

North Yorkshire Council

Executive

21 January 2024

Council Plan 2025-2029

1.0 PURPOSE OF REPORT

- 1.1 To seek agreement of the Executive to submit the Council Plan 2025-2029 to the Council for adoption.

2.0 BACKGROUND

- 2.1 The Council Plan is a key component of North Yorkshire Council's (NYC) policy framework, setting out the Council's objectives and how its resources are to be used to deliver those objectives. Ensuring the Plan is developed in a timely and robust manner is essential in order to drive forward the business of the Council and improve performance.
- 2.3 The process is closely allied to the budget setting process as this clearly demonstrates the golden thread running through the Council's objectives, priorities and allocation of resources. For this reason, the Council Plan will be submitted to the Council on 18 February 2025 in tandem with the budget report.
- 2.4 The Council Plan is intended to be the public expression of NYC's vision and a strategic document designed to plot the Council's course over the next four years. It will also be used by staff to understand the Council's priorities and how they fit within them.
- 2.5 The Council Plan is a four-year plan, that will be refreshed on an annual basis. The plan has been developed under five key ambitions:
- Support thriving places and empowered communities that live, work, visit and do business in North Yorkshire.
 - Develop more sustainable and connected places across North Yorkshire.
 - Ensure the people and North Yorkshire are safe, healthy and living well.
 - Maximise the potential of North Yorkshire's people and communities.
 - One Council with strong, local and customer- led services.
- 2.6 The Council Plan also includes how we will deliver services locally, key statistics and information about North Yorkshire, the Council's finances and performance reporting.

3.0 DEVELOPMENT OF THE COUNCIL PLAN

- 3.1 The Council Plan has been developed with input from all directorates to ensure the language and priorities that sit within the plan are consistent with their direction of travel. The draft has been reviewed and agreed by Management Board.

- 3.2 The findings from the Let's Talk Money survey have been used to inform the ambitions and priorities included in the plan.
- 3.3 The Council Plan has a number of audiences including elected members, officers, partners, the public, and the Ministry for Housing and Communities and Local Government. Efforts have been made to ensure that, as far as possible, the Council Plan is accessible, and of use, to all these audiences.
- 3.4 The Council Plan is the external and internal facing summary corporate strategy. However, a document the size of the Council Plan cannot detail all that the Council does. Further information about the Council's detailed strategies and plans is published in other documents available on the Council's website. The view has been taken that there is little merit in merely replicating elements of these strategies and plans.

4.0 STRUCTURE AND PUBLICATION OF THE COUNCIL PLAN

- 4.1 The Council Plan aims to be an easy to read, concise document. In addition to being the public expression of the Council's vision and ambitions, it sets priorities for the period up to 2029.
- 4.2 The Council Plan will be published on the internet and publicised to the public through a range of media, including press releases.
- 4.3 On publication, the Council Plan will be strongly promoted internally, in particular in relation to its central place in the service planning process and developing a sense of common purpose with staff and managers.
- 4.4 The Council Plan will also include a summary of how resources will be allocated through the Medium-Term Financial Strategy (MTFS), revenue budget and capital plan. This will be added once they have been agreed by the Council, alongside updated performance information.

5.0 DRAFT COUNCIL PLAN

- 5.1 The draft Council Plan 2025-2029, as at 10 January 2025, is attached at Appendix A.

6.0 FINANCIAL IMPLICATIONS

- 6.1 The Council Plan will have significant financial implications as it outlines the key programmes of work that will be carried out, all of which have been set out in the linked budget report.

7.0 EQUALITY IMPLICATIONS

- 7.1 The Council must demonstrate that it pays due regard in developing its budget and policies and in its decision-making process to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people when carrying out their activities with regard to the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. This includes compounding factors such as the rural nature of the county and the cumulative impact of proposals on groups with protected characteristics across the range of services. The impact of decisions on the Council's activities as a service provider and an employer must be considered.
- 7.2 At the earliest possible opportunity, significant proposed changes in service provision and budget are screened to identify if there are likely to be any equality implications.

- 7.3 The Council uses an Equality Impact Assessment (EIA) process to support the collection of data and analysis of impacts and to provide a way of demonstrating due regard. EIAs are developed alongside savings proposals, with equalities considerations worked into the proposals from the beginning.
- 7.4 If a draft EIA suggests that the proposed changes are likely to result in adverse impacts, further detailed investigation and consultations are undertaken as the detailed proposals are developed. Proposed changes will only be implemented after due regard to the implications has been paid in both the development process and the formal decision-making process.
- 7.5 Where the potential for adverse impact is identified in an EIA, services will seek to mitigate this in a number of ways including developing new models of service delivery, partnership working and by helping people to develop a greater degree of independent living.
- 7.6 An EIA has been carried out of the overall Council Plan 2025-2029 and this is attached at Appendix B. However, the plan does refer to specific projects which will have an impact on certain areas in North Yorkshire, where this is the case detailed EIAs will be undertaken on these specific projects.
- 7.7 An overall EIA for the 2025/26 budget has also been carried out and is included within the budget report. The Council Plan has been developed in the context of public sector financial restraint, and unprecedented service demand pressures. Funding provided by central government to local authorities to deliver services has been reduced significantly in recent years. The cost-of-living rises have only exacerbated this, and we know that the long-term financial position remains uncertain and difficult.
- 7.8 The anticipated impacts of our ambitions are positive ones. Due regard to equalities will be paid when making decisions on actions to realise these ambitions and, where appropriate, these will be subject to full EIAs.

8.0 CLIMATE CHANGE IMPACT ASSESSMENT

- 8.1 The purpose of this assessment is to help us understand the likely impacts of our decisions on the environment of North Yorkshire and on our aspiration to achieve net carbon neutrality. The intention is to mitigate negative effects and identify projects which will have positive effects.
- 8.2 The Council Plan is a high-level strategic document that sets the direction for the Council. As such, the Plan does not contain detailed information about specific service delivery. Detail at service level has been and/or will be impact assessed by directorate colleagues.
- 8.3 The develop more sustainable and connected places across North Yorkshire ambition and associated priorities set our goals and vision for tackling climate change and aim to have a positive impact on the environment. We as a Council aspire to become more environmentally sustainable, further reduce carbon emissions and increase the resilience of the county to climate change.

9.0 LEGAL IMPLICATIONS

- 9.1 The Council Plan reflects the legal requirement on local authorities under Section 3 of the Local Government Act 1999 to secure continuous improvement in the way in which it exercises its functions.

10.0 RECOMMENDATIONS

- i) That the Executive approves the draft Council Plan and recommends it to the Council for approval at its meeting on 18 February 2025.
- ii) That the Executive recommends that the Council authorises the Chief Executive to make any necessary changes to the text, including reflecting decisions made by the Council on the budget and Medium-Term Financial Strategy, and updated performance data and key performance indicators.

Rachel Joyce

Assistant Chief Executive – Local Engagement

Report Author – Will Boardman, Head of Strategy and Performance. Alaina Kitching, Strategy and Performance Manager

Appendix A – Draft Council Plan 2025-2029

Appendix B – Equality impact assessment – Council Plan 2025-2029

Appendix C – Climate change impact assessment – Council Plan 2025-2029

Council Plan 2025-29

North Yorkshire Council

Contents

Our North Yorkshire	1
One County, Many Places	3
One Council, Many Services	5
Our vision and ambitions	9
• Thriving places and empowered communities.....	10
• Sustainable and connected places.....	12
• Safe, healthy and living well	14
• Maximise the potential	16
• One Council with strong, local and customer- led services	17
Finances	18
Measuring Performance	19
Our Equality Objectives.....	20
Contact us	21
Annex A- Priority Action List	22
Annex B - Mapping to UN Sustainable Development Goals	28

Our North Yorkshire

Significant changes:

It has been almost 24 months since North Yorkshire Council was created and already in this short space of time, staff across the Council have undertaken considerable development work to restructure teams, set in place new policies and procedures, and ensure legal compliance as a new authority - all of which enable North Yorkshire Council to move forward positively.

At the same time, teams have continued to deliver essential services and progress key projects for our communities. From launching the new Active North Yorkshire service, to securing £20 million of investment to deliver new community spaces as part of the project to regenerate a former part of Catterick Garrison. There is a great deal that we can already be proud of as North Yorkshire Council, with more to come.

As such, our staff have gone through a significant period of change and challenge. We are incredibly grateful to all council staff for their hard work, professionalism and dedication to North Yorkshire during this time, and of course, in the months and years to come as we continue to provide high quality services to all our communities.

Looking beyond the council, there has also been significant change to local government structures in our region. We welcome the creation of the York and North Yorkshire Combined Authority, following the successful delivery of devolution deal for North Yorkshire and York. We will continue to work closely with City of York Council and the Mayor of York and North Yorkshire to secure new investment, deliver real benefits for our communities and amplify the regions voice on the national stage.

This collaboration with our partners will be critical as we move forward, recognising that one agency cannot address North Yorkshire's challenges alone. With the ever-challenging financial outlook for local government, we can take confidence that Local Government Reorganisation (LGR) has enabled us to seize economies of scale and begin to create a solid financial foundation for the council to continue its strong record of service delivery. To date, over 75% of the council's proposed savings programme can be attributed to LGR. However, despite the opportunities afforded by LGR, the sheer scale of the financial challenge will mean that we are not immune to facing difficult financial decisions in the months and years to come.

Embedding our local approach:

Since North Yorkshire Council was created, we have strived to be England's most local, large Council. From the creation of area committees and local teams to the progression of double devolution and the parish liaison service, considerable work has been undertaken to embed this approach. As we look forward, we know there is more work to be done, and that only by understanding the nuances and needs of our local communities, can we deliver first-class services to our customers.

We recognise that residents and communities across the county are continuing to grapple with the challenges posed by the increased cost of living, and that is why North Yorkshire

Our North Yorkshire

Council will work closely in partnership with York and North Yorkshire Combined Authority to create local growth in our region, improving the economic conditions for residents and communities to prosper.

Furthermore, our services will work alongside communities to achieve better outcomes and protect the most vulnerable. That is why this Council Plan looks work alongside communities. By acting earlier and closer to communities, we can improve outcomes for our residents, prevent issues from escalating and reduce demand on already over-subscribed Council services. In turn, we can protect resource to support local priorities, such as better transport infrastructure, affordable housing, protecting our environment, creating good local jobs and more.

This approach will underpin the Council Plan, enabling our vision to harness North Yorkshire's natural capital, strong local economy, businesses and unique communities, to continuously improve the way our services are delivered and support a good quality of life for all'. Within the plan, our vision is underpinned by four core ambitions:

- 1) Support thriving places and empowered communities that live, work, visit and do business in North Yorkshire.
- 2) Ensure the people of North Yorkshire are safe, healthy and living well.
- 3) Develop more sustainable and connected places across North Yorkshire
- 4) Maximise the potential of North Yorkshire's people and communities

By focussing on these areas, we can tackle the challenges we face as a large and rural authority, whilst at the same time, invest in the potential of North Yorkshire and maximise the opportunities that exist for all our residents, businesses, visitors and communities.

