was also covered by Punchline [Cheltenham SMEs offered £5k to boost carbon reduction](#)

Aside from this we recently had a bio in the Cheltenham Chamber of Commerce, [Spotlight on Cheltenham Zero with Isobel Filipova, Business Initiative Manager](#) where Isobel Filipova CZ business initiative manager spoke with Michael Ellyatt about the initiative and what the future holds.

Events and communications

This years' outreach has focused on building the 'brand' and 'offering' and making connections with organisations and business who can support CZ to achieve its goals, alongside building best practice knowledge across all stakeholders.

As detailed below this has taken a multi-faceted approach, from hosting and attending events to social media and direct emails, as well as door to door conversations with businesses. Covering what we offer, how we support, and the expectations Cheltenham Borough Council has of local businesses.

Cheltenham Zero has attended and hosted a number of events over the year to build our network of supporters, members, and collaborative bodies.

Cheltenham Zero hosted events total attendance – 60

- Net Zero New Year – January 2025
- Funding the Future – June 2025

Catch up views of Net Zero New Year event – 8 ([view here](#))

Case studies

Recordings of presentations by 5 of our 2023-2024 grant recipients can be viewed through the following links. These case studies highlight the grants received, what they funding was used for and how it has supported their business reduce their carbon emissions.

Poco <https://youtu.be/YwsglNhWIFU>

The Cotswold Bed Company <https://youtu.be/bb2mkrTG1AU>

The SiTE <https://youtu.be/4SAr9fc5arU>

East Glos Club <https://youtu.be/lSC9gYzgl2M>

The Lido <https://youtu.be/FUg84j8ISWk>

Events attended by CheltenhamZero

Events make up an important part of building knowledge around the business community, this year CZ have taken part in the following events: (number of attended at each event)

- Networking at the Lido – September 24 (60+)
- Workshop with businesses on carbon reduction in the design world October 25 (8)
 - Presenting on the world of design and calculation
- Glos business show November 2024 – Thornbury (70+)
- Gloucestershire Net Zero conference from the Growth Hub at Oxstalls December 24 (60+)
 - Presenting on Cheltenham Zero and Life cycle assessment and measurement to reduce carbon.
- Eco-enrichment day High School Leckhampton April 25 (N/A)
 - Hosted 3 lessons with students talking about sustainability in business and Life cycle assessment.
- Cheltenham Science Festival (N/A)
- Business growth conference – Cheltenham Racecourse May 25 (Unknown)
- Cheltenham Zero event Net Zero New Year January 25 (40)
 - Moderated a panel discussion on why business should be net zero, what it will do for them and how to go about it.
- Cheltenham Zero event Funding the Future June 25 (17)
 - Showcasing previous business grant recipients, highlighting what becoming net zero can do for your business with real life examples.
- Pop up at Clockwise Cheltenham branch – June 25 (6)
- Gloucestershire business show – Cirencester July 25 (70+)
 - Cheltenham Zero was the voice of the environment on 2 panel discussion around Social Value, 1, what it is, 2, case studies, and then co moderated a closed-door discussion with key players and big construction across Gloucestershire.

LinkedIn Analytics

Visitors and followers

Visitors	Business pg followers	Chelt Zero followers	CheltZero connections
Page views 188	Total followers 149	Total followers 482	Total connections 410
Unique visitors 94	New followers this year 56	New followers this year 127	New connections 115

Posts and engagement

Posts	Unique impressions	Clicks	Reactions	Comments	Reposts	Engagement
58	4736	348	191	24	25	29

Membership Analytics - Mailchimp

We currently have 204 members of the Cheltenham Zero initiative,

New sign-ups to CheltenhamZero initiative over the last year are as follows including where they signed up –

New members	New subscribed members	Website sign up	NZNY webinar sign up	SWEA sign up
53	49	31	8	13

Email campaigns

Campaigns sent	Average open rate	Click rate
17	17%	6%

Collaboration

An important work stream for CZ is to build collaboration across Cheltenham both internally at the council and across the borough. External collaboration is detailed in the above section 3. Best practice – Collaboration. This is an important tool to enable us to build and develop our public profile and share our communications wider than just across our own network.

CZ is also part of the council sustainability network, which is a working group who convene quarterly to share insights, knowledge and best practice, as well as upcoming events and supporting other departments. Alongside speaking with other departments within the council including planning, and major developments.

