

# Climate Change Action Plan

## Refresh 2022/23 – Q2

Medway Norse Comments on how we are/will assist Medway Council in attaining their targets are identified in purple.  
Changes since last action plan are identified in red

### 1. Emission Reduction Pathways to 2050

Action Number	Action	Owner	Stakeholder	Timescale	Funding	Staffing
1.2.	<p>Calculate carbon emissions from Council estate and operations; to assess progress against our First Carbon Budget and assist with the development of an energy monitoring and targeting programme.</p> <p>Providing/Quarterly carbon emissions i.e., vehicle fuel (including mileage), heating fuel, gas, electricity and water usage</p>	<p>Climate Response Officer (Vicki Emrit)</p> <p>Fleet &amp; Group</p>	Council	Do It Now	Officer time only – funded through core/existing budget	Delivered through existing staff



1.3	<p>Identify priority actions, and finalise budget needs, to reduce consumption-based emissions from Council estate and operations</p> <p>As of the 1st September 2022, all Medway Norse Diesel powered vehicles and plant moved over to being powered by Hydrogenated Vegetable Oil (HVO)</p> <p>HVO fuel is a paraffinic diesel fuel with up to 90% reduction in greenhouse gas emissions</p>	<p>Climate Response Officer (Vicki Emrit)</p> <p>Andy Coles &amp; Darren Gardiner</p>	Council	Do It Now		Delivered through existing staff
1.4	<p>Continue to work across departments, via the Carbon Reporting Working Group, to achieve efficient collection of the Council's energy performance and carbon emission data. Refine data year on year for reporting efficiencies.</p> <p>As per 1.2</p>	<p>Climate Response Officer via Carbon Reporting Working Group</p> <p>(Vicki Emrit)</p>	Council	Do It Now	Officer time only – funded through core/existing budget	Delivered through existing staff
1.5	<p>Centralise council vehicle mileage data collection</p> <p>As per 1.2</p>	<p>Head of Human Resources (new title), Carbon Reporting Working Group</p> <p>(Vicki Emrit)</p>	Council	Do It Now	Officer time only – funded through core/existing budget	Delivered through existing staff

## 2. Public Sector Decision Making



Action Number	Action	Owner	Stakeholder	Timescale	Funding	Staffing
2.1	Ensure that climate change is incorporated and embedded into all relevant council policies, strategies, plans and contracts.	All Service Managers (Vicki Emrit/Marion Phillips)	Council	Do It Now	Fully funded/Core budget or successful award of grant funding	Delivered through existing staff
2.4	Add carbon management messages to existing training. Paperless working solutions being introduced along with monitoring of driver driving styles	Climate Response Engagement Officer, Senior Workforce Development Officer (Selina Bullivant) Andy Coles & Carl Aldrich	Staff	Do It Now	Partially funded/Award outcome awaited  (Selina to confirm resourcing correct)	Partially staffed  (Selina to confirm resourcing correct)
2.5	Roll out climate change/carbon literacy training for staff. Consider base level training for all employees and more targeted training for decision makers. Included in group competencies matrix	Climate Response Engagement Officer, Senior Workforce Development Officer (Katie Hargrave-Smith)  All Managers	Council. Staff	Short	Partially funded/Award outcome awaited	Delivered through existing staff
2.11	Continue to maintain minimum levels of waste to landfill Continuing to drive up recycling levels at HWRC sites and working in partnership with Medway Council's waste department to identify waste collection service opportunities	Waste Disposal Manager, Environmental Services (Natasha Spencer-Jones)  Tahar Trabelsi & Beth Matthews	Council Residents	Do It Now	Fully funded/Core budget or successful award of grant funding	Delivered through existing staff