One Council fit for the future:

All the above is underpinned by our central services teams and the development of our working practices through the 'The way we work' programme.

Over the course of this plan period, as services are fully converged, the Council will be looking at how best to achieve the full potential of the new organisation, optimising the way services are delivered. This will harness technological advances, such as AI, and the ability to better predict future customer need. There is massive opportunity, but we must recognise that delivery at this scale is challenging.

This will only be achieved if we continue to embed a culture where services prioritise customer experience, purposeful delivery, and a strong performance ethos. This One Council Ethos will drive all work within the Council and enable us to respond to local need and unlock the County's wider potential.

At the same time, North Yorkshire Council will stand shoulder to shoulder with residents, businesses, and communities – using the council's strengthened voice to advocate for the county and region at every opportunity, whilst delivering excellent services for our customers and empowering our communities to achieve the best possible outcomes.

Cllr Carl Les, Leader of the Council

Richard Flinton, Chief Executive

One County, Many Places



Urban Centres

Our two major centres, Harrogate, and Scarborough. Each with diverse, economies and populations. They are both magnets for residents, visitors and businesses and offer significant opportunities for growth & investment.



Market Towns

The 'jewels in our crown', our market towns are integral to our economic success. Each different in character, they offer vibrant culture and amenities, but must continue to adapt to meet the needs of people and business and the move to a low carbon economy.



Rural Areas

The country's largest local authority by area includes two national parks and three areas of national landscapes. This environment drives many sectors, including tourism, agriculture and small and micro businesses and are home to varied communities.



Coastal Communities

Our magnificent coastline attracts millions of visitors each year to a range of world class destinations. Also offers major opportunities in emerging industries such as offshore wind. As with rural areas, many communities face challenges around deprivation and access to opportunities.

One County, Many Places

The county is the largest in England
8,000 square kilometres (3090 square miles)

Average House Price:
£278,447
(England average= £308,781)

615,490 people
(*Census 2021)

16.1% Under 16 (England average=
18.6%)

58.9% aged 16-64 (England
average= 63%)

25% aged 65+ (England average=
18.4%)

Average Household Income: **£51,217**
(England average= £52,216)

**[Map of North Yorkshire to be
inserted here]**

Strengths:

- Globally renowned brand
- Outstanding natural landscape and coastline
- Vibrant market towns and communities
- Popular visitor destination with leading heritage attractions, resorts, theme parks and unique events including international arts and sporting events
- A diverse and entrepreneurial business culture
- Strong partnership working
- Building on the records of the eight predecessor councils
- Devolution deal for North Yorkshire and York

Challenges:

- Tackling inequality and deprivation
- Changing demographics and support needs including meeting the needs of an ageing population
- Digital infrastructure and connectivity
- Rural nature of the county and sustainability of rural services
- Transport connectivity and traffic congestion (including air quality)
- Tackling climate change and environmental issues
- An appropriately qualified/ skilled workforce
- Housing affordability
- Cost of living

Opportunities:

- Innovating services delivery, bringing it closer to communities & acting earlier
- Building on the strong foundations of LGR to create efficient and effective services which address need early
- Maximising economies of scale as a Council
- Investment and regional collaboration through the MCA
- Potential for Green Energy – Marine & Renewables
- North Yorkshire as a microcosm of the UK, ideal as a test bed for new policy
- Space for growth
- Bioeconomy & agritech (Innovation)
- Diversity of the County
- Proximity & regional connection

One Council, Many Services

The council provides a wide range of services and facilities for its residents, businesses, and visitors, including:

Managing and maintaining over **8,300** council houses

Processing over **50,000** housing benefit changes every year

Making approximately **6,000** decisions on planning applications (TBC)

We maintain almost **9,250km** (5750 miles) of highway and are directly responsible for nearly **7,000km** of public rights of way

We maintain over **1,645** bridges across the county

There are **23** leisure venues, including **16** swimming pools

Collecting around **310,000** tonnes of waste from around 300,000 households of which around **45%** is reused, recycled or composted

Providing around **37,700** hours of personal care per week to over **4,300** people to enable them to live in their own homes.

Supporting **3,500** people in residential or nursing care

Over **15,700** children are provided with Special Educational Needs support

Over **3,300** children and young people are supported by the Children's and Families Service

Some of the services we provide:

- Adult education
- Adult social care services
- Air quality
- Benefits service
- Cemeteries and crematoria
- Children's social care, including adoption and fostering
- Community development
- Community safety
- Council tax collection
- Culture and tourism
- Democratic services and administering elections
- Economic development supporting the growth of new and existing businesses
- Emergency planning
- Environmental health
- Food hygiene
- Health and safety
- Heritage and countryside management
- Highways including roads, bridges, street lighting and public rights of way
- Housing, including homelessness prevention and support
- Libraries and archives
- Licensing (including alcohol, entertainment and taxi licensing).
- Management of beaches and harbours
- Parking
- Pest control
- Planning and building control
- Public and community transport
- Public health, working to improve health and wellbeing
- Registration of births, deaths, marriages and civil partnerships
- Schools
- Sport and leisure services and facilities
- Street scene: fly-tipping, street cleaning and dog fouling
- Tourism services and major venues
- Trading standards and consumer advice
- Waste and recycling collection and disposal

One Council, Many Services

North Yorkshire Council is in its third year of providing local services, from collecting residential waste and recycling, to providing social care and building affordable homes. Local Government Reorganisation (LGR) has brought together the services previously delivered by eight councils into one. At the same time, LGR has provided North Yorkshire Council the opportunity to develop a stable financial base and continue its record of effective service delivery.

Since the council was created in April 2023, teams and staff across North Yorkshire Council have come together to challenge existing thinking, develop a strong performance culture and improve outcomes for our customers. In just over 18 months, the Council has:

- Created new service and political structures;
- Established new policies and procedures;
- Delivered a budget, a Medium-Term Financial Strategy and Savings Plan;
- Restructured a total of 63 separate teams between April 2023 and September 2024;
- Maintained delivery of crucial services.

Critically, LGR has enabled the Council to begin stabilising its own financial position, particularly at a time where the scale of financial challenge facing local authorities has never been more perilous. In advance of the Autumn Budget 2024, the Local Government Association's Survey of Councils found one in four councils were 'very or fairly likely' to apply for exceptional financial support from the Government within the next few years. At the same time, changing demographics, particularly an ageing population, are increasing demand for services already under significant pressure.

This picture is also true for North Yorkshire, which must also face the added complexity of delivering services to a large rural area. However, LGR has provided services the opportunity to seize economies of scale and generate efficiencies. To date, over £45 million in savings and efficiencies have been proposed to improve the council's financial position, of which over £35 million can be attributed to LGR. In turn, the Council has been able to continue investment in the delivery of non-statutory services, an option that has not been afforded to many other local authorities.

There is still a significant task ahead as we continue to transform services now, and in the years to come. We are proud of what we have achieved so far, and we remain passionate about providing value for money services and improving outcomes for local people, businesses and communities across North Yorkshire.

One Council, Many Services

Our Strategic Approach

To be a truly local council, we must understand strengths, needs and ambitions of our communities and respond to the challenges they face. Our approach to working at a local level has 4 pillars:

Local services and access:

Locally based and integrated council, partner and community services, reflecting the needs of the communities and accessible to all who need them.

Local accountability:

Local area committees to oversee and champion local areas, strengthen local relationships, make important decisions locally and hold the council to account.

Local action:

Community Partnerships, bringing together local Councillors, public sector agencies, communities, and businesses to get things done in their local area.

Local empowerment:

Devolution of services and assets to town and parish councils and community groups where they want to take these on and have the capacity to do so.

The council is one of many organisations and groups which support local communities. We will work in collaboration with our local **partners**, other public sector organisations, businesses, and communities, to provide the infrastructure and services which allow them to thrive and use our collective power to make North Yorkshire's voice heard.

In doing so, we will support **empowered and resilient communities** that are able to use their assets and strengths to respond to local challenges and opportunities.

One Council, Many Services

Where we recognise that people are struggling, we will **focus resource early to prevent, reduce and delay** the need for more intensive services where something can be done to avoid it. This will help people to live independent lives, creating a better outcome for people by reducing the need for more intrusive services where it can be avoided.

By preventing avoidable demand, we can **protect resources to provide high quality services where they are needed most**. We will use our economies of scale and embrace technology to make services as efficient and accessible as possible.

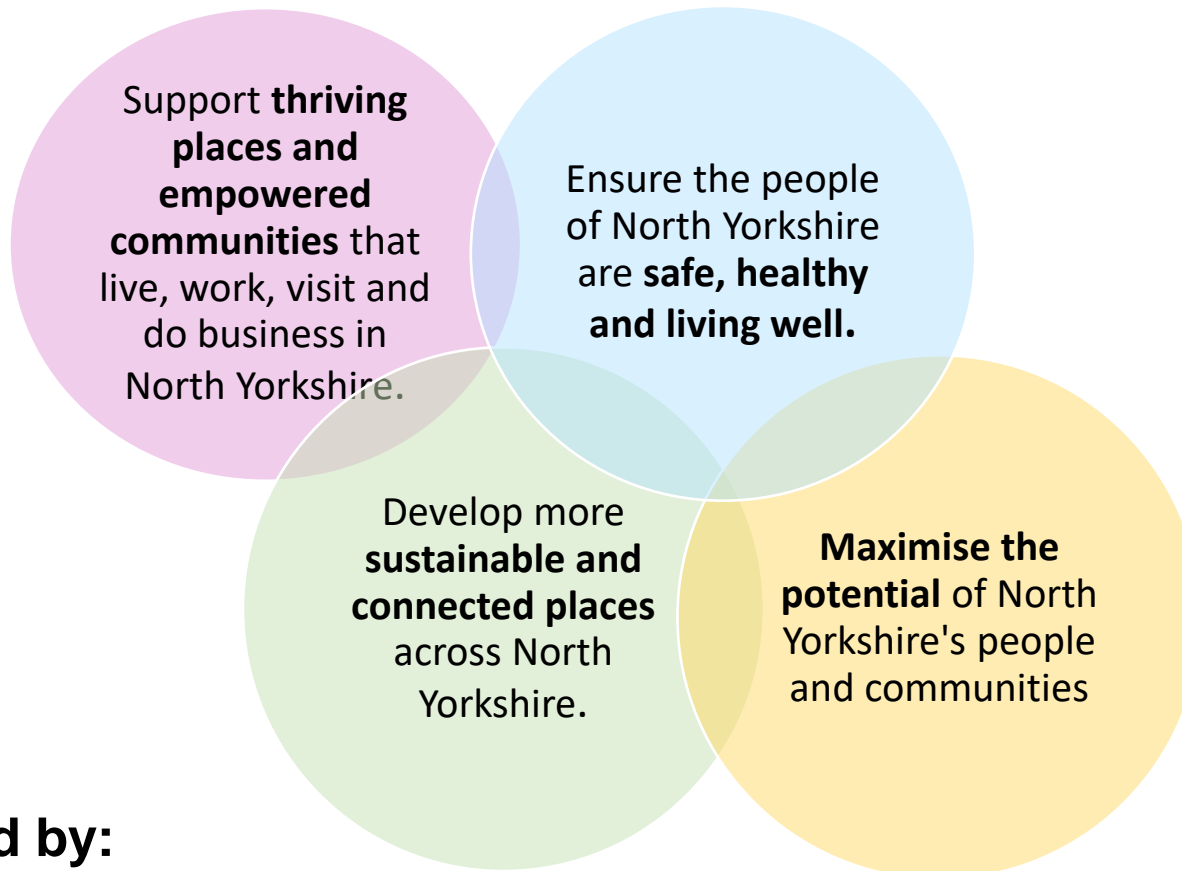
North Yorkshire is committed to continuously improving the **customer experience**. This includes understanding the needs of our customers and what they value, designing our services to meet customer needs, ensuring our services are accessible to all, and enhancing our digital offer to our customers.

