

North Yorkshire Council

Executive

21 April 2026

Council Plan 2026-30

Report of Assistant Chief Executive – Local Engagement

1.0 PURPOSE OF REPORT

- 1.1 To seek agreement of the Executive to submit the Council Plan 2026-2030 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.
- 2.2 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.
- 2.3 The Council Plan is a four-year plan. The plan has been developed under five key ambitions:
- Support **thriving places and empowered communities** where people live, work, visit and do business across North Yorkshire
 - Develop more **sustainable and connected places** across North Yorkshire
 - Ensure the people of North Yorkshire are **safe, healthy and living well**
 - **Maximise the potential** of North Yorkshire's people and communities
 - **Strong Innovative Council**, with local customer-led services
- 2.4 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. The list of Key Performance Indicators included in the plan have been reviewed to ensure indicators are appropriate, well defined and avoid duplication.

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 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.

3.3 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 2030.

4.2 The Council Plan will be published on the NYC website.

4.3 On publication, the Council Plan will be 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.

5.0 COUNCIL PLAN

5.1 The Council Plan 2026-30, as at 09 April 2026, 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 budget report.

7.0 LEGAL IMPLICATIONS

7.1 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.

8.0 EQUALITIES IMPLICATIONS

8.1 An Equality Impact Assessment (EIA) has been carried out of the overall Council Plan 2026-2030, 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.

8.2 An overall EIA for the 2026/27 budget has also been carried out and was included in the budget report which went to full council in February. 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.

8.3 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.

9.0 CLIMATE CHANGE IMPLICATIONS

9.1 A Climate Change Impact Assessment has been carried out for the Council Plan and this is attached in [Appendix C](#).

- 9.2 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.
- 9.3 The 'sustainable and connected places' 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.

10.0 REASONS FOR RECOMMENDATIONS

- 10.1 To allow for the Council Plan to be approved in line with constitutional arrangements.

11.0 RECOMMENDATIONS

- i) That the Executive approves the Council Plan and recommends it to the Council for approval.

APPENDICES:

[Appendix A](#) – Council Plan 2026-30

[Appendix B](#) – EIA for Council Plan 2026-30

[Appendix C](#) – Climate Change Impact Assessment for Council Plan 2026-30

Rachel Joyce

Assistant Chief Executive – Local Engagement

Report author – *Alaina Kitching, Strategy and Performance Manager*

Presenter of report – *Will Boardman, Head of Strategy and Performance*

Appendix A: DRAFT Council Plan 2026-30



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

(Form updated October 2025)

Council Plan 2026-30

An Equality Impact Assessment (EIA) form is a document that proves paying due regard by considering protected characteristics. EIAs that accompany reports presented to Councillors for decision-making are published with the committee papers on our website and are also available in hard copy at the relevant meetings.

Section 1: Initial Equality Impact Assessment Screening

This section documents the equality screening process of actual or potential impacts of the proposed activity on a specific protected characteristic, along with NYC's additional agreed-upon characteristics, to determine whether a full Equality Impact Assessment (EIA) is necessary or appropriate.

Basic Details	
Directorate	Central Services – Local Engagement
Service area	Strategy and Performance
Proposal being screened	Council Plan 2026-30
Officer(s) carrying out screening	Alaina Kitching
Lead Officer and contact details	
Date of the assessment	October 2025
<p>Please describe briefly what this EIA is about. (e.g. are you starting a new service, changing how you do something, or stopping doing something?)</p>	<p>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.</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 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.</p>

Basic Details	
<p>What does the authority hope to achieve by it? (E.g. to save money, meet increased demand, do things in a better way.)</p>	<p>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.</p> <p>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.</p> <p>The current Medium-Term Financial Strategy requires £17m of reserves to balance the budget in 2026/27 and this could rise to £25m by the end of 2028/29 should no further savings be forthcoming. This is based on the Council delivering over £54m worth of savings over the next three years.</p> <p>Over the next four years, the Council will be looking ahead at how we can maximise the full potential of the 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> <p>The Plan gives performance information, plans for the coming year and the budget position.</p>
Further details	
<p>1.1 How have stakeholders been involved in this policy/ decision/ proposal? (e.g. a consultation exercise)</p>	<p>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.</p> <p>Findings from ‘Let’s Talk Money’ budget consultation were also used to inform the Plan.</p>
<p>1.2 Will the proposal have a significant effect on how other organisations operate? (e.g. partners, funding criteria, etc.). Please explain briefly</p>	<p>The Council Plan will not have a significant effect on how other organisations operate.</p>
<p>1.3 Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYC’s additional agreed characteristics</p> <p>As part of this assessment, please consider the following questions:</p> <ul style="list-style-type: none"> • To what extent is this service used by particular groups of people with protected characteristics? • Does the proposal relate to functions that previous consultation has identified as important? • Do different groups have different needs or experiences in the area the proposal relates to? <p>If for any characteristic, it is considered that there is likely to be an adverse impact or you have ticked ‘Don’t know/no info available’, then a full EIA should be carried out where this is proportionate. You are advised to speak to your directorate representative for advice if you are in any doubt.</p>	