2.18	<p>Address sustainability issues associated with food production, waste, and procurement within the newly formed Medway Food Partnership.</p> <p>Angie Reeves (Catering Manager) is active member of the Food Partnership</p> <p>Main catering Supplier (Thomas Ridley) Diverting 99% of waste from landfill</p>	<p>Head of Health and Wellbeing Services, Public Health, Climate Response and Environmental Protection Officer, Service Leads via Climate Change Steering Group and Norse</p> <p>(Scott Elliott, Nat Prodger)</p> <p>Colinda Le Gall</p>	<p>Council.</p> <p>Community;</p> <p>Businesses;</p> <p>Residents</p>	Short	Fully funded/Core budget or successful award of grant funding	Delivered through existing staff
2.19	<p>Promote the concept of Refill to reduce the use of single use plastics. Offer residents and businesses access to water refill stations to help tackle single use packaging</p> <p>All Catering sites offer free tap water refills and 25p discount on tea and coffee if customers bring their own cup</p>	<p>Head of Health and Wellbeing Services, Public Health</p> <p>(Scott Elliott)</p> <p>Angie Reeves</p>	<p>Community.</p> <p>Businesses.</p> <p>Residents</p>	Do It Now	Fully funded/Core budget or successful award of grant funding	Delivered through existing staff



2.21	Expand on existing co-ordinated clean-up programme of marine plastic pollution Offer open to Peter to promote to staff and transport to sites during school breaks using SEND minibuses	Green Space and Access Programme Manager Living River Foundation/Medway Swale Estuary Partnership (Peter Garrett) Andy Coles	Community/Ecology	Short	Funding to be secured	Delivered through existing staff
2.22 Review Medway Procurement Policies to ensure positive support for third party emission disclosure and reduction and to identify environmental impacts on future projects						
2.22.3	Review relevant waste disposal contracts as they are retendered Opportunity to take on buildings waste and increase recycling levels	Head of Category Management Waste Disposal Manager, Environmental Services (Natasha Spencer-Jones) Beth Matthews & Darren Gardiner	Council	Do It Now	Fully funded/Core budget or successful award of grant funding	Delivered through existing staff
2.23	Investigate formal accreditation to BSI ISO14001 - Adaptation to Climate Change Attained in October 2021	Climate Response Support Officer (Marion Phillips)	Council	Short	Funding to be secured	Delivered through existing staff
4.4	Work in partnership to evaluate options for a carbon offset fund and/or permanent crowdfunding space to support projects in the action plan Increasing tree planting levels is difficult, as the current resources to carry out tree watering, to establish new trees in their first three years, are already fully	External Investment Officer Post (Currently Duncan Ray – Sunny to update to reflect likely position by the time plan goes to Cabinet in June)	Community. Council. KCC and other Kent districts	Short		TBC



	utilised. Opportunities for additional funding to be investigated.					
--	--	--	--	--	--	--

### 3. Building Retrofit Programme

Action Number	Action	Owner	Stakeholder	Timescale	Funding	Staffing
5.1	Ensure that energy efficiency and renewable energy technologies are a priority in the refit, or the building of any future builds used by the Council subject to budget constraints and business case Any lamp replacements are now carried out using LED Low energy solutions	Head of Capital Projects/ Assistant Director Regeneration (Rob Dennis, Sunny Ee)  Phil Hunt	Council	Short to Medium	Fully funded/Core budget or successful award of grant funding	Delivered through existing staff
5.12	Identify and deliver priority actions for key buildings via the Refit Energy Efficiency and Low Carbon Programme in a phased programme. To include: <ul style="list-style-type: none"> <li>• Building Management Systems - Heating Controls</li> <li>• Energy efficient appliances</li> <li>• LED Lighting Corporate</li> <li>• Water use reduction and conservation</li> </ul>	Head of Capital Projects (Rob Dennis)	Council	Phase 1: Summer 2022  Whole Programme: Long	Fully funded/Core budget or successful award of grant funding	Delivered through existing staff



	<ul style="list-style-type: none"> <li>• Conversion of existing heating systems to low carbon heat pumps or equivalent across the Estate</li> <li>• Solar PV</li> <li>• LED Lighting Housing (communal areas only). Delivery of this aspect will be long term.</li> </ul> <p>Currently involved in all the above projects</p>	Phil Hunt				
5.13	Improvements to sheltered accommodation via Refit	Head of Capital Projects (Rob Dennis)	Residents	Medium	Fully funded/Core budget or successful award of grant funding	Delivered through existing staff
		Head of Capital Projects, Capital Projects Manager, Assistant Director Education and SEND (Rak Dass, Celia Buxton)	Schools; Community	Long	Fully funded/Core budget or successful award of grant funding	Delivered through existing staff
5.19	Review council commercial waste management practices and identify opportunities for improvement (own property) Council Currently contracted with Countrystyle but under review	Head of Capital Projects/Medway Norse (Rob Dennis)		Do It Now	Fully funded/Core budget or successful award of grant funding	Delivered through existing staff