The following sections outline our ambitions for the council over the next 4 years. Annex A identifies the priority actions that will be undertaken, and Annex B shows a mapping of these actions against the UN Sustainable Development Goals.

Our vision:

We want to harness the power of North Yorkshire's natural capital, unique communities and businesses, continuously improving our services to enable a good quality of life for all.

Our ambitions:



Supported by:

One Council with
strong, local and customer-led services

Thriving places and empowered communities

North Yorkshire Council is committed to becoming England's most local large council. We want to work in partnership with our communities to understand their needs and ensure that the places where people live, now and in the future, create new opportunities, promote wellbeing and reduce inequalities.

We want to support communities to contribute to the Council's priority to reduce, prevent or delay the point at which people need to access statutory health and social care services and contributing to broader public health priority to reduce health inequalities. By strengthening the resilience of communities and their capacity to respond to local challenges, people are better placed to work together to make decisions on local priorities, enjoy improved local accountability and have the opportunity to run local services and assets.

We will continue to work with the York and North Yorkshire Combined Authority to create growth across the county. The council's Economic Growth Strategy looks to attract inward investment, advancing key industries such as agritech, biotech, marine technologies, and renewable energy. Small and medium enterprises are at the heart of this strategy, recognising their importance to our market towns and driving growth in North Yorkshire.

Working with partners the council will support regeneration of our towns, bringing prosperity to communities through schemes such as the ongoing Selby and Skipton Gateway projects. North Yorkshire's visitor economy plays a vital role in driving economic growth, accounting for 10% of our economy. The council will work to achieve growth in this sector through the delivery of our Destination Management Plan and Cultural Strategy.

Thriving places depend on affordable, high-quality housing that meets the needs of our communities. The council is committed to working with stakeholders to deliver more affordable housing, making use of small or disused plots, supporting local builders and tradespeople, and preserving the character of our local areas. This will be accomplished through the development of a comprehensive Local Plan, which will establish clear policies and strategies to guide future development. As a new authority, we have new responsibilities linked to the delivery of social housing including management of over 8,000 social homes and we are currently delivering our first Housing Strategy.

What we will see across North Yorkshire

Amongst other actions, we will:

Support our communities

Establishing up to **30 multi-agency Community Partnerships** across North Yorkshire, each with their own action plan to tackle the issues most pertinent to them.

Support our businesses

Working in partnership to **deliver the priority actions in our Economic Growth Strategy** for North Yorkshire, to attract investment and grow our economy to create new and exciting opportunities for our residents and businesses.

We will work with partners and stakeholders to implement our **Destination Management Plan** for North Yorkshire, to promote a year-round visitor economy.

Thriving places and empowered communities

Support our places

Invest in our places, with **£30m Transforming Cities Fund Station Gateway Projects in Harrogate, Selby, and Skipton** to regenerate the areas around the train station and improve links into the towns. We will progress the delivery of **Catterick Garrison Town Centre Project** to create a new community resource centre, enhancements to the near-by park, inspiring artwork and a new public realm making it easier for people to access local services.

We will progress capital regeneration schemes where funding is in place, including **£20.2 million Town Deal projects in Scarborough and £17.1 million in Whitby**, and **£8m in the Harrogate Convention Centre** to ensure that the venue can reach its full potential and provide an even greater boost to the region's economy.

Scarborough Harbour West Pier Regeneration will commence in summer 2025, to secure a prosperous working harbour, champion fishing heritage and local seafood, and create a 'must visit' destination for hospitality, leisure and events.

We will help to meet the housing needs of residents by supporting the development of at least **800 new affordable homes a year** including a minimum of **500 new Council homes** over the next 5 years.

Sustainable and connected places

North Yorkshire has many stunning landscapes, from the Yorkshire Coast to our two National Parks and three National Landscapes. We will continue working with partners to support our environment and biodiversity, so residents can continue to access and enjoy the beautiful landscapes of North Yorkshire.

Protecting and enhancing our environment means keeping our streets clean addressing environmental crime, responding to poor water quality in our rivers and coastline, and ensuring that our open spaces are clean and attractive for all who use them.

We will work with partners to achieve the regions ambition to be net zero by 2034 and carbon negative by 2040. As part of this, the Council is working to be operationally Net Zero by 2030, through our Climate Change Strategy Delivery Pathway.

The council will harmonise its approach to waste and recycling across the county to improve efficiency and support a circular economy which maximises the value of the materials within our area.

The council recognises the challenges posed by extreme weather events and flooding. Through the Yorkshire and North Yorkshire Local Resilience Forum the council will ensure the needs of communities are understood during a time of crisis and are supported to respond and recover effectively.

The County's rural nature poses significant challenges to transport connectivity, risking some communities being isolated from services and economic opportunities. Working closely with the York & North Yorkshire Combined Authority we will progress major infrastructure upgrades, particularly east-west connectivity and along the region's main transport corridors. Additionally, the council will work to unlock active travel improvements, maintain safe highways and advocate for increased funding for rural transport.

Digital connectivity remains inconsistent across the county, presenting a barrier to investment and growth in some areas. The council is committed to advancing connectivity in North Yorkshire through NYnet and its full-fibre network, supporting the roll out of Superfast and Gigabit broadband. The council will continue to collaborate with mobile operators and the Government to reduce coverage gaps especially in rural and underserved areas.

What we will see across North Yorkshire

Amongst other actions, we will:

Protect and enhance our built and natural heritage

Work in partnership with protected landscapes and key stakeholders, **supporting our biodiversity, rivers and water bodies** and attracting private investment to restore and sustain the natural environment.

We will take action to improve the local environment, **tackling and reducing environmental crime** including littering, fly-tipping and dog-fouling, to ensure our air, streets, beaches and open spaces are kept clean and attractive.

Sustainable and connected places

Improve connectivity

Working closely with the York & North Yorkshire Mayoral Combined Authority to **improve transport options** across the county, by enhancing bus services, supporting the upgrading of rail infrastructure and maintaining high quality travel networks, giving people sustainable and reliable travel choices.

We will be delivering the £68.8 million major road improvement scheme on the **A59 at Kex Gill** to improve the resilience and reliability of journeys along this strategic link between Skipton and Harrogate.

We will work with NYnet and its full-fibre network to **improve broadband connectivity** in North Yorkshire and collaborate with mobile operators and the Government to close coverage gaps.

Work towards net zero

Work with partners on our **climate change strategy and pathway** to achieve the shared ambition that the region is net zero by 2034 and carbon negative by 2040. We will develop our North Yorkshire Adaptation Plan to support services, residents, communities, and businesses to prepare for inevitable climate change and increase their resilience to its effects.

We will increase council services' access to **fleet vehicles using alternative fuels** such as electric, hydrogen and other low-carbon options, delivering the Fleet Decarbonisation Strategy for all council vehicles.

Safe, healthy and living well

The council will prioritise early intervention, preventing crises before they arise, and embedding an approach that draws on people's strengths, their relationships and what is going on in their local communities to help them live longer, healthier, independent lives.

We will support families in difficulty to ensure they receive help at the earliest opportunity and work with families to enable them to stay together. Children and young people need safety and stability to thrive. Our Looked After Children Strategy outlines our ambitions for children and young people, providing a framework to ensure they are safe, happy, and healthy.

North Yorkshire Council is committed to ensuring our communities are and feel safe. We will engage with residents, gathering local knowledge and fostering open conversations, while working closely with North Yorkshire Police through our Community safety Hubs and statutory partnerships to promote safer communities.

The council will strengthen partnerships with all three Integrated Care Boards (ICBs) and deliver the North Yorkshire Joint Health and Wellbeing Strategy and supporting plans. During 2025/26, it will take major steps forward with NHS colleagues to devolve health funding to a new local partnership between the council and the NHS, with the goal of strengthening the focus on prevention and community services.

The council will support people to live independently in their home of choice – in part by continuing to develop our extra care and supported housing services as an alternative to 24/7 care. We will re-focus our social care practice towards preventing, reducing and delaying the need for longer-term social care services. Working with the NHS, we will improve availability of reablement and intermediate care services to help people to recover from a hospital stay and, wherever possible prevent unnecessary admissions to hospital or 24/7 care.

With the sparse nature of the county, the council faces a key challenge in the sustainability, availability and cost of rural services. Costs in the care market can vary significantly from one part of the county to another. That is why we will develop our in-house social care services, where appropriate, to improve choice, service availability and value for money, to enable people to access good public health services and social care across our different communities.

Our Health Determinants Research Centre, which is part of a national programme, will serve as a hub for research, training, and education in behavioural sciences, driving innovation and improving lives across North Yorkshire.

Provision of leisure, libraries and activity facilities play an important role in enhancing health and wellbeing outcomes across North Yorkshire. Our new leisure service Active North Yorkshire will provide everyone in the community an opportunity to be active, with an increased emphasis on improving the physical and mental health and wellbeing of the county's communities.

Safe, healthy and living well

What we will see across North Yorkshire

Amongst other actions, we will:

Support safe communities

Work with the Police and the NHS to **protect adults and children from harm** as part of our Safeguarding Partnerships

We will establish a **new structure for community safety hubs** across North Yorkshire to ensure services are close to and informed by the needs of communities.

Support healthy communities that live and age well

Embedding and developing our **strengths in relationships practice model**, ensuring that children can stay with their families where it is safe to do so. This model creates positive change that continues after support services for children and families are no longer required to be involved. The goal is to create conditions that enable and allow relationships to flourish.

We will improve and **develop our adult social care practice** so that it is preventative, least restrictive and focuses on people's strengths – underpinned by a modern adult social care structure which develops the workforce and puts capacity where it is needed most.

Up to £60 million will be invested in **new care and support hubs** to provide intermediate care and specialist dementia care. This new approach will help to prevent hospital admissions and provide rehabilitation following a stay in hospital, with better outcomes for people and reduced costs in comparison to other residential care.

We will work with the NHS to establish a **North Yorkshire Health Collaborative**, overseeing £850m of prevention and community investment and delivering our Ambitious for Health programme. This innovative approach will align services and budgets to provide more integrated community health services.

