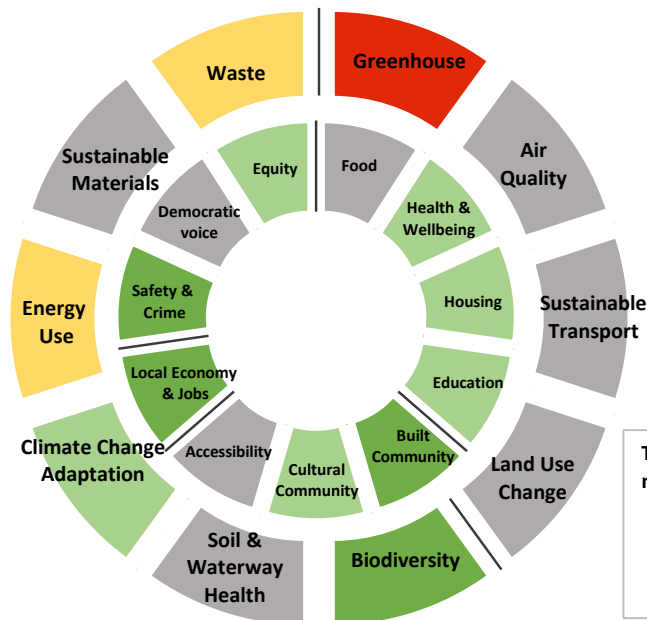


Corporate Plan 2025 to 2028



Key

	Significant and/or long-term positive impact identified. No changes needed.
	Slight or short-term positive impact identified. No changes needed but could be reviewed to improve.
	Not applicable or no cause for concern.
	Slight or short-term negative impact identified. Review to identify possible improvements.
	Significant and/or long-term negative impact identified. Changes needed before proceeding.

This summary of the CIAT should be used to aid your decision making. Please note that red/amber segments simply mean that mitigations and changes should take place not that the project cannot go ahead.

Environmental	Scores	Justification	Recommendation
GHGs	-4	It is important to note that reducing carbon, achieving council net zero is a key priority, placing importance on the mitigation of greenhouse gases at the forefront of our major activities as a council. However, the overall impact is difficult to determine. The Strategic and Local Plan will include policies to reduce GHGs and activities such as the housing improvement programme and retrofit should deliver a reduction in GHGs, but the corporate plan includes actions relating to new construction, such as the Golden Valley development and new affordable housing. Whilst the aim is to build low or zero carbon buildings, on balance, it is concluded that, due to the scale of construction, there could be an overall increase in GHGs as a borough and as such the refreshed net zero priority within the corporate plan reflects this.	0
Air quality	0	In terms of indoor air pollution, in order to meet the Housing Regulator's consumer standard for safety and quality the council must provide safe and good-quality homes. This will be achieved through the housing improvement programme and will ensure any damp or mould in our housing stock is tackled as a priority. The Cheltenham, Gloucester and Tewkesbury Strategic and Local Plan will also address air pollution, as will the Golden Valley development, but it is not possible to determine the overall impact.	0
Sustainable Transport	0	The impact on sustainable transport will be determined by the delivery of the individual actions set out in the corporate plan.	0