Basic Details

Tick and indicate which protected characteristics are identified as relevant to the proposal (positive, negative, neutral or don't know).

Protected characteristic	Impact				Comments
	Positive	Negative	Neutral	Don't know	
Age	✓				<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 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% 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 'Implementing the recommendations from the Director of Public Health Annual</p>

¹ Census 2021

² Office for Health Improvement and Disparities 2020

³ ONS UK labour market statistics 2021

⁴ Census 2021

Protected characteristic	Impact				Comments
	Positive	Negative	Neutral	Don't know	
					<p>Report 2023-24 on Healthy Ageing, and the Annual Report 2024-25 on Working Together for North Yorkshire’.</p> <p>There is also a priority action on investing in more extra care housing for older people and new supported accommodation for younger adults.</p> <p>Detailed EIAs will be undertaken on specific projects implemented to realise these ambitions.</p>
Disability	✓				<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 people to live independently in their home of choice by preventing, reducing and delaying the need for longer-term social care services. As well as, investing in more extra care housing for older people and new supported accommodation for younger adults.</p> <p>The plan includes a priority action on ‘Improving support to people with complex life circumstances, including mental health, neurodiversity and substance use, through new services and improved practice’.</p> <p>The plan includes a priority action on ‘delivering a wide range of universal and targeted programmes to support physical and mental well-being, with a particular focus on people with disabilities, long term health conditions and people who are currently inactive and may need more support to become and stay active’.</p> <p>Our ambition ‘maximise the potential’ covers how the Council, will support</p>

⁵ Poppi 2019

Protected characteristic	Impact				Comments
	Positive	Negative	Neutral	Don't know	
					<p>those with SEND and other needs to live life to the best of their abilities. This includes delivering the Local Area SEND Operational Plan and SEND Ofsted Improvement Plans. This section also includes a priority action on preparing children with complex needs for independence and adulthood.</p> <p>There is also a priority on delivering Get Britain Working and Connect to Work to remove health-related barriers and support people into employment.</p> <p>Detailed EIAs will be undertaken on specific projects implemented to realise these ambitions.</p>
Sex	✓				<p>The proportion of females is slightly higher (51%) than that of males (49%).⁶</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>The ambition 'safe, healthy and living well' includes a priority action on 'Developing and delivering a North Yorkshire approach to women's health'.</p> <p>The Council Plan outlines the council's Equality Objectives.</p> <p>Detailed EIAs will be undertaken on specific projects implemented to realise these ambitions.</p>
Race (including GRTS)			✓		<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 sets our equality objectives/approach to Equality, Diversity, Inclusion and Access to ensure</p>

⁶ Census 2021

⁷ Census 2011

⁸ Census 2021

Protected characteristic	Impact				Comments
	Positive	Negative	Neutral	Don't know	
					we are consistently meeting the needs of our customers.
Gender reassignment					<p>Education Society suggests that across the UK: 1% of 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 sets our equality objectives/approach to Equality, Diversity, Inclusion and Access to ensure we are consistently meeting the needs of our customers.</p>
Sexual orientation			✓		<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 sets our equality objectives/approach to Equality, Diversity, Inclusion and Access to ensure we are consistently meeting the needs of our customers.</p>
Religion or belief			✓		<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</p>