Maximise the potential

Everyone across North Yorkshire should have the opportunities to reach their maximum potential, irrespective of their location; urban, rural or coastal.

We want all children to be supported in good and outstanding schools. Through collaboration with schools, governors, and education professionals, we are focused on empowering schools to achieve strong results and enable all students to access a high-quality education. We will do this by supporting schools in their inspection and helping them identify improvements.

For people with Special Educational Needs and Disabilities (SEND) and other needs, the council will work with schools, families, communities and the VCSE to support a range of options, promoting inclusion in mainstream education where possible, helping everyone to get the most fulfilling and positive educational experience possible.

To ensure people have the skills required for the jobs of now and in the future, lifelong learning is critical. We will work to provide clear opportunities to access learning after education and develop skills with local training providers. This is critical to enable people to progress whilst remaining in North Yorkshire ensuring the future workforce have the necessary skills for future and emerging sectors such as agritech, biotech, marine technologies, and renewable energy. Broadening the range of opportunity for all will help to reducing inequality and maximise the potential of North Yorkshire's workforce to support economic growth.

In times of hardship, the council will focus support to those individuals and communities that require it, whether this is through the provision of information, advice, and guidance, or direct support from partners and community organisations.

What we will see across North Yorkshire

Amongst other actions, we will:

Maximise the potential for our children

Work in partnership with school leaders to **champion educational excellence** so all children attend inclusive provision that is Good or Outstanding in all four Ofsted areas, supporting them to have high aspirations and achieve their full potential.

Maximise the potential for all

Support marginalised people, including migrant communities, to **integrate and participate equally**. The diversity of our communities brings strength when everyone can contribute and utilise the breadth of experience, skills and talents.

We will ensure that there are **clear pathways for everyone after education** through the promotion of apprenticeships, training, work placements and further education including adult education. We will work with local employers to understand current and future workforce needs, monitoring local skills levels and helping residents and business to gain appropriate employment skills.

One Council with strong, local and customer-led services

To continue to deliver high quality value for money services, **we need to become one council fit for the future.**

Like all councils in the country, we are facing significant challenges due to the impact of rising costs and huge demand for adult social care, services for children and young people and Special Educational Needs. It is important we ensure the council is financially sustainable through effective management of our resources, responsible budget management and income generation.

North Yorkshire Council has brought together services previously provided by eight councils into one. But there is still a significant task ahead as we continue to transform services now and in the years to come. Significant effort has been focused on improving efficiency and joining up services in a way that makes sense to residents, businesses and partners, aligning systems and creating strong performing teams.

Over the next four years, the council will be looking ahead at how it can maximise the full potential of the new organisation and optimise the way services are delivered. There are opportunities to deliver services in new ways and harness technological advances, such as AI, to automate routine tasks and better predict future customer need. Transformation projects are currently underway to support the delivery of our priorities and maximise the benefits of transformation such as harmonising waste and recycling collection across the county.

The council will put the customer at the heart of everything we do to continuously improve their experience. This includes understanding the needs of our customers and what they value, designing our services to meet customer needs, ensuring our services are accessible to all, and enhancing our digital offer to our customers.

To achieve the ambitions of this plan, we need a workforce that is aligned with the needs of our communities and supported to give their best. Our People Strategy sets out how we are committed to developing our workforce to meet our future challenges. This is underpinned by our Values and Behaviours, which describe what we expect of all our staff.

Values and Behaviours



Finances

To be added in after the budget has been approved by Full Council.

To include:

- *Overall cost of services (pie chart / infographic)*
- *2024/25 cost of services by directorate (pie chart / infographic)*
- *2024/25 Funding- council tax, allocated government grants and joint funding, business rates, fees and charges, use of reserves (pie chart / infographic)*
- *Council tax*

Measuring Performance (To be updated)

[KPIs will be added once actions have been approved]



Equality Objectives

[Equality objectives will be reviewed separately and included once approved]



Contact Us

Sign Up

We regularly ask people living and working in North Yorkshire to tell us about their views on specific issues or questions. To view our current consultations, visit:

<https://www.northyorks.gov.uk/current-consultations>

Be social

Follow us @northyorksc

Facebook, Instagram, X, LinkedIn

Contact us

Online: [northyorks.gov.uk/contactus](https://www.northyorks.gov.uk/contactus)

By telephone: **0300 131 2 131 (say Council Plan when prompted)**

North Yorkshire Council, County Hall, Northallerton, North Yorkshire, DL7 8AD

You can request this information in another language or format at [northyorks.gov.uk/accessibility](https://www.northyorks.gov.uk/accessibility)

Annex A – Priority Action List

The following are the priority actions which will be delivered over the next four years to achieve the ambitions within this plan.

Thriving and empowered communities

Supporting our communities by:

1. Establishing up to 30 multi-agency Community Partnerships across North Yorkshire, each with their own action plan to tackle the issues most pertinent to them.
2. Investing in a network of Community Anchor organisations as trusted, place based 'system partners' to work alongside the Council to strengthen local relationships and optimise community resources to improve community well-being and improve resilience.
3. Co- designing – with the sector and partner agencies - a comprehensive 'deal' for the Voluntary, Community and Social Enterprise sector that builds additional capacity and resilience by:
 - creating the conditions for partnerships and collaboration
 - providing consistent funding processes with clear investment priorities
 - creating opportunities for VCSE organisations to take a greater role in the design and delivery of services that improve the health and well-being of our residents and communities; and
 - investing in infrastructure support that ensures long term viability and financial sustainability across the sector.
4. Embedding opportunities for a regular dialogue between the Council and our 664 Parish and Town Councils to share information and opportunities; raise and discuss issues of mutual interest and work together to agree solutions.
5. Creating opportunities for the devolution of services and assets to communities and provide support to town and parish councils and other local community groups who want to run local services and assets and where it would deliver improvements and better value for money.
6. Implementing a Big Lottery funded programme – Swift - to develop place-based initiatives to welcome and empower migrant communities across North Yorkshire. By enabling equitable access to services and encouraging wider social connections, individuals and families will be supported to positively re-build their lives.
7. Providing leadership in strengthening local resilience arrangements between emergency services and communities. Working with existing and new partnerships to develop community resilience, supporting the residents and businesses of North Yorkshire

Supporting our businesses by:

8. Working in partnership to deliver the priority actions in our Economic Growth Strategy for North Yorkshire, to attract investment and grow our economy to create new and exciting opportunities for our residents and businesses – including:
 - Helping businesses to access the information and support they need to start up and grow in North Yorkshire, through delivery of our Business North Yorkshire service.
 - Co-ordinating a targeted programme of Business North Yorkshire events including an annual North Yorkshire Business Week, to proactively support the growth of our key sectors.

Annex A – Priority Action List

- Running a Business North Yorkshire Engagement Group, to ensure that our business-facing work is co-designed with input from businesses and partners.
- Implementing a cross-Council 'Open to Business' Initiative to ensure that our Council services to business are joined up and easy to access.
- Delivering a proactive programme of Business Relationship Management with strategically important businesses, to help them grow and create jobs in the county.
- Promoting North Yorkshire as a great place to invest and do business, to help attract new investment, businesses and jobs to North Yorkshire.

Supporting our places by:

9. Supporting and delivering major infrastructure and regeneration projects across the county to help create thriving places, including:
 - the £30m Transforming Cities Fund Station Gateway Projects in Harrogate, Selby, and Skipton to regenerate the areas around the train station and improve links into the towns.
 - Delivery of Catterick Garrison Town Centre Project.
 - Implementation of capital regeneration schemes where funding is in place, including Town Deal projects in Scarborough and Whitby.
 - Proactively exploring investment opportunities and securing funding to deliver regeneration and support economic growth.
10. Identifying future investment needs and opportunities in our urban centres and market towns by leading work to develop clear and prioritised 'Town Investment Plans' across North Yorkshire, working proactively with local stakeholders and partners.
11. Delivering our cultural strategy for North Yorkshire, to champion the importance of inclusive culture in creating vibrant places and celebrating our distinctive culture and heritage.
12. Collaborating with partners working across the cultural sector including:
 - Delivering a diverse and varied programme of high-quality shows and events as part of the creation of vibrant towns and to support tourism and economic growth in North Yorkshire.
 - Delivering the Scarborough Fair festival including a diverse and vibrant programme of festivals such as Scarborough Lights, Scarborough Art & Fringe, Scarborough Extreme, Scarborough Streets.
13. Working with partners and stakeholders to implement our Destination Management Plan for North Yorkshire, to boost the visitor economy/ promote a year-round visitor economy including launching a new Visit North Yorkshire website, developing a North Yorkshire Events Strategy and creating a Local Visitor Economy Partnership for York and North Yorkshire.
14. Developing the Local Plan for North Yorkshire
15. Proactively working with developers to ensure timely delivery of local plan allocations and other policy compliant schemes to maximise delivery against Housing, Infrastructure and Employment targets.
16. Improving the quality of services for Council tenants by achieving full compliance against the new consumer standards.
17. Helping to meet the housing needs of residents by supporting the development of at least 800 new affordable homes a year including the provision of a minimum of 500 new Council homes over the next 5 years.
18. Developing an additional 90 units of temporary accommodation including the development of a Place of Change supported housing facility for homeless people with complex needs on the coast.

Annex A – Priority Action List

19. Continue to lead on Housing Retrofit for Social and Private residential properties across North Yorkshire, including securing funding and developing a detailed strategy which defines the direction of travel and priority outcomes and benefits in support of our Climate Change Targets, regional objectives and national policy.
20. Supporting the Council's wider ambitions around net zero through the delivery of the Social Housing Decarbonisation Fund and the Warm Homes Fund.

Sustainable and connected places

Protecting and enhancing our built and natural heritage by:

21. Working in partnership with protected landscapes and key stakeholders seeking to protect and enhance North Yorkshire's natural environment and natural capital assets; supporting our biodiversity, rivers and water bodies and attracting private investment to restore and sustain the natural environment.
22. Taking action to improve the local environment, tackling and reducing environmental crime including littering, fly-tipping and dog-fouling, to ensure our air, streets, beaches and open spaces are kept clean and attractive.

Improve connectivity by:

23. Working closely with the York & North Yorkshire Mayoral Combined Authority to improve transport options across the county. Key priorities include:
 - Enhancing bus services.
 - Supporting active travel improvements.
 - Upgrading rail infrastructure—such as introducing half-hourly train services to Scarborough.
 - Ensuring the maintenance of high-quality travel networks, including the dualling of the A66.
24. Delivering the major road improvement scheme on the A59 at Kex Gill to improve the resilience of this strategic link between Skipton and Harrogate.
25. Delivering our new Parking Policy Framework across North Yorkshire to deliver good quality, value for money parking facilities, focused on understanding local need, improving air quality, supporting wider transport priorities and the local economy.
26. Advancing broadband connectivity in North Yorkshire through NYnet and its full-fibre network, whilst collaborating with mobile operators and the Government to close coverage gaps.
27. Working in collaboration with partners to deliver the Emergency Services Network (ESN) project, involving 24 new masts in North Yorkshire

Working towards net zero by:

28. Delivering our climate change strategy and pathway. To work with partners helping to achieve the shared ambition that the region is net zero by 2034 and carbon negative by 2040. This includes creating and delivering our North Yorkshire Adaptation Plan to support services, residents, communities, and businesses to prepare for our climate to change.
29. Working towards our goal of the council becoming operationally net zero by 2030.
30. Developing and delivering a net zero plan for corporate property.