Action Number	Action	Owner	Stakeholder	Timescale	Funding	Staffing
6.4 (New)	Identify and collate the number of EV charging points installed in private and commercial developments Currently 2 double charging points at Pier Road and 4 at new Maidstone Road depot with plans to install up to a further 19	Head of Business Change, Smart Cities Officer, Head of Planning, Business Development and Specialist Team Manager (Matt Pinder) Andrew Mann	Residents; Businesses	Do It Now	Fully funded/Core budget or successful award of grant funding	Delivered through existing staff
6.27	Replace Council small fleet vehicles (owned and leased) with electric by end of first carbon budget (2027) or where possible at next point of exchange (latest 2025) and once EV charge points are in place Currently 5 electric small vans based at Pier Road depot and additional electric vehicles will be introduced at the new Maidstone Road depot. However, the introduction of HVO Fuel, is delivering immediate reductions in harmful emissions and must be considered as an alternative to Electric vehicles.	Head of Category Management (Michael Kelly)	Council	Short*  *only achievable within timescale if additional staff resourcing (i.e. EV Strategy Delivery Officer and EV Fleet Manager)	Partially funded/Award outcome awaited	Staff resource to be secured
6.29	Medium- and long-term strategy for phased replacement of RCV	Head of Climate Response and Environmental Services, Head of	Council	Medium/ Long		Delivered through existing staff





	<p>fleet with alternative fuel technology from 2030.</p> <p>As of the 1st September 2022, all Medway Norse Diesel powered vehicles and plant moved over to being powered by Hydrogenated Vegetable Oil (HVO)</p> <p>HVO fuel is a paraffinic diesel fuel with up to 90% reduction in greenhouse gas emissions</p>	<p>Category Management and Head of Finance Strategy (James Stubbs)</p> <p>Andrew Mann &amp; Darren Gardiner</p>				
--	---	---	--	--	--	--

4.

Action Number	Action	Owner	Stakeholder	Timescale	Funding	Staffing
7.6	Explore the potential for larger scale solar PV generation on council owned land and through the acquisition of land from third parties	Head of Capital Projects, Head of Valuation and Asset Management (Rob Dennis, Noel Filmer)	Council	Long	Funding to be secured	Staff resource to be secured
7.10	Ensure that all new technologies and ULEV options are considered when designing the new operations depot (Maidstone Road) New depot nearly complete	Head of Capital Projects, Capital programme Manager (Rob Dennis, Rob Banks)	Council	Short		Delivered through existing staff



Action Number	Action	Owner	Stakeholder	Timescale	Funding	Staffing
8	Continue to use the new large allotment space at Fort Amherst to deliver the Grow Your Own educational programme, community projects and activities	Skills & Employment Programme Manager (Daniel Ratcliff, Dan Mace)	Community	Do It Now		Delivered through existing staff
	Review of current allotment holding process to make better use of existing allotments Proposal Proposal to halve the size of new allotments to make them more manageable proposed to Fiona Leadley for decision and amendment to council policy	Medway Norse (Colinda LeGall) – Fiona Leadley Greenspaces development team	Residents. Volunteers	Do It Now		Delivered through existing staff
	Secure a new community tree nursery Working in partnership with Medway council on scheme at Cozenton Park	Greenspace and Access Programme Manager (Peter Garrett) Colinda Le Gall	Community	Short	Fully funded/Core budget or successful award of grant funding	Delivered through existing staff
	Engage volunteers to carry out 5-yearly tree canopy coverage survey. Suggest drone survey	Greenspace and Access Programme Manager in partnership with Medway Urban Greenspaces Forum (Peter Garrett)	Community	Medium (2025)		Delivered through existing staff