⁹ Census 2011

¹⁰ Census 2021

Protected characteristic	Impact				Comments
	Positive	Negative	Neutral	Don't know	
					<p>due to them sharing this particular protected characteristic.</p> <p>The Council Plan sets our equality objectives/approach to Equality, Diversity, Inclusion and Access to ensure we are consistently meeting the needs of our customers.</p>
Pregnancy or maternity			✓		<p>In 2021 there were 5133 live births in North Yorkshire.</p> <p>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 sets our equality objectives/approach to Equality, Diversity, Inclusion and Access to ensure we are consistently meeting the needs of our customers.</p>
Marriage or civil partnership			✓		<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 sets our equality objectives/approach to Equality, Diversity, Inclusion and Access to ensure we are consistently meeting the needs of our customers.</p>

¹¹ Office for Health Improvement and Disparities 2020

¹² Office for Health Improvement and Disparities 2020

¹³ Census 2011

Protected characteristic	Impact				Comments
	Positive	Negative	Neutral	Don't know	
NYC's additional characteristics					
People in rural areas	✓				<p>The population in North Yorkshire is generally sparser than the national average (77 people per square kilometre as opposed to 434 nationally). 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.¹⁴</p> <p>Rurality can also mean higher costs for such things as fuel for heating.</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. The priority on advancing broadband connectivity focuses on closing coverage gaps.</p> <p>Our ambition Safe, healthy and living well also includes the priority action 'continuing to work collaboratively with the Independent Care Group and care providers to ensure a sustainable care market that meets people's care needs and work with the care market to reprocur the Approved Provider List'. This is particularly important in rural areas where care options can be limited.</p> <p>The plan includes a priority action on libraries providing a comprehensive range of services that meet the needs of</p>

¹⁴ Index of Multiple Deprivation, Indices of Deprivation 2019

Protected characteristic	Impact				Comments
	Positive	Negative	Neutral	Don't know	
					<p>local people. This includes a new mobile library to increase access to Council services in rural parts of the county.</p> <p>Detailed EIAs will be undertaken on specific projects implemented to realise these ambitions.</p>
People on a low income	✓				<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.¹⁵</p> <p>Our ambition to maximise the potential of North Yorkshire's people and communities includes the priority action 'supporting North Yorkshire residents to gain appropriate employment skills and access work'. Improved job opportunities could impact positively on those on a low income.</p> <p>The plan also includes a priority to provide accessible financial inclusion support services that empower residents to improve their financial wellbeing.</p> <p>The Plan includes a priority on working to mitigate the effects of poverty within the school environment, including the number of children accessing free school meals.</p> <p>The Plan includes a priority on how libraries can support communities. 'Continue to deliver against our Library Strategy themes: promoting literacy skills and reading for pleasure, providing resources and activities to support health and wellbeing, enabling people to be</p>

¹⁵ Census 2021

Protected characteristic	Impact				Comments
	Positive	Negative	Neutral	Don't know	
					<p>digitally connected and being a focal point for communities by providing opportunities for volunteering and partnership working’.</p> <p>Detailed EIAs will be undertaken on specific projects implemented to realise these ambitions.</p>
Carer (unpaid family or friend)	✓				<p>Carers’ allowance claimants make up 0.98% of North Yorkshire’s population.¹⁶ 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 and safe, healthy and living well. This includes a priority action on improving 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 (including veterans)	✓				<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>Our ‘maximise the potential’ ambition refers to providing accessible financial inclusion support services that empower residents to improve their financial wellbeing.</p>

¹⁶ May 2018, ONS

Protected characteristic	Impact				Comments
	Positive	Negative	Neutral	Don't know	
					The Council Plan sets our equality objectives/approach to Equality, Diversity, Inclusion and Access to ensure we are consistently meeting the needs of our customers.

1.4 To which Part(s) of the Public Sector Equality Duties is the Policy/decision/proposal relevant? Tick and briefly describe.

General Duties	Yes	No	Details
Eliminate unlawful discrimination, harassment and victimisation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Advance equality of opportunity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Foster good relations between different groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

1.5 Decision (Please tick one option)

Decision to recommend this policy/ decision for an Equality Impact Assessment?

Yes

No

If the answer is “Yes”, or you indicate a negative impact on any of the characteristics mentioned in the table above, please continue to Section 2 and complete the full Equality Impact Assessment. If the answer is “No”, please give a brief reason here.

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.

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.