Annex A – Priority Action List

31. Delivering our Fleet Decarbonisation Strategy for all council vehicles, to increase access to fleet vehicles using alternative fuels such as electric, hydrogen and other low-carbon options.
32. Harmonising recycling collections, to be more efficient, better value for money, reduce carbon and contamination. Implement a single approach to recycling collections across North Yorkshire.

Safe, healthy & living well

Support safe communities by:

33. Delivering our Youth Justice Inspection preparation action plan.
34. Establishing a new structure for community safety hubs across North Yorkshire, with a harmonised CCTV system. Working with internal and external partners to rationalise the CCTV system across North Yorkshire.
35. Working in partnership with the Police and the NHS to protect children from harm as part of the North Yorkshire Safeguarding Partnership.

Support healthy communities that live and age well by:

36. Delivering our Looked After Children's strategy, to ensure all children and young people are safe, happy and healthy, and renewing "We care because you matter", our Children in Care and Care Leavers Strategy.
37. Embedding and developing our strengths in relationships practice model, ensuring that children can stay with their families where it is safe to do so.
38. Improving children and young people's mental health and work together across the health and care system to improve waiting times for assessment and access to services.
39. Expanding stop smoking services to work towards a smokefree generation.
40. Enhancing community prevention, working in partnership across the Council and with the voluntary sector.
41. Developing and delivering a North Yorkshire approach to women's health.
42. Supporting more people to be physically active and to lose weight.
43. Improving and developing our adult social care practice so that it is preventative, least restrictive and focuses on people's strengths – underpinned by a modern adult social care structure which develops the workforce and puts capacity where it is needed most.
44. Work with unpaid carers and carers' organisations to improve advice and support.
45. Developing and delivering more extra care housing for older people and new supported housing for working age adults.
46. Building new care and support hubs to provide intermediate care and specialist dementia care.
47. Supporting more people at home through the development of our reablement service, intermediate care services with the NHS, home care services and re-commissioned community equipment services.
48. Improving support to people with complex life circumstances, including mental health, neurodiversity and substance use, through new services and improved practice.
49. Providing more social care services online so that people have more choice around access.
50. Developing the care market to provide a broader range of better value for money services.

Annex A – Priority Action List

51. Working with the NHS to establish a North Yorkshire Health Collaborative, overseeing £850m of prevention and community investment and delivering our Ambitious for Health programme.
52. Prepare for Care Quality Commission Adult Social Care Assurance and agree and implement any recommendations from this inspection.

Maximise the potential

For our children, by:

53. Working in partnership with school leaders to champion educational excellence so all children attend inclusive provision that is Good or Outstanding in all four Ofsted areas, have high aspirations and are supported to achieve their full potential. This includes the delivery of the Local Area SEND Operational Plan and SEND Ofsted Improvement Plan.
54. Supporting schools in preparation for the Ofsted inspection framework.
55. Creating a strong partnership with Teaching School Hubs (TSH) in line with national developments.
56. Working to mitigate the effects of poverty within the school environment, including the number of children accessing free school meals.

For all, by:

57. Ensuring that there are clear pathways for everyone after education through the promotion of apprenticeships, training, work placements and further education including adult education.
58. Supporting North Yorkshire residents and businesses to gain appropriate employment skills.
59. Establishing local employers' workforce needs, monitoring local skills levels and helping to enable delivery of appropriate training.
60. Supporting the delivery of the York and North Yorkshire Local Skills Improvement Plan working in Partnership with Business and Skills Stakeholders.
61. Supporting marginalised people, including migrant communities, to integrate and participate equally.

One Council with strong, local and customer-led services

Developing One Council for the future by:

















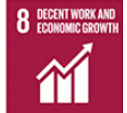




62. Continuing to be a financially sound council through a sound Medium Term Financial Strategy, treasury management, capital strategy and savings & transformation plan that supports both our ambitions and continued delivery of front-line services.
63. Delivering our overall Transformation Programme including:
 - a. The Way We Work programme to ensure that the council's working practices and procedures enable the delivery of high-quality services, whilst creating a positive working environment for staff, incorporating:
 - i. Our people – delivery of our people strategy that will ensure we have an empowered and skilled workforce that work in well-connected teams.
 - ii. Where we work – delivery of our office accommodation strategy, creating workspaces that support effective and efficient working wherever our staff are working, whether in the workplace or on the move.

Annex A – Priority Action List

- iii. How we work – digital strategy and convergence plan, ensuring all staff have the right tools and technology to work effectively with the smart use of technology and being data informed.
 - iv. Determining our future vision of how we will work in 2030.
- b. Our Customer Experience programme incorporating:
- **One Council - Customer First-** Placing customers at the heart of the organisation, our leaders and staff will adopt a mindset of customer excellence, setting the tone for the entire organisation. Staff will be empowered to provide the best possible customer experience.
 - **Listen and Understand Our Customer Needs-** We will use customer insights (data) and customer voice feedback to understand customer behaviours and needs, improve their experience, achieve best value, measure success, and protect customer privacy.
 - **Our Services are designed to meet customer needs-** We will design our services to meet customer needs, ensuring a seamless end-to-end customer journey that is easy, accessible, consistent, responsive, informed, and respectful, regardless of the customer access channel used.
 - **Improving and Enhancing Our Digital and Technology Offer-** The council will explore technology and digital opportunities to harness a positive digital experience for our customers.
 - **Continuous Improvement to Deliver Customer Excellence-** We are committed to continuously improving the customer experience to achieve customer excellence.
- c. Ensuring the council services that have come together have the right processes, technology and skills in place to operate well now and in the future and ensuring that the core functions of finance, HR, data and technology infrastructure are fit for the future to support this.
- d. Service specific programmes that will transform key areas of the council, such as Transport, Sport & Active Wellbeing, Accommodation, Waste and Inclusion Services.
64. Embed our new performance framework, creating a culture of strong teams, delivering excellent service supported by processes that monitor performance and support continuous improvement and learning.

Annex B – Mapping to UN Sustainable Development Goals

The UN Sustainable Development Goals (SDGs) provide a set of targets with the ambition of reducing inequality and supporting sustainable development across the world. The council has mapped the ambitions within the Council Plan to identify where it will be taking action which contribute to the aims of the SDGs.

Our ambitions	SDG mapped to Ambitions
Thriving places and empowered communities	  
Safe, healthy and living well	  
Sustainable and connected places	      
Maximise the potential	    
One Council with strong, local and customer-led services	
National SDG	 

Appendix B: Equality Impact Assessment

Equality impact assessment (EIA) form: evidencing paying due regard to protected characteristics

(Form updated October 2023)

Council Plan 2025-2029

If you would like this information in another language or format such as Braille, large print or audio, please contact the Communications Unit on 01609 53 2013 or email communications@northyorks.gov.uk



যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

اگر آپ کو معلومات کسی دیگر زبان یا دیگر شکل میں درکار ہوں تو برائے مہربانی ہم سے پوچھئے۔

Equality Impact Assessments (EIAs) are public documents. EIAs accompanying reports going to County Councillors for decisions are published with the committee papers on our website and are available in hard copy at the relevant meeting. To help people to find completed EIAs we also publish them in the Equality and Diversity section of our website. This will help people to see for themselves how we have paid due regard in order to meet statutory requirements.

Name of Directorate and Service Area	Strategy and Performance, Local Engagement
Lead Officer and contact details	Alaina Kitching, Strategy and Performance Manager alaina.kitching@northyorks.gov.uk
Names and roles of other people involved in carrying out the EIA	
How will you pay due regard? e.g. working group, individual officer	This overarching EIA has been carried out by an individual officer. Individual EIAs have or will be carried out on each of specific service changes related to the council's priorities for the next year, and the methods used will vary appropriately.
When did the due regard process start?	September 2024

Section 1. Please describe briefly what this EIA is about. (e.g. are you starting a new service, changing how you do something, stopping doing something?)

The Council Plan is the Council's overall high-level strategic plan. It is the public facing document expressing the Council's vision and priorities for the next four years.

The Council Plan is also the key strategic document which sets the performance framework for all Council services. As such the Plan does not contain detailed information about specific service delivery. Detail at service level has been and/or will be impact assessed by directorate colleagues.

Individual elements of the Plan are also subject to specific and separate impact assessments as part of the budget decision-making process. Members in agreeing the budget, will also take into account compounding factors, such as the rural nature of the county.

Section 2. Why is this being proposed? What are the aims? What does the authority hope to achieve by it? (e.g. to save money, meet increased demand, do things in a better way)

The purpose of the plan is to inform stakeholders including elected members, officers, partners, the public, and the Ministry of Housing, Communities and Local Government about the Council's vision, how the Council sees its role going forward and the priorities for the organisation over the next four years.

This plan has been developed in the context of public sector financial restraint, and unprecedented service demand pressures. Funding provided by central government to local authorities to deliver services has been reduced significantly in recent years. The cost-of-living rises have only exacerbated this, and we know that the long-term financial position remains uncertain and difficult. We can take confidence that Local Government Reorganisation (LGR) has enabled us to seize economies of scale and begin to create a solid financial foundation for the council to continue its strong record of service delivery. To date, over 75% of the council's proposed savings programme can be attributed to LGR. However, despite the opportunities afforded by LGR, the sheer scale of the financial challenge will mean that we are not immune to facing difficult financial decisions in the months and years to come.

Over the next four years, the council will be looking ahead at how we can maximise the full potential of the new organisation and optimise the way services are delivered. There are opportunities to deliver services in new ways and harness technological advances, such as AI, to automate routine tasks and better predict future customer need. Transformation projects are currently underway to support the delivery of our priorities and maximise the benefits of transformation.

The plan gives performance information, plans for the coming year and the budget position.

Section 3. What will change? What will be different for customers and/or staff?

Our approach in the Council Plan focuses on providing leadership on the key issues for people and places in North Yorkshire, enabling people to do more for themselves, and ensuring the delivery of infrastructure services to enable a thriving county and services to the most vulnerable people.

Specific changes to services are being developed as part of the Council's transformation programme and for each project within this programme due regard will be paid to equalities. This will include separate equality impact assessments where screening suggests this is necessary, and where relevant, consultation. Work to assess cumulative impacts of the programme through aggregation of information from these individual assessments is on-going. A summary of equality impacts for projects with savings in 2025/26 is provided with the budget papers and documentation evidencing due regard is provided, for all projects.

Over the next four years, the council will be looking ahead at how it can maximise the full potential of the new organisation and optimise the way services are delivered. There are opportunities to deliver services in new ways and harness technological advances, such as AI, to automate routine tasks and better predict future customer need.

