

Ref	What will we do?	Greener FASTER	Thriving Places	Healthy Communities	Good Homes for All	Efficient and Effective	Listening and Learning	Council Plan - What we want to achieve (if relevant) select from drop down	Project Stage (if req'd) select from drop down	Key Milestones	Key Milestone Target Date	Project Delivery Date	Project Progress select from drop down	Cabinet Member	Lead Officer	Resources	TC25	Comments
Equality, Diversity & Inclusion																		
POL001	Review and refresh EDI Policy, Strategy and Action Plan						✓	Improved engagement with under-represented groups	Delivery	Adoption at A&G	25-Feb-25	25-Feb-25	Complete	Cllr Becker	Simon Howson	Existing team resources		
POL002	Lead and develop EDI Officer network, with emphasis of the 4 EDI objectives						✓	Improved engagement with under-represented groups	Delivery	Included in Action Plan - various	Ongoing	31-Mar-2026	On Track	Cllr Becker	Simon Howson	Existing team resources		
POL003	Support for officers to complete equality impact assessments.						✓	Improved engagement with under-represented groups	Delivery	As required	Ongoing	Ongoing	On Track	Cllr Becker	Simon Howson	Existing Team Resources		
POL004	Lead on the creation and presentation of the annual EDI monitoring report to Audit & Governance Committee						✓	Improved engagement with under-represented groups	Delivery	Audit and Governance Committee	Jun-25	17-Jul-25	Not Started	Cllr Becker	Simon Howson	Existing Team Resources		
POL005	Lead by chairing EDI Member forum meetings and support delivery of their agreed objectives						✓	Improved engagement with under-represented groups	Delivery	As required	Ongoing	Ongoing	On Track	Cllr Becker	Simon Howson	Existing Team Resources		
POL006	Deliver agreed actions in EDI Action Plan.						✓	Improved engagement with under-represented groups	Delivery	Included in Action Plan - various	Ongoing	31-Mar-2026	On Track	Cllr Becker	Simon Howson	Existing Team Resources		
Policy & Performance																		
POL007	Support for Winchester City CGR, including managing consultation exercise						✓	Listening and Learning	Start up	As required	Ongoing	Ongoing	On Track	Cllr Tod				
POL008	Support for Local Government Reorganisation						✓	Listening and Learning	Initiation	As required	Ongoing	Ongoing	Not Started	Cllr Tod	Gareth John	Existing Team Resources		
POL009	Consultation and Engagement - Prepare a Consultation Policy & Charter for adoption and use across the council					✓	✓	Listening and Learning	Initiation	Creation and presentation of Policy and Charter to ELB for adoption and roll-out across the organisation	01-Jun-2025	01-Jun-2025	Started/ Behind	Cllr Becker	Simon Howson	Existing Team Resources		
POL010	Consultation & Engagement - support for delivery of Staff Travel Plan consultation using Citizen space						✓	A balanced budget and stable council finances	Initiation	Consultation created and available for staff to respond	01-May-25	Ongoing	Started	Cllr Learney	Simon Howson	Existing team resources, Corporate Heads of Service		
POL011	Consultation & Engagement - review corporate platform for consultation and engagement, specifically for Local Plan						✓	Listening and Learning	Initiation	Review of existing Citizen space platform and decision made on whether it is fit for purpose for the next Local Plan consultation.	01-Jun-2025	01-Jun-2025	Started	Cllr Becker	Simon Howson	Existing Team Resources		
POL012	Consultation and Engagement - support for the creation and analysis of the annual Employee Attitude Survey					✓	✓	Listening and Learning	Start up	Consultation created and available for staff to respond	01-Jun-2025	01-Jun-2025	Started	Cllr Cutler	Simon Howson	Existing Team Resources		
POL013	Consultation and Engagement - investigate methods for introducing satisfaction tracking across selected service areas						✓	Efficient and Effective	Not Started			31-Aug-2025	Not Started	Cllr Becker	Simon Howson	Existing Team Resources		
POL014	Consultation and Engagement - lead on establishing and embedding processes to ensure councillors are engaged early on ward issues						✓	Efficient and Effective	Initiation			Ongoing	Started	Cllr Becker	Simon Howson	Existing Team Resources		
POL015	Governance - Lead on the preparation and presentation of quarterly Governance reporting (for Audit & Governance Cttee)					✓		Efficient and Effective	Not Started	Audit and Governance Committee		Ongoing	On Track	Cllr Becker	Simon Howson	Existing Team Resources		
POL016	Governance - Internal Audit Action Monitoring and reporting					✓		Efficient and Effective		Maintain and update in Governance Monitoring report	Ongoing	Ongoing	On Track	Cllr Becker	Lisa Chaffey	Existing Team Resources		
POL017	Policy - review and update Corporate Complaints Policy & Procedure to ensure the council complies with the new Ombudsman Code					✓		Efficient and Effective		Review and update and roll out updated Complaints Policy and Process	Jun-25	Mar-26	Started	Cllr Cutler	Simon Howson	Existing Team Resources		
POL018	Performance - Lead on the review and refresh of strategic key performance indicator set that align to the new Council Plan priorities					✓		Efficient and Effective			30-May-2025	30-Jun-2025	On Track	Cllr Cutler	Chris Roberts	Existing Team Resources		
POL019	Performance - Lead on the creation, preparation and presentation of quarterly finance & performance reports					✓		Efficient and Effective			Ongoing	Ongoing	On Track	Cllr Cutler	Lisa Chaffey, Chris Roberts	Existing Team Resources		

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POL020	Performance - Lead on the creation and collation of Service Plans 26/27					✓		Efficient and Effective			31 March 2025	31-Mar-2026	Not Started	Cllr Becker	Simon Howson, Lisa Chaffey, Chris Roberts	Existing Team Resources		
POL021	Governance - Publish FOI responses online for greater transparency					✓		Efficient and Effective		Publishing FOI responses online	Ongoing	Ongoing	On Track	Cllr Becker	Chris Roberts	Existing Team Resources		
POL022	Governance - prepare Annual Governance Statement and take through Audit and Governance Committee for approval					✓		Efficient and Effective			31-May-25	Jul-25	Not Started	Cllr Becker	Simon Howson/ Lisa Chaffey	Existing Team Resources		
POL023	Governance - Refresher training and support for officers who receive and respond to FOI requests					✓		Efficient and Effective			Ongoing	Ongoing	Not Started	Cllr Becker	Lisa Chaffey	Existing Team Resources		
POL024	Governance - manage the collation of annual statements of assurance from service leads					✓		Efficient and Effective						Cllr Becker	Simon Howson, Lisa Chaffey	Existing Team Resources		
POL025	Project Management - Review and refresh Project Management Methodology and templates.					✓		Efficient and Effective						Cllr Cutler	Lisa Chaffey	Existing Team Resources		
POL026	Project Management - provide training and support for project managers					✓		Efficient and