Signed (Assistant Director or equivalent) R JOYCE

Date 26/03/2026

Section 2: Equality Impact Assessment

This section aims to provide a full assessment of the actual or potential impacts on specific protected characteristics, along with NYC's additional characteristics. It will also identify the proper actions to mitigate these impacts, if needed.

2.1 Evidence, Consultation and Data: What data or evidence source(s) has/ have been used to inform this assessment?

2.2 Stakeholder Engagement: What engagement has been done regarding the proposal and what are the results?

- Who has been consulted?
- How were they consulted?
- What feedback was received?

2.3 What positive impact will this proposal have on the council budget, people, community, economic growth and environment, etc? Please explain briefly

2.4 Please briefly describe how will this proposal affect people with protected characteristics? Only those who are identified as relevant to the proposal in section 1.

Protected characteristics	Negative	Don't know	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information, etc.
Age			
Disability			
Sex			
Race (including GRTS)			
Gender reassignment			
Sexual orientation			

Religion or belief			
Pregnancy or maternity			
Marriage or civil partnership			
NYC's additional characteristics			
People in rural areas			
People on a low income			
Carer (unpaid family or friend)			
Are from the Armed Forces Community (including veterans)			

2.5 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.	
2.6 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, citing evidence from Q2.1 & Q2.2, e.g. engagement, consultation and/or service user data or demographic information, etc.	

2.7 Mitigation and Actions: List the actions that will be taken to reduce or eliminate any negative impact identified above and how positive impacts will be enhanced. Briefly describe the action you defined.

Actions	Lead	By when

2.8 Monitoring and Review: If the proposal is to be implemented, how will the impact be monitored? Briefly describe the monitoring arrangements/systems that will be put in place to find out how the expected outcomes have been achieved in practice.

2.9 Conclusion: Please summarise the findings of your EIA, including impacts, recommendations 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.

2.10 Sign off section

This full EIA was completed by:

Name:

Job title:

Directorate:

Signature:

Completion date:

Authorised by relevant Assistant Director (signature):

Date:

Once this has been signed off, please send it to webteam@northyorks.gov.uk for publication on the appropriate webpage.

Publication:

To help people find completed EIAs, we publish them in the Equality and Diversity section of the NY Council [website](#).

Contact details

If you need further support and guidance about carrying out EIA, please contact your directorate equality representative as listed in Stage 4 on our Intranet: [Paying due regard to equality using equality impact assessments](#)

Or contact North Yorkshire Council's equality team on email Equality@northyorks.gov.uk

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 2026-2030
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

Title of proposal	Council Plan 2026-2030
Lead officer	Alaina Kitching, Strategy and Performance Manager
Names and roles of other people involved in carrying out the impact assessment	
Date impact assessment started	October 2025

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 2026-2030 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.

Over the next four years, the Council will be looking ahead at how we can maximise the full potential of the 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>✓</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.</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. The plan includes a priority action on ‘supporting the rollout of Electric Vehicle charging infrastructure by securing and delivering government grants’.</p>		
	<p>Emissions from construction</p>			<p>✓</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</p>		

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					<p>Cities Fund Station Gateway Projects in Harrogate, Selby and Skipton, Pride in Place in Scarborough.</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	✓			<p>The Strong Innovative 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 continue to secure funding on Housing Retrofit for Social and Private residential properties across North Yorkshire, ensuring that homes are energy efficient in order to help lower bills for residents. As well as, supporting the new retrofit strategy</p>		

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					that is being developed by the York & North Yorkshire Combined Authority.		
	Emissions from data storage		✓		<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>	✓			<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>		✓		<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>✓</p>			<p>The sustainable and connected places ambition includes the priority action taking action to improve the local environment, through a harmonised enforcement approach, 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 protected landscapes and key stakeholders seeking to protect North Yorkshire's natural environment and natural capital assets; 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'.</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>✓</p>			<p>The sustainable and connected places ambition sets out the regions shared ambition 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. The Plan includes a priority on delivering our Coastal Erosion Strategy to protect our coastlines and safeguard our communities.</p> <p>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</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>provide 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.</p>		
<p>Enhance conservation and wildlife</p>	<p>✓</p>			<p>The sustainable and connected places ambition includes priorities around enhancing conservation/preserving the place for future generations including work in partnership with protected national landscapes 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>✓</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>		

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				<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 set 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	18 March 2026

Authorised by relevant Assistant Director (signature): R JOYCE

Date: 26/03/2026