We will remain focused on maintaining a strong financial grip and on delivering further financial savings or income growth.

Section 4. Involvement and consultation (What involvement and consultation has been done regarding the proposal and what are the results? What consultation will be needed and how will it be done?)

All directorates were engaged with and had the opportunity to influence the ambitions and priority actions included in the plan. Councillors were also engaged with during the development of the plan.

Findings from 'Let's Talk Money' budget and Council Plan consultation were also used to inform the plan.

Section 5. What impact will this proposal have on council budgets? Will it be cost neutral, have increased cost or reduce costs?

The Council Plan 2025-2029 will have significant financial implications as it outlines the key programmes of work that will be carried out, all of which have been identified during development of the annual budget and Medium-Term Financial Strategy.

Section 6. How will this proposal affect people with protected characteristics?	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information, etc
Age		X		<p>North Yorkshire has a lower proportion of young people than the national average- 24.5% under 25 compared to 29.2% nationally.¹</p> <p>In 2020 11.4% of 16 - 17-year-olds were identified as NEET (Not in Employment, Education or Training) against an England value of 5.5%.² Nationally the unemployment rate for 16 - 24-year-olds is high. The unemployment rate for people aged 16 and over for the UK was 4.2%, for the period August to October 2021.³</p> <p>In 2021, 25% of the county's adult population was over the age of 65. This is higher than the national percentage of 18.4%.⁴ Every year the population of older people increases, and with it the demand for the care and support which the council provides. By 2035, 32.60%</p>

¹ Census 2021

² Office for Health Improvement and Disparities 2020

³ ONS UK labour market statistics 2021

⁴ Census 2021

Section 6. How will this proposal affect people with protected characteristics?	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information, etc
				<p>of North Yorkshire's total population will be aged 65+ and 5.97% will be aged 85+. Nationally 23.26% will be 65+ and 4.05% will be 85+ by 2035.</p> <p>Our ambition 'maximise the potential of North Yorkshire's people and communities' sets out that everyone should have the opportunity to reach their maximum potential, with lifelong learning encouraged, enabling people to progress whilst remaining in North Yorkshire. This is critical to ensuring the future workforce have the necessary skills for future.</p> <p>Our ambition 'safe, healthy and living well' includes a priority action on developing and delivering more extra care housing for older people and new supported housing for working age adults.</p> <p>Detailed EIAs will be undertaken on specific projects implemented to realise these ambitions.</p>
Disability		X		<p>North Yorkshire has a lower proportion (19.3%) of people with a disability or long-term limiting illness whose day-to-day activities are limited a lot- against the national average of 23.69%.⁵ However, this will rise to 20.89% of the 65+ population in North Yorkshire, against a national average of 24.86%.</p> <p>The plan sets out our ambition to 'ensure the people of North Yorkshire are safe, healthy and living well'. This includes supporting more people at home through the development of our reablement service, intermediate care services with the NHS, home care services and re-commissioned community equipment services. As well as, develop and deliver more extra care housing, and build new care and support hubs to provide intermediate care and specialist dementia care</p> <p>Our ambition 'maximise the potential' covers how the council, will support those with SEND</p>

⁵ Poppi 2019

Section 6. How will this proposal affect people with protected characteristics?	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information, etc
				<p>and other needs to live life to the best of their abilities.</p> <p>Detailed EIAs will be undertaken on specific projects implemented to realise these ambitions.</p>
Sex		X		<p>The proportion of females is slightly higher (51%) than that of males (49%).⁶ This pattern is reflected across all districts, with the exception of Richmondshire where the large number of predominantly male military personnel have the effect of reversing the proportions.</p> <p>There were 13,648 lone parent households in North Yorkshire in 2011⁷, of which 11,958 had a female lone parent (87.6%).</p> <p>Our ambition ‘ensure the people of North Yorkshire are safe, healthy and living well’ includes the priority action to reduce health inequalities through specific actions around women’s health.</p> <p>The Council Plan makes a commitment to reviewing our approach to Equality, Diversity, Inclusion and Access to ensure we are consistently meeting the needs of our customers.</p>
Race	X			<p>North Yorkshire has a much lower proportion (4.77%) of people who identify with a non-UK identity than the national average (12%).⁸</p> <p>Our ambitions will not have any anticipated impacts on people specifically due to them sharing this particular protected characteristic.</p> <p>The Council Plan makes a commitment to reviewing our approach to Equality, Diversity, Inclusion and Access to ensure we are consistently meeting the needs of our customers.</p>
Gender reassignment	X			<p>The Gender Identity Research and Education Society suggests that across the UK: 1% of</p>

⁶ Census 2021

⁷ Census 2011

⁸ Census 2021

Section 6. How will this proposal affect people with protected characteristics?	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information, etc
				<p>employees and service users may be experiencing some degree of gender variance. At some point, about 0.2% may undergo transition (i.e. gender reassignment). Around 0.025% have so far sought medical help and about 0.015% have probably undergone transition. In any year 0.003% may start transition.</p> <p>Our ambitions will not have any anticipated impacts on people specifically due to them sharing this particular protected characteristic.</p> <p>The Council Plan makes a commitment to reviewing our approach to Equality, Diversity, Inclusion and Access to ensure we are consistently meeting the needs of our customers.</p>
Sexual orientation	X			<p>The government estimates that 5 - 7% of the population are gay, lesbian or bisexual. We have no evidence to suggest that this is not the case in North Yorkshire.⁹</p> <p>Our ambitions will not have any anticipated impacts on people specifically due to them sharing this particular protected characteristic.</p> <p>The Council Plan makes a commitment to reviewing our approach to Equality, Diversity, Inclusion and Access to ensure we are consistently meeting the needs of our customers.</p>
Religion or belief	X			<p>North Yorkshire has higher levels of Christians (55.6%) than the national average (46.2%), and lower levels of all other religions than the national average. Percentages of those with no religion or not stating their religion are broadly similar to the national average.¹⁰</p> <p>Our ambitions will not have any anticipated impacts on people specifically due to them sharing this particular protected characteristic. The Council Plan makes a commitment to reviewing our approach to Equality, Diversity,</p>

⁹ Census 2011

¹⁰ Census 2021

Section 6. How will this proposal affect people with protected characteristics?	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information, etc
				Inclusion and Access to ensure we are consistently meeting the needs of our customers.
Pregnancy or maternity	X			<p>In 2021 there were 5133 live births in North Yorkshire. In 2020 the conception rate per 1000 for under 18's was 10.9. This is below the rate for England (13).¹¹</p> <p>In 2020/21 4.2% of deliveries in North Yorkshire were to mothers from ethnic minorities, compared to the England value of 21.6%.¹²</p> <p>Our ambitions will not have any anticipated impacts on people specifically due to them sharing this particular protected characteristic.</p> <p>The Council Plan makes a commitment to reviewing our approach to Equality, Diversity, Inclusion and Access to ensure we are consistently meeting the needs of our customers.</p>
Marriage or civil partnership	X			<p>A higher percentage of North Yorkshire's population is married or in a civil partnership (53.7%) than the national average (46.8%).¹³</p> <p>Our ambitions will not have any anticipated impacts on people specifically due to them sharing this particular protected characteristic.</p> <p>The Council Plan makes a commitment to reviewing our approach to Equality, Diversity, Inclusion and Access to ensure we are consistently meeting the needs of our customers.</p>

Section 7. How will this proposal affect people who ...	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information, etc
.. live in a rural area?		x		The population in North Yorkshire is generally sparser than the national average (77 people

¹¹ Office for Health Improvement and Disparities 2020

¹² Office for Health Improvement and Disparities 2020

¹³ Census 2011

Section 7. How will this proposal affect people who ...	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information, etc
				<p>per square kilometre as opposed to 434 nationally). In some parts of the county this is lower still (Ryedale 36, Richmondshire 38, Craven 48, Hambleton 69).¹⁴ Distance travelled to access services is further than the national average. The Lower Super Output Area, which covers the Dales ward in Ryedale, is in the 10% most deprived in England for Geographical Barriers to Services.¹⁵</p> <p>‘Thriving places and empowered communities’ sets out the Council’s ambition to becoming England’s most local large council. We want to work in partnership with our communities and understand their needs, working to provide support earlier. This approach will achieve better outcomes for communities, whilst also reducing resource demand on council services.</p> <p>One of our ambitions is to develop more sustainable and connected places across North Yorkshire. This includes improving transport and digital connectivity. This is especially important in rural areas where transport and digital connectivity is a challenge.</p> <p>Detailed EIAs will be undertaken on specific projects implemented to realise these ambitions.</p>
.. have a low income?		X		<p>The proportion of households in deprivation in North Yorkshire reduced between 2011 and 2021. In 2011 52.1% of households in North Yorkshire were deprived in at least one of the four dimensions (employment, education, health and disability, housing). By 2021 this had fallen to 46.7%. This 5.4 percentage point reduction in North Yorkshire compared with a 5.9 percentage point reduction across England as a whole, with the proportion of households in deprivation in North Yorkshire remaining below the national average.¹⁶</p>

¹⁴ Census 2021

¹⁵ Index of Multiple Deprivation, Indices of Deprivation 2019

¹⁶ Census 2021

Section 7. How will this proposal affect people who ...	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information, etc
				<p>Scarborough is the only North Yorkshire district above the national average level of deprivation. 9 out of the 10 most deprived neighbourhoods in North Yorkshire in 2021 were in Scarborough district.¹⁷ North Yorkshire also has a number of lower super output areas within the 20% most deprived in England (23 in 2019, rising from 18 in 2010) and three LSOAs in Scarborough town are within the most deprived 1% in England.¹⁸</p> <p>Figures for long-term unemployment in North Yorkshire (0.8%) are lower than the national average (1.9%).¹⁹</p> <p>The percentage of children in absolute low-income families is 11.3%, compared to the England value of 15.1%.²⁰</p> <p>The percentage of the population who claim out of work benefits in North Yorkshire is 2.0%, compared to a Great Britain percentage of 3.7% (Nomis - ONS September 2022).</p> <p>Percentage of people in North Yorkshire unemployed (June 2021 - June 2022) 3% - Great Britain 3.8%.²¹</p> <p>Our ambition to 'maximise the potential of North Yorkshire's people and communities' includes the priority action 'to support North Yorkshire residents and businesses to gain appropriate employment skills'. Improved job opportunities could impact positively on those on a low income.</p> <p>Our 'maximise the potential' ambition covers supporting people in times of hardship through the provision of information, advice and guidance, or by administering support funds that give financial support directly where it is needed.</p> <p>Our 'maximise the potential' ambition includes the priority action to 'work with schools to poverty-proof the school environment including the number of children accessing</p>