	<p>Sustain existing healthy tree stock (street trees, open spaces, and woodlands), to support resilience to climate change and disease, and ensure there is no net loss of Street or Open Space Trees within Medway</p> <p>Staffing/funding shortfall, see final column</p>	<p>Medway Norse (Colinda LeGall)</p> <p>(For coordination purposes, CLG to send tree planting removal data to Marion)</p>	<p>Council; Community</p>	<p>Short</p>	<p>Funding to be secured</p>	<p>Delivered through existing staff - No Trees need watering for first three years after planting and current watering capacity is 150 trees (50 per year). Bulk planting in last 12 months is utilising all current tree watering capacity.</p> <p>Additional staff are needed to water any new trees planted In the next two years and for any increase, of 50 per year there after</p>
	<p>Explore opportunities to plant hedges along roads</p>	<p>Greenspace and Access Programme Manager in partnership with Medway Norse (Peter Garrett)</p>	<p>Community</p>	<p>Medium</p>	<p>Funding to be secured</p>	<p>Staff resource to be secured</p>
	<p>Maximise the management of existing woodland estates (re-instate coppicing for biodiversity,</p>	<p>Greenspace and Access Programme Manager in partnership with Medway Norse (Peter Garrett)</p>	<p>Community</p>	<p>Medium</p>	<p>Funding to be secured</p>	<p>Staff resource to be secured</p>



	timber, landscape and carbon storage) Ongoing management and improvement by Rangers team	Rebecca Simmonds				
	Continue to respond to further funding opportunities to support planting outside of the standard programme	Greenspace and Access Programme Manager in partnership with Medway Norse (Peter Garrett)	Community	Do It Now	Partially funded/Award outcome awaited	Delivered through existing staff
	Continue with the annual bulb and tree planting programme Agreed Already being carried out and increasing by an average of 10% per annum	Medway Norse (Colinda LeGall)	Community	Do It Now	Fully funded/Core budget or successful award of grant funding	Delivered through existing staff
	Continue to increase the number of wildflower verges on council owned land including within cemeteries and crematorium Currently no additional Capacity	Medway Norse, Bereavement and Registration Services Officer (Colinda LeGall, Tom Moore)		Update after 26 <sup>th</sup> Jan meeting	Update after 26 <sup>th</sup> Jan meeting	No already at capacity
	new sites will be added to the wildflower planting programme for completion in 2022/23  Agreed and implementing wild flowering increase of 5% to the verges of high-speed roads	Medway Norse (Colinda LeGall)	Council; Community	Short  Update after 26 <sup>th</sup> Jan meeting	Fully funded/Core budget or successful award of grant funding  Update after 26 <sup>th</sup> Jan meeting	Delivered through existing staff



	Wild flower planting will be carried out on the banks and buffer zones at the new Maidstone Road site					
	Continue to support community volunteer groups (including Medway Urban Greenspaces forum) with maintenance and conservation of existing and new greenspaces and continue to monitor the improvements to biodiversity. Achieve volunteer hours of 14000 hours per annum Management of volunteers carried out by Medway Norse	Medway Urban Greenspaces Forum/ Greenspace and Access Programme Manager/ Medway Norse (Peter Garrett)  Rebecca Simmonds	Community; Young People	Do It Now		Delivered through existing staff
	Continue with the pesticide and herbicide 'Reduction Usage Plan' which has been trialled with Norse and engage with other council contractors on the implementation of the plan. Greenspaces already strive to reduce use year on year	Medway Norse (Colinda LeGall)	Council	Do It Now	Fully funded/Core budget or successful award of grant funding	Delivered through existing staff
	Include an action within new Organic Waste contract to make soil improver, made from	Waste Disposal Manager, Environmental Services (Natasha Spencer-Jones)	Council; Residents	Long	Funding to be secured	Staff resource to be secured



	composting food and green waste, available to Medway residents (contract due for renewal in 2025). To be reviewed in conjunction with greenspaces team	Colinda Le Gall				
--	---	-----------------	--	--	--	--

Action Number	Action	Owner	Stakeholder	Timescale	Funding	Staffing
10.29	Support annual litter picks and measures to reduce the amount of plastic waste across Medway  Support with both equipment and collection of waste now being carried out to several schemes	Environmental Services Partnership and Development Manager (Johanna Dickson)	Community	Do It Now		Delivered through existing staff