Door to door

As part of the campaign for the new business grants, we have delivered 250 flyers in person to businesses across Cheltenham including industrial estates, offices, shops and eateries. This has been key in spreading the word about both the grant opportunities we have for Cheltenham businesses but also the initiative itself.

From this door-to-door campaign to date we have gained

- 13 new members
- 5 applications for carbon reduction audits and
- 2 applications for the business grants.

Website

This table shows the number of page views on the Cheltenham Zero website.

Page path and screen class	Page views
/ (Home)	445
/grant-carbon-reduction-audit/	124
/member-profiles/	75
/business-grant/	67
/events/	64
/grants-and-funding/	38
/join-us/	30
/about-us/	27
/resources/	25
/contact-and-help/	19
/event/net-zero-new-year/	15
/grants-awarded/	12
/sign-up/	12
/decarbonise/	6
/grants-24/	6
/event/funding-the-future/	5
/micro/	2
/SME/	1

Conclusion

In conclusion, 2024-2025 has been a strategic year of redefining what the Cheltenham Zero offering is, how best to utilise the platform to deliver borough wide targets. Having assessed the previous offering and defined the next steps to delivering net zero by 2030, Cheltenham Zero is now a fully rounded initiative which can support all businesses in Cheltenham to either support themselves directly or support others, which in turn boosts their ESG.

Strategically there have been some changes and developments, from rebuilding the website to clearly communicating the offering across all business types, redefining the support on offer from business groups to calculation tools, to ensure businesses and the council are getting the best out of the opportunities.

1. We have delivered a well-structured, initiative delivering credible support and results.
2. Defined how to measure and deliver borough-wide emission reduction.
3. Defined best practice for the borough and communicating this.
4. Developed a targeted support approach to deliver results to all business across Cheltenham.
5. We have built and are maintaining a public profile and boosting our communications.

Focus for next year

Measurement

Over the next 12 months, the focus will be on launching the new Zellar platform and onboarding many more Cheltenham businesses. The purpose of this is to enable CBC to gather more data to build a more specific baseline for the borough and to spotlight for the businesses how they can reduce their emissions and in turn their negative impact.

Ambition

Alongside this we will be working to build and launch the progress accreditation for businesses: building their knowledge, measuring their impact, and supporting Cheltenham business growth, whilst bringing a little healthy amount of competition to the town.

Tiered support

We will be strengthening the offering available to the three tiers; micro, SME, corporate, and ensuring we are supporting all facets of industry to thrive and collaborate.

Knowledge building and communications

We will be developing and executing a strategy with our business group partners creating a calendar of events to drive the understanding and knowledge required across all sectors, and developing the support available through the varying organisations. As well as exploring opportunities to support specific sectors on a more bespoke level with workshop style events.

Cheltenham Zero 2024-2025 report

introduction

This annual report covers the period September 2024 to September 2025 and sets out how Cheltenham Zero has been reshaped over the past year to provide a more targeted, structured and outcome-focused offer. The year has been characterised by strategic review and redevelopment, including clarifying the programme's purpose, redefining its support model, and ensuring better value for money and alignment with council priorities.

The report outlines progress against five core objectives:

1. Establishing a well-structured and credible business support initiative
2. Laying the foundations for borough-wide emissions measurement and reduction
3. Defining and promoting best practice in business decarbonisation
4. Delivering targeted support to businesses of different sizes and sectors
5. Building a strong public profile and effective communications

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Cheltenham Borough Council

Overview & Scrutiny – 6 July 2026

Appointment to Joint Scrutiny Panel, Local Government Reorganisation

Accountable member:

Rowena Hay, Leader of the Council

Accountable officer:

Claire Hughes, Director of Governance, Housing and Communities (Monitoring Officer)

Ward(s) affected:

n/a

Key Decision: No

Executive summary:

To nominate and appoint representatives from Cheltenham Borough Council's Overview & Scrutiny Committee to represent Cheltenham Borough Council on the Joint Scrutiny Panel set up to scrutinise the implementation of Local Government Reorganisation (LGR) in Gloucestershire.

Recommendations: That Overview & Scrutiny:-

1. Nominate and appoint two representatives from Overview & Scrutiny to the Joint Scrutiny Panel set up to scrutinise the implementation of LGR in Gloucestershire.
-

1. Implications

1.1 Financial, Property and Asset implications

There are no financial implications associated with this report.

Signed off by: [finance officer, post, email]

1.2 Legal implications

The Joint Scrutiny Panel has been set up as a Scrutiny Working Group in accordance with Part 4D para 2.8 of the Council's Constitution.

Signed off by: Alison McKane, Interim Deputy Monitoring Officer
alison.mckane@cheltenham.gov.uk

1.3 Environmental and climate change implications

n/a

1.4 Corporate Plan Priorities

This report contributes to the following Corporate Plan Priorities:

- Reducing inequalities, supporting better outcomes
- Securing our future

2 Background

2.1 The seven existing Gloucestershire councils (Gloucestershire County Council, Gloucester City Council, Cheltenham Borough Council, Tewkesbury Borough Council, Stroud District Council, Cotswolds District Council and Forest of Dean District Council) ("the Participating Councils") are currently progressing work associated with LGR.

2.2 The Participating Councils agreed to set up a Joint Scrutiny Panel ("the Joint Scrutiny Panel") in order to provide accountability for the LGR Portfolio and those charged with delivering it.

2.3 The Joint Scrutiny Panel is established to provide cross-council, non-executive and non-decision-making scrutiny of the process for LGR across Gloucestershire, including the arrangements for governance, decision-making, finance, engagement, evidence and transparency.

2.4 The Joint Scrutiny Panel is set up by Cheltenham Borough Council as a Scrutiny Task Group (STG) in accordance with Part 4D para 2.8 of Cheltenham Borough Council's Constitution. Two Members from each of the Participating Councils will be co-opted onto the STG in accordance with the Terms of Reference for the

STG which will be agreed formally at the first meeting of the STG.

3 Reasons for recommendations

3.1 The Council must appoint two representatives to the Joint Scrutiny Panel to represent Cheltenham Borough Council.

4 Alternative options considered

4.1 The Participating Councils could each have chosen to scrutinise the LGR process individually or a formal joint scrutiny committee or sub committee could have been established. These options were considered by the Leaders of the Participating Councils and the option of a Joint Scrutiny Panel hosted by Cheltenham Borough Council was chosen as the preferred option.

5 Consultation and feedback

5.1 All the Participating Councils' Overview and Scrutiny Committees were consulted on the proposal to set up a joint scrutiny arrangement and the various options available. There was overall support for the preferred option put forward to set up a Joint Scrutiny Panel.

Report author

Alison McKane, Interim Deputy Monitoring Officer,
alison.mckane@cheltenham.gov.uk

Appendices: None

Background information:

None

Appendix 1: Risk Assessment

Risk ref	Risk description	Risk owner	Impact score (1-5)	Likelihood score (1-5)	Initial raw risk score (1 - 25)	Risk response	Controls / Mitigating actions	Control / Action owner	Deadline for controls/ actions

Guidance for officers **(delete all of the below once assessment is completed)**

Risk description

Identify the event or trigger which may generate some new or increased risk to the council. Significant risks which are already identified are recorded on the Clearview and form part of the Corporate Risk Register. Please use *“If xx happens then xx will be the consequence” (cause and effect). For example “If the council’s business continuity planning does not deliver effective responses to the predicted flu pandemic then council services will be significantly impacted.”*

Risk owner

Identifying the person who will take responsibility for the overall risk.

Impact score

Report for Committee, Date

Use the risk management policy scorecard to evaluate the severity of impact(s); enter the highest score you gave:

1 - Negligible

2 - Minor

3 - Moderate

4 - Major

5 – Critical

Likelihood

Assign a score according to probability, timing or frequency; again enter the highest score you gave:

1 – Rare

2 - Unlikely

3 - Possible

4 - Likely

5 - Almost Certain

Raw risk score

The initial risk score is the impact score multiplied by the likelihood score. This is called the raw risk score, without any controls in place to mitigate the risk.

Risk response

For each risk identified, a risk response should be identified.

Reduce the risk

Accept the risk

Report for Committee, Date

Transfer the risk to a third party

Avoid the risk

Prepare a contingent plan

Share the risk

Enhance the risk

Exploit the risk

Managing the risk: Control/mitigating action

There are usually things the council can do to reduce either the likelihood or impact of a risky event. Mitigating controls can already be in place, such as budget monitoring. New controls or actions may also be possible, such as agreeing SLA's with partners, or obtaining additional funds.

Ownership

Identify the person who will manage/implement the risk controls/actions.

Deadline

Put in a deadline for the completion of each control or action

Appendix 2: Equality Impact Assessment (Screening)

to be included in all Cabinet and Council reports

1. Identify the policy, project, function or service change

a. Person responsible for this Equality Impact Assessment

Officer responsible:	Service Area:
Title:	Date of assessment:
Signature:	

b. Is this a policy, function, strategy, service change or project?

Choose an item.

If other, please specify:

c. Name of the policy, function, strategy, service change or project

Is this new or existing?	Choose an item.
Please specify reason for change or development of policy, function, strategy, service change or project	

d. What are the aims, objectives and intended outcomes and who is likely to benefit from it?

Aims:	
Objectives:	

Outcomes:	
Benefits:	

e. What are the expected impacts?

Are there any aspects, including how it is delivered or accessed, that could have an impact on the lives of people, including employees and customers.

Choose an item.

Do you expect the impacts to be positive or negative?

Choose an item.

Please provide an explanation for your answer:

If your answer to question e identified potential positive or negative impacts, or you are unsure about the impact, then you should carry out a Stage Two Equality Impact Assessment.

f. Identify next steps as appropriate

Stage Two required

Choose an item.

Owner of Stage Two assessment

Completion date for Stage Two assessment

Please move on to Stage Two if required – see below – or delete if not required.

STAGE 2 – Full Equality Impact Assessment

2. Engagement and consultation

The best approach to find out if a policy etc, is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those equality groups.

a. Research and evidence

List below any data, consultations (previous, relevant, or future planned), or any relevant research, studies or analysis that you have considered to assess the policy, function, strategy, service change or project for its relevance to equality.

b. Consultation

Has any consultation be conducted?

Choose an item.

Describe the consultation or engagement you have conducted or are intending to conduct.

Describe who was consulted, what the outcome of the activity was and how these results have influenced the development of the strategy, policy, project, service change or budget option.

If no consultation or engagement is planned, please explain why.

--

3. Assessment

a. Assessment of impacts

For each characteristic, please indicate the type of impact (positive – contributes to promoting equality or improving relations within an equality group, neutral – no impact, negative – could disadvantage them).

Please use the description of impact box to explain how you justify the impact and include any data and evidence that you have collected from surveys, performance data or complaints to support your proposed changes

DRAFT

Protected Characteristic	Specific Characteristic	Impact	Description of impact	Mitigating Action
AGE	Older people (60+)	Choose an item.		
	Younger People (16-25)	Choose an item.		
	Children (0-16)	Choose an item.		
DISABILITY A definition of disability under the Equality Act 2010 is available here . <i>See also carer responsibilities under other considerations.</i>	Physical disability	Choose an item.		
	Sensory Impairment (sight, hearing)	Choose an item.		
	Mental health	Choose an item.		
	Learning Disability	Choose an		

		item.		
GENDER REASSIGNMENT		Choose an item.		
MARRIAGE & CIVIL PARTNERSHIP	Women	Choose an item.		
	Men	Choose an item.		
	Lesbians	Choose an item.		
	Gay Men	Choose an item.		
PREGNANCY & MATERNITY	Women	Choose an item.		
RACE*	White	Choose an		

Further information on the breakdown below each of these headings, is available here. For example Asian, includes Chinese, Pakistani and Indian etc		item.		
	Mixed or multiple ethnic groups	Choose an item.		
	Asian	Choose an item.		
	African	Choose an item.		
	Caribbean or Black	Choose an item.		
		Choose an item.		
RELIGION & BELIEF** A list of religions used in the census is available here	See note	Choose an item.		

SEX (GENDER)	Men	Choose an item.		
	Women	Choose an item.		
	Trans Men	Choose an item.		
	Trans Women			
SEXUAL ORIENTATION	Heterosexual	Choose an item.		
	Lesbian	Choose an item.		
	Gay	Choose an item.		
	Bisexual/Pansexual	Choose an item.		
Other considerations				
Socio-economic		Choose an item.		

factors (income, education, employment, community safety & social support)				
Rurality i.e. access to services; transport; education; employment; broadband		Choose an item.		
Other (e.g. caring responsibilities)		Choose an item.		Page 47

* To keep the form concise, race has not been included as an exhaustive list, please augment the list above where appropriate to reflect the complexity of other racial identities.

** There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts. A list of religions in the census is available [here](#)

4. Outcomes, Action and Public ReportingPage 48

a. Please list the actions identified through the evidence and the mitigating action to be taken.

Action	Target completion date	Lead Officer

b. Public reporting

All completed EqIA’s are required to be publicly available on the Council’s website once they have been signed off. EqIA’s are also published with the papers for committee and full council decisions.

Please send completed EqIA’s to [email address]

5. Monitoring outcomes, evaluation and review

The Equalities Impact Assessment is not an end in itself but the start of a continuous monitoring and review process. The relevant Service or Lead Officer responsible for the delivery of the policy, function or service change is also responsible for monitoring and reviewing the EqIA and any actions that may be taken to mitigate impacts.

Individual services are responsible for conducting the impact assessment for their area, staff from Corporate Policy and Governance will be available to provide support and guidance, please email xxxx if you have any questions.

6. Change log

Name	Date	Version	Change

DRAFT

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Report to July 2026 Meeting of CBC Overview and Scrutiny Committee

Summary of 26th May 2026 Meeting of GCC Health Overview and Scrutiny Committee

A full recording of this meeting is available in the meetings section of the GCC website. The agenda reports pack which includes presentations is also available on this website with the SWAST report attached separately. At the time of writing this report the minutes were not yet available.

1. Scrutiny Items –

1.1 Maternity Update

Currently mothers in Gloucestershire are being offered either obstetric-led care in the Delivery Suite within the Women's Centre in Gloucestershire Royal Hospital or midwifery-led care at Stroud Maternity Unit and Gloucester Birth Unit, both of which offer birth in more homely environments and have ample capacity

GHT (Gloucestershire Hospitals Trust) has come up with a series of proposals to try to improve the choice offered and reopen the Aveta Unit at Cheltenham General addressing the following issues:

- Home birth provision has been subject to suspension
- Cheltenham has remained closed because it has not been possible to staff it safely and consistently
- Birth numbers at Stroud are low, meaning staffing is not well aligned with actual demand

The aim of these changes being to ensure services are focused around the needs and choices of the woman and that staff are deployed to where care is needed, rather than routinely staffing empty buildings

The proposed new model would create a countywide Community Birth Team that would:

- support births at home, Stroud and Cheltenham
- Provide flexibility across community birth settings
- Support up to two simultaneous births
- Allow scope for future expansion if demand grows

These changes would mean that Stroud and Cheltenham would remain available 24/7 for labour and birth, the units would open when a woman needs labour and birth care avoiding staffing a building when no one is in labour. This approach reflects models used elsewhere in the South West and beyond and using this model, other areas of England have successfully increased home births and midwife-led centre access.

A process of staff consultation has now began and estates work required to prepare Cheltenham for reopening is being planned. Any national recommendations from the

Baroness Amos report due to be published shortly will need to be factored in to any final proposal and implementation is planned by Autumn 2026.

2. Information Items – see presentations for full details:

2.1 Gloucestershire Integrated Care System (ICS) Performance Report

Despite demand for A&E services continuing to escalate, with 452 patients currently being seen every day, the average wait has decreased by 33 minutes to 5 hours and 6 minutes and 64.6% of patients being seen and treated within 4 hours. Additionally, average ambulance waits have reduced by 72% to 22 minutes. This all represents further vindication for the changes made to the A&E patient pathway which have at times received adverse comment including from HOSC members.

At the start of 2024/25 there were 3000 patients waiting over 52 weeks for their procedure, that figure is now down to 129 or 0.2% of the total waiting list with only 6 of those with the local service (GHT). There is also some improvement in the 18 week RTT (referral to treatment) performance with 74.5% of patients now meeting that target compared with 70% at the end of 2023. It is still some way away from the actual target of 92% but it is the best performance of any Trust in the South West.

Performance against all the Cancer Waiting Times (CWTs) targets is good compared with national and regional averages, even the performance against the 62-day target from referral to first definitive treatment has improved significantly to 82.2%, still below the target of 85% but well above the interim national target of 75%. The improvement has been driven by changes to the prostate pathway.

Growth in demand for diagnostics continues and whilst capacity in almost all modalities continues to rise to deal with this and indeed less patients are waiting over 6 weeks than when I last reported (approx. 3500 down from 4500). Despite increased capacity 1600 patients are waiting over 6 weeks for echocardiography and the number is still increasing. Performance in all 3 endoscopy modalities has now stabilised but 37% of patients continue to wait over 6 weeks. More non-recurring slots have been purchased from Great Western Hospitals to try to address this. Finally, CT, despite record numbers of appointment slots this modality has seen over 6 week waits rise to 330 patients.

Appointments in general practice remain at record levels with 410,000 appointments in January 2026 alone. Community pharmacy continues to play a significant role in supporting primary care access. In 2025/26 to the end of January 2026, community pharmacies delivered 67,178 patient consultations across a number of clinical pathways such as blood pressure checks and oral contraception services. This represents an increase of 21,184 consultations (46%) compared to the previous year.

2.2 NHS Gloucestershire Integrated Care Board (ICB) Update – this report is divided into 2 sections

- Section 1, an update on national and local commissioning issues focusing mostly on this occasion on the reorganisation of commissioning services with NHS Gloucestershire ICB now working closely with NHS Bristol, North Somerset and South Gloucestershire ICB with a joint executive team now in place.
- Section 2, an update from the 3 provider Trusts; Gloucestershire Health and Care NHS Foundation Trust (GHC), Gloucestershire Hospitals NHS Foundation Trust (GHT) and South Western Ambulance Service NHS Foundation Trust.

The GHT report noted that the Trust has reached a significant milestone in the development of the new Gloucestershire Cancer Centre at Cheltenham General , with the planning application being submitted at the end of March 2026. This marks the completion of the early design phase and enables the programme to progress into the next stage of delivery. The new centre is intended to modernise facilities that are now more than 25 years old and respond to rising demand and changing patient needs across Gloucestershire and the wider region.

Also, the CQC recently reported on the dialysis service at GRH and rated it as 'good'.

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Overview and Scrutiny Committee Draft Work Plan 2025/2026

Title	Objective	Format	Officer/Interested Party/Partner			
30th March 2026						
Community Governance Review	To receive an update on the progress of Cheltenham's community governance review, the provisional recommendations, latest thinking on the prospects for a new town council and how we would resolve council tax discrepancies between this and the existing C5 if the new town council took on any townwide responsibilities such as twinning, arts and culture or the ceremonial mayoralty.	Information/Dis cussion Paper	Director of Governance, Housing and Communities – Claire Hughes/Alison	This will come in September		
6th July 2026						
Equalities, Diversities & Inclusion Policy	An annual update and review of implementation	Information/Dis cussion paper	Director of Governance, Housing and Communities – Claire Hughes	Will be ready in October		
Safeguarding – Safety for Women and	To update O&S on the work being carried out by the Cheltenham community safety	Information/Dis cussion Paper	Safeguarding and Partnerships Manager – Tracy Brown			

Overview and Scrutiny Committee Draft Work Plan 2025/2026

Girls in the Borough	partnership in response to the “Your experiences, your voice – Life in Cheltenham for young women” report and event					
Climate Zero Report	To receive the annual report		Isobel Filipova – Business Initiative Manager Cheltenham Zero			
September 2026 (TBC)						
UBICO Update	To receive the annual UBICO report and update	Information/Dis cussion Paper	Head of Environmental and Bereavement Services – Karen Watson			
Charging for replacement recycling bins and bags – update a year on	To receive an update on the implementation of the scheme and understand any community feedback. The report would look to cover the following: changes in volumes of receptacles being issued; any increase in fly tipping ; reasons for changes made to charging schedule (from 1 Jan 2025); lessons learned, and any unexpected challenges experienced and how they were overcome.	Information/Dis cussion Paper	Head of Environmental and Bereavement Services – Karen Watson			

Overview and Scrutiny Committee Draft Work Plan 2025/2026

Joint Scrutiny Panel Local Government Reorganisation updates						
November 2026 (TBC)						
2026						
Digital Roadmap for Customer Interaction	To understand what will be included in the Digital Roadmap for customer interaction and how this will improve the customer experience	Information/Dis cussion paper	Head of Commercial and Income Generation			
Draft Procurement Strategy	To consider the emerging CBC procurement strategy	Information/Dis cussion Paper	Strategic Procurement Manager			
Strategic and Local Plan	To bring an update on the strategic and local plan	Information/Dis cussion Paper	Planning Policy Manager			
S106	To look at the process of consulting on, making, defending and enforcing section 106 agreements, particularly with reference to the April 2022 report by cabinet to build enhanced transparency and engagement with ward members (recommenda	Information/Dis cussion Paper	Head of Planning or Director of Community and Economic Development - Chris Gomm or Tracey Birkenshaw			

Overview and Scrutiny Committee Draft Work Plan 2025/2026

	tion 6 relating to section 6 of the report Decision - Community Infrastructure Levy Governance & Section 106 engagement - Modern Council (cheltenham.gov.uk))					
Joint Scrutiny Panel Local Government Reorganisation updates						