¹⁷ Census 2021

¹⁸ Index of multiple deprivation 2019

¹⁹ Office for Health Improvement and Disparities 2021/22

²⁰ Census 2021

²¹ Nomis, September 2022

Section 7. How will this proposal affect people who ...	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information, etc
				<p>free school meals'. It was estimated that the project could lead to an annual saving of around £450 per child for local families (in not having to pay for/provide school lunches). Children can also access other benefits and support such as free holiday activities and food (as part of the FEAST programme).</p> <p>Detailed EIAs will be undertaken on specific projects implemented to realise these ambitions.</p>
.. are carers (unpaid family or friend)?		X		<p>Carers' allowance claimants make up 0.98% of North Yorkshire's population.²² This is lower than the average for England (1.42%) but there are variations across the county. It is likely, however, that these figures do not reflect the true number of people carrying out caring roles in the county as many do not claim allowances.</p> <p>One of our ambitions is 'ensure the people of North Yorkshire are safe, healthy and living well', this includes a priority action on support for unpaid carers.</p> <p>Detailed EIAs will be undertaken on specific projects implemented to realise these ambitions.</p>
.. are from the Armed Forces Community		X		<p>North Yorkshire has 29,831 Armed Forces Veterans.</p> <p>Richmondshire has the highest proportion of Armed Forces Veterans in North Yorkshire at 9.5% (3,962), which is the third highest nationally.</p> <p>The proportion of veterans in Richmondshire is more than double the national average rate, which is 3.8%.</p> <p>Harrogate has the highest number of Armed Forces Veterans in North Yorkshire with 7,076 (5.2%).</p> <p>The Council Plan makes a commitment to reviewing our approach to Equality, Diversity, Inclusion and Access to ensure we are</p>

²² May 2018, ONS

Section 7. How will this proposal affect people who ...	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information, etc
				<p>consistently meeting the needs of our customers.</p> <p>Our 'maximise the potential' ambition covers supporting people in times of hardship whether this is through the provision of information, advice and guidance, or by administering support funds that give financial support directly where it is needed.</p> <p>Detailed EIAs will be undertaken on specific projects implemented to realise these ambitions.</p>

Section 8. Geographic impact – Please detail where the impact will be (please tick all that apply)	
North Yorkshire wide	✓
Craven	✓
Hambleton	✓
Harrogate	✓
Richmondshire	✓
Ryedale	✓
Scarborough	✓
Selby	✓
If you have ticked one or more areas, will specific town(s)/village(s) be particularly impacted? If so, please specify below.	
<p>The Council Plan is the Council's overall high-level strategic plan. However, the plan does refer to specific projects which will have an impact on certain areas in North Yorkshire, where this is the case detailed EIAs will be undertaken on these specific projects.</p>	

Section 9. Will the proposal affect anyone more because of a combination of protected characteristics? (e.g. older women or young gay men) State what you think the effect may be and why, providing evidence from engagement, consultation and/or service user data or demographic information, etc
<p>The Council Plan will not affect anyone more because of a combination of protected characteristics.</p>

Section 10. Next steps to address the anticipated impact. Select one of the following options and explain why this has been chosen. (Remember: we have	Tick option chosen

an anticipatory duty to make reasonable adjustments so that disabled people can access services and work for us)	
1. No adverse impact - no major change needed to the proposal. There is no potential for discrimination or adverse impact identified.	X
2. Adverse impact – adjust the proposal – The EIA identifies potential problems or missed opportunities. We will change our proposal to reduce or remove these adverse impacts, or we will achieve our aim in another way which will not make things worse for people.	
3. Adverse impact - continue the proposal - The EIA identifies potential problems or missed opportunities. We cannot change our proposal to reduce or remove these adverse impacts, nor can we achieve our aim in another way which will not make things worse for people. (There must be compelling reasons for continuing with proposals which will have the most adverse impacts. Get advice from Legal Services)	
4. Actual or potential unlawful discrimination - stop and remove the proposal – The EIA identifies actual or potential unlawful discrimination. It must be stopped.	
Explanation of why option has been chosen. (Include any advice given by Legal Services)	
Our ambitions and high-level outcomes as detailed in the Council Plan aspire to improve outcomes for everyone in North Yorkshire.	

Section 11. If the proposal is to be implemented how will you find out how it is really affecting people? (How will you monitor and review the changes?)
Progress against priority actions in the Council Plan are monitored on a quarterly basis as part of our Performance Framework. Reports are taken to Management Board, and the Executive.

Section 12. Action plan. List any actions you need to take which have been identified in this EIA, including post implementation review to find out how the outcomes have been achieved in practice and what impacts there have actually been on people with protected characteristics.				
Action	Lead	By when	Progress	Monitoring arrangements
Ensure that individual plans relating to the specific service changes contributing to achieving the broad outcomes of the Council Plan are appropriately assessed to identify any potential equality impacts on people with protected characteristics before specific decisions are taken.	Will depend on service: likely to be appropriate Assistant Director	As plans are developed and before specific decisions taken		

Section 12. Action plan. List any actions you need to take which have been identified in this EIA, including post implementation review to find out how the outcomes have been achieved in practice and what impacts there have actually been on people with protected characteristics.				
Action	Lead	By when	Progress	Monitoring arrangements
Ensure that any cumulative impacts on people with protected characteristics are identified by providing an overview of individual plans	Corporate Equalities, Diversity and Inclusion Group	As plans are developed and before specific decisions taken		

Section 13. Summary Summarise the findings of your EIA, including impacts, recommendation in relation to addressing impacts, including any legal advice, and next steps. This summary should be used as part of the report to the decision maker.
<p>Our ambitions in the Council Plan are for better outcomes for all North Yorkshire residents despite a tough fiscal climate and unprecedented service demand pressures. Our transformation programme aims to save money but also to make sure we are doing things more efficiently and effectively by making the best decisions at the right time.</p> <p>The anticipated impacts of our ambitions are therefore positive ones. Due regard to equalities will be paid when making decisions on actions to realise these ambitions and, where appropriate, these will be subject to full EIAs.</p>

Section 14. Sign off section
<p>This full EIA was completed by:</p> <p>Name: Alaina Kitching Job title: Strategy and Performance Manager Directorate: Local Engagement Signature: Alaina Kitching</p> <p>Completion date: 11/12/2024</p> <p>Authorised by relevant Assistant Director (signature): Rachel Joyce Date: 20/12/2024</p>

Appendix C: Climate Change Impact Assessment

Climate change impact assessment

The purpose of this assessment is to help us understand the likely impacts of our decisions on the environment of North Yorkshire and on our aspiration to achieve net carbon neutrality by 2030, or as close to that date as possible. The intention is to mitigate negative effects and identify projects which will have positive effects.

This document should be completed in consultation with the supporting guidance. The final document will be published as part of the decision-making process and should be written in Plain English.

If you have any additional queries which are not covered by the guidance please email climatechange@northyorks.gov.uk

Version 2: amended 11 August 2021

Please note: You may not need to undertake this assessment if your proposal will be subject to any of the following:

Planning Permission
Environmental Impact Assessment
Strategic Environmental Assessment

However, you will still need to summarise your findings in the summary section of the form below.

Please contact climatechange@northyorks.gov.uk for advice.

Title of proposal	Council Plan 2024-2028
Brief description of proposal	<p>The Council Plan is the council's overall high level strategic plan. It is the public facing document expressing the Council's vision for modernising and refocusing the organisation to enable it to achieve the major budget savings which will be required.</p> <p>The Council Plan is also the key strategic document which sets the performance framework for all Council services. As such the Plan does not contain detailed information about specific service delivery. Detail at service level has been and/or will be impact assessed by directorate colleagues.</p> <p>Individual elements of the Plan are also subject to specific and separate impact assessments.</p>

Directorate	Local Engagement
Service area	Strategy and Performance
Lead officer	Alaina Kitching, Senior Strategy and Performance Officer
Names and roles of other people involved in carrying out the impact assessment	
Date impact assessment started	September 2024

Options appraisal

Were any other options considered in trying to achieve the aim of this project? If so, please give brief details and explain why alternative options were not progressed.

No other options were considered in trying to achieve the aim of this project. The Council Plan is the council's overall high level strategic plan for the direction of the Council. This Climate Change Impact Assessment for the Council Plan is a high-level assessment. Individual elements of the Plan will be subject to specific and separate impact assessments were deemed necessary.

What impact will this proposal have on council budgets? Will it be cost neutral, have increased cost or reduce costs?

Please explain briefly why this will be the result, detailing estimated savings or costs where this is possible.

The Council Plan 2025-2029 will have significant financial implications as it outlines the key programmes of work that will be carried out, all of which have been identified during development of the annual budget and Medium-Term Financial Strategy.

This plan has been developed in the context of public sector financial restraint, and unprecedented service demand pressures. Funding provided by central government to local authorities to deliver services has been reduced significantly in recent years. The rise in cost of living have only exacerbated this, and we know that the long-term financial position remains uncertain and difficult. We can take confidence that Local Government Reorganisation (LGR) has enabled us to seize economies of scale and begin to create a solid financial foundation for the council to continue its strong record of service delivery. To date, over 75% of the council's proposed savings programme can be attributed to LGR. However, despite the opportunities afforded by LGR, the sheer scale of the financial challenge will mean that we are not immune to facing difficult financial decisions in the months and years to come.

Over the next four years, the council will be looking ahead at how we can maximise the full potential of the new organisation and optimise the way services are delivered. There are opportunities to deliver services in new ways and harness technological advances, such as AI, to automate routine tasks and better predict future customer need. Transformation projects are currently underway to support the delivery of our priorities and maximise the benefits of transformation.

<p>How will this proposal impact on the environment?</p> <p>N.B. There may be short term negative impact and longer-term positive impact. Please include all potential impacts over the lifetime of a project and provide an explanation.</p>	<p>Positive impact (Place a X in the box below where relevant)</p>	<p>No impact (Place a X in the box below where relevant)</p>	<p>Negative impact (Place a X in the box below where relevant)</p>	<p>Explain why will it have this effect and over what timescale?</p> <p>Where possible/relevant please include:</p> <ul style="list-style-type: none"> Changes over and above business as usual Evidence or measurement of effect Figures for CO₂e Links to relevant documents 	<p>Explain how you plan to mitigate any negative impacts.</p>	<p>Explain how you plan to improve any positive outcomes as far as possible.</p>	
<p>Minimise greenhouse gas emissions, e.g. reducing emissions from travel, increasing energy efficiencies, etc</p>	<p>Emissions from travel</p>	<p>X</p>			<p>The sustainable and connected ambition includes the priority action ‘to work with partners helping to achieve the shared ambition that the region is net zero by 2034 and carbon negative by 2040’ and ‘work towards our council becoming operationally net zero by 2030’. This includes delivering our fleet decarbonisation strategy for all council vehicles to increase access to fleet vehicles using alternative fuels such as electric, hydrogen and other low carbon options.</p> <p>The sustainable and connected places ambition also covers improving transport connectivity, unlocking active travel improvements and advocating for increased funding for rural transport. This in turn will enable/encourage people to use alternative methods of transport.</p>		
	<p>Emissions from construction</p>			<p>X</p>	<p>The Council Plan refers to a number of projects such as the major highway improvement scheme on the A59 at Kex Gill, the Transforming Cities Fund Station Gateway Projects in</p>		