Land use change	0	The actions identified in the corporate plan will lead to land use change, but whether this has a positive or negative impact will be determined by the delivery of the individual actions and the balance that is achieved between the actions under key priorities 1, 2 and 3.	0
Biodiversity	8	Creating biodiversity is a priority and the actions include ensuring the council fulfils its biodiversity duty, fulfils its biodiversity net gain obligations within the planning system, prepares a tree strategy and produces an action plan for suitable alternative natural greenspace. On that basis, it is concluded that there is the opportunity to significantly improve biodiversity.	0
Soil and waterway health	0	Impact on soil and waterway health will be determined by delivery of the individual actions within the corporate plan, notably construction of the Golden Valley development.	0
Climate Change Adaptation	2	Impact on climate adaptation will be determined by delivery of the individual actions set out in the corporate plan. However there are opportunities in the construction of the Golden Valley development, the housing investment programme, retrofit of social housing and the tree strategy, so it is concluded there will be a positive impact on climate change adaptation.	0
Energy Use	-2	Impact on energy use will be determined by the delivery of the individual actions. The Innovation Centre at Golden Valley will be a low carbon building, the housing investment programme will be used to build low or zero carbon new homes, retrofitting of social housing will be undertaken (subject to funding) and the council will be making decarbonisation assessments of key operational buildings. These actions will deliver reductions in energy use and limit new energy use, however, due to the scale of construction, on balance, it is concluded there will be a slight increase in total energy use. However, the central government Clean Power 2030 Action Plan sets the expectation that the 2030 power system will see clean sources produce at least as much power as Great Britain consumes in total over the whole year. Therefore, whilst there will be an increase in electrical energy use, the system will be decarbonised.	0
Sustainable Materials	0	Use of sustainable materials will be determined by delivery of the individual actions, such as construction of the Golden Valley development and building of new homes through the housing investment plan.	0
Waste	-2	The impact on waste will be determined by delivery of the individual actions; however, it is concluded that the construction of the Golden Valley development and delivery of new homes is likely to lead to an increase in overall quantities of waste.	0

Social	Scores	Justification	Recommendation
Food	0	The actions in the corporate plan do not have a direct impact on food.	0
Health	2	The corporate plan aims to provide opportunities for everyone to be able to access leisure and culture opportunities. The council's leisure and culture assets are the key vehicle for achieving this and the plan includes an action to ensure these are safeguarded into the long term. The council will also work together with other partners to reduce pressure on the health system. Therefore, on balance, it is concluded that there will be an increase in positive health outcomes.	0

Housing	2	The corporate plan contains a number of actions, including improving the quality of social housing stock, the provision of new affordable homes and retrofitting properties to reduce energy use. All of these actions will make a positive impact.	0
Education	2	Under key priority 1, there are actions to drive longlasting social value benefits out of the Golden Valley development and this will include outreach work with schools and other educational institutions (it is already happening). The creation of a social value charter will ensure benefits continue to be delivered beyond the end of the corporate plan. In addition, the Golden Valley development is likely to offer opportunities such as apprenticeships. On balance, therefore, it is concluded there will be an increase in the availability of learning opportunities.	0
Community	4	The impact on the built community will depend on delivery of individual actions set out in the corporate plan, but there are wide-ranging opportunities through the Golden Valley development, the Cheltenham, Gloucester and Tewkesbury Strategic and Local Plan, the council's biodiversity duty and the housing improvement plan, so it is concluded delivery of the corporate plan will have a positive impact on the built community.	0
Culture	2	The corporate plan includes actions to develop a long-term strategy for the council leisure and culture assets and to start a re-procurement of the services to safeguard these into the long term and to review and revise policies for managing council-owned community assets. Whilst the scale of the impact is difficult to quantify, as it will be determined by the services delivered, on balance it is concluded that there will be an increase in social or cultural resources.	0
Accessibility	0	The actions contained in the corporate plan do not, in themselves, have a negative impact on accessibility. Accessibility will ultimately be determined by the way in which the actions are delivered, but there are significant opportunities to improve accessibility.	0
Local Economy and Jobs	8	Delivery of the Golden Valley development will create a significant number of jobs from construction through to occupation and beyond. The impact of Golden Valley will also be much broader than the development itself and will impact the whole borough. The corporate plan also includes actions to continue promoting Cheltenham as a vibrant destination for visitors and businesses and to work with Cheltenham BID and others to support the local economy.	0
Safety	4	Under the housing improvement programme one of the standards the council is required to meet is the neighbourhood and community standard. The council will be working with partners to achieve compliance and aims to ensure this work brings benefits for everyone. The council is also committed to retaining Purple Flag status for managing the night time economy.	0
Equity	2	A full equality impact assessment has been completed and it is considered there will be benefits for all age groups and positive impacts on mental health and on socio-economic factors. The impact on other specific groups is neutral and will be determined by the delivery of the individual actions outlined in the plan.	0
Democratic Voice	0	The Corporate Plan 2025-2028 is a refresh of an existing plan; however, there is a commitment in the plan to undertake a residents survey in the first year and again at the end of the plan.	0