<p>How will this proposal impact on the environment?</p> <p>N.B. There may be short term negative impact and longer-term positive impact. Please include all potential impacts over the lifetime of a project and provide an explanation.</p>	<p>Positive impact (Place a X in the box below where relevant)</p>	<p>No impact (Place a X in the box below where relevant)</p>	<p>Negative impact (Place a X in the box below where relevant)</p>	<p>Explain why will it have this effect and over what timescale?</p> <p>Where possible/relevant please include:</p> <ul style="list-style-type: none"> Changes over and above business as usual Evidence or measurement of effect Figures for CO₂e Links to relevant documents 	<p>Explain how you plan to mitigate any negative impacts.</p>	<p>Explain how you plan to improve any positive outcomes as far as possible.</p>	
					<p>Harrogate, Selby and Skipton, the Town Deal programmes in Scarborough and Whitby.</p> <p>This CCIA is a high-level assessment and specific impact assessments will be carried out for projects where necessary.</p>		
	Emissions from running of buildings	X			<p>The One Council section of the Council Plan has a priority action to develop and deliver a net zero plan for our corporate property. This will help to reduce emissions from the running of our buildings including heating, ventilation, water use, and electricity use for power and lighting.</p> <p>The thriving and empowered communities ambition includes the priority action to support the Councils wider ambitions around net zero through the delivery of the Social Housing Decarbonisation Fund and the Warm Homes Fund. This will help improve energy efficiency of homes.</p>		

<p>How will this proposal impact on the environment?</p> <p>N.B. There may be short term negative impact and longer-term positive impact. Please include all potential impacts over the lifetime of a project and provide an explanation.</p>	<p>Positive impact (Place a X in the box below where relevant)</p>	<p>No impact (Place a X in the box below where relevant)</p>	<p>Negative impact (Place a X in the box below where relevant)</p>	<p>Explain why will it have this effect and over what timescale?</p> <p>Where possible/relevant please include:</p> <ul style="list-style-type: none"> • Changes over and above business as usual • Evidence or measurement of effect • Figures for CO₂e • Links to relevant documents 	<p>Explain how you plan to mitigate any negative impacts.</p>	<p>Explain how you plan to improve any positive outcomes as far as possible.</p>	
	Emissions from data storage		X		<p>The Council Plan does not directly impact on data storage.</p> <p>This CCIA is a high-level assessment and specific impact assessments on individual projects will be carried out where necessary.</p>		
	Other						
<p>Minimise waste: Reduce, reuse, recycle and compost, e.g. reducing use of single use plastic</p>	x				<p>The sustainable and connected places ambition includes the priority action to harmonise recycling collections, to be more efficient, better value for money, reduce carbon and contamination. This will be done by implementing a single approach to recycling collections across North Yorkshire.</p>		
<p>Reduce water consumption</p>		X		<p>The plan does not refer to reducing water consumption. The Council Plan is a high-level strategic plan, further information is included in our Climate Change Strategy.</p>			

<p>How will this proposal impact on the environment?</p> <p>N.B. There may be short term negative impact and longer-term positive impact. Please include all potential impacts over the lifetime of a project and provide an explanation.</p>	<p>Positive impact (Place a X in the box below where relevant)</p>	<p>No impact (Place a X in the box below where relevant)</p>	<p>Negative impact (Place a X in the box below where relevant)</p>	<p>Explain why will it have this effect and over what timescale?</p> <p>Where possible/relevant please include:</p> <ul style="list-style-type: none"> Changes over and above business as usual Evidence or measurement of effect Figures for CO₂e Links to relevant documents 	<p>Explain how you plan to mitigate any negative impacts.</p>	<p>Explain how you plan to improve any positive outcomes as far as possible.</p>
<p>Minimise pollution (including air, land, water, light and noise)</p>	<p>X</p>			<p>The sustainable and connected places ambition includes the priority action to improve the local environment, tackling and reducing environmental crime including littering, fly-tipping and dog-fouling, to ensure our air, streets, beaches and open spaces are kept clean and attractive. As well as, work in partnership with national parks and key stakeholders to protect North Yorkshire's natural capital; supporting our biodiversity, rivers and water bodies.</p> <p>There is also a priority action on working towards our goal of the council becoming operationally net zero by 2030. This includes the priority to 'deliver our Fleet Decarbonisation Strategy for all council vehicles, to increase access to fleet vehicles using alternative fuels such as electric, hydrogen and other low-carbon options'.</p>		

<p>How will this proposal impact on the environment?</p> <p>N.B. There may be short term negative impact and longer-term positive impact. Please include all potential impacts over the lifetime of a project and provide an explanation.</p>	<p>Positive impact (Place a X in the box below where relevant)</p>	<p>No impact (Place a X in the box below where relevant)</p>	<p>Negative impact (Place a X in the box below where relevant)</p>	<p>Explain why will it have this effect and over what timescale?</p> <p>Where possible/relevant please include:</p> <ul style="list-style-type: none"> • Changes over and above business as usual • Evidence or measurement of effect • Figures for CO₂e • Links to relevant documents 	<p>Explain how you plan to mitigate any negative impacts.</p>	<p>Explain how you plan to improve any positive outcomes as far as possible.</p>
				<p>Working towards these goals will have a positive impact on the environment and reduce air pollution.</p>		
<p>Ensure resilience to the effects of climate change, e.g. reducing flood risk, mitigating effects of drier, hotter summers</p>	<p>X</p>			<p>The sustainable and connected places ambition sets out our goal for the region to be carbon neutral by 2034 and carbon negative by 2040. This includes the priority action to create and deliver a North Yorkshire Adaptation Plan to support services and residents and businesses to prepare for the climate to change.</p> <p>The plan also recognises challenges posed by extreme weather events and flooding. Through the Yorkshire and North Yorkshire Local Resilience Forum the council will ensure the needs of communities are understood during a time of crisis and are supported to recover effectively. This includes the priority action to provide leadership in strengthening local resilience arrangements between emergency services and communities. Working with existing</p>		

<p>How will this proposal impact on the environment?</p> <p>N.B. There may be short term negative impact and longer-term positive impact. Please include all potential impacts over the lifetime of a project and provide an explanation.</p>	<p>Positive impact (Place a X in the box below where relevant)</p>	<p>No impact (Place a X in the box below where relevant)</p>	<p>Negative impact (Place a X in the box below where relevant)</p>	<p>Explain why will it have this effect and over what timescale?</p> <p>Where possible/relevant please include:</p> <ul style="list-style-type: none"> Changes over and above business as usual Evidence or measurement of effect Figures for CO₂e Links to relevant documents 	<p>Explain how you plan to mitigate any negative impacts.</p>	<p>Explain how you plan to improve any positive outcomes as far as possible.</p>
				<p>and new partnerships to develop community resilience, supporting the residents and businesses of North Yorkshire.</p>		
<p>Enhance conservation and wildlife</p>	<p>X</p>			<p>The sustainable and connected places ambition includes priorities around enhancing conservation/preserving the place for future generations including work in partnership with national parks and key stakeholders to protect North Yorkshire's natural capital; supporting our biodiversity, rivers and water bodies. As well as, to improve the local environment, tackling and reducing environmental crime including littering, fly-tipping and dog-fouling, to ensure our air, streets, beaches and open spaces are kept clean and attractive.</p>		

<p>How will this proposal impact on the environment?</p> <p>N.B. There may be short term negative impact and longer-term positive impact. Please include all potential impacts over the lifetime of a project and provide an explanation.</p>	<p>Positive impact (Place a X in the box below where relevant)</p>	<p>No impact (Place a X in the box below where relevant)</p>	<p>Negative impact (Place a X in the box below where relevant)</p>	<p>Explain why will it have this effect and over what timescale?</p> <p>Where possible/relevant please include:</p> <ul style="list-style-type: none"> • Changes over and above business as usual • Evidence or measurement of effect • Figures for CO₂e • Links to relevant documents 	<p>Explain how you plan to mitigate any negative impacts.</p>	<p>Explain how you plan to improve any positive outcomes as far as possible.</p>
<p>Safeguard the distinctive characteristics, features and special qualities of North Yorkshire's landscape</p>	<p>X</p>			<p>At a high level the Council Plan includes our vision for North Yorkshire 'we want to harness North Yorkshire's natural capital, strong local economy, businesses and unique communities, to continuously improve the way our services are delivered and support a good quality of life for all'. To achieve our vision we need to protect what makes North Yorkshire special, including the special qualities of its landscapes.</p> <p>The sustainable and connected ambition includes the priority action to work in partnership with national parks and key stakeholders to protect North Yorkshire's natural capital; supporting our biodiversity, rivers and water bodies. As well as to protect and, where possible, enhance the local environment and ensure our air, streets, beaches and open spaces are kept clean and attractive.</p>		

<p>How will this proposal impact on the environment?</p> <p>N.B. There may be short term negative impact and longer-term positive impact. Please include all potential impacts over the lifetime of a project and provide an explanation.</p>	<p>Positive impact (Place a X in the box below where relevant)</p>	<p>No impact (Place a X in the box below where relevant)</p>	<p>Negative impact (Place a X in the box below where relevant)</p>	<p>Explain why will it have this effect and over what timescale?</p> <p>Where possible/relevant please include:</p> <ul style="list-style-type: none"> • Changes over and above business as usual • Evidence or measurement of effect • Figures for CO₂e • Links to relevant documents 	<p>Explain how you plan to mitigate any negative impacts.</p>	<p>Explain how you plan to improve any positive outcomes as far as possible.</p>
				<p>The ambition also covers preserving the landscapes in North Yorkshire, so residents can continue to access and enjoy them.</p> <p>Specific impact assessments will be carried out for projects where necessary.</p>		
Other (please state below)						

Are there any recognised good practice environmental standards in relation to this proposal? If so, please detail how this proposal meets those standards.

No

Summary Summarise the findings of your impact assessment, including impacts, the recommendation in relation to addressing impacts, including any legal advice, and next steps. This summary should be used as part of the report to the decision maker.

The Council Plan is a high-level strategic document that sets the direction for the council. As such, the Plan does not contain detailed information about specific service delivery. Detail at service level has been and/or will be impact assessed by directorate colleagues.

Summary Summarise the findings of your impact assessment, including impacts, the recommendation in relation to addressing impacts, including any legal advice, and next steps. This summary should be used as part of the report to the decision maker.

The 'develop more sustainable and connected places across North Yorkshire' ambition and associated priorities sets out our goals and vision for tackling climate change and our aim to have a positive impact on the environment. We as a council aspire to become more environmentally sustainable, further reduce carbon emissions and increase the resilience of the county to climate change.

Further details are set out in our Climate change Strategy and Climate Change Delivery Pathway.

Sign off section

This climate change impact assessment was completed by:

Name	Alaina Kitching
Job title	Strategy and Performance Manager
Service area	Strategy and Performance
Directorate	Local Engagement
Signature	A.Kitching
Completion date	12/12/2024

Authorised by relevant Assistant Director (signature): Rachel Joyce

Date: 20/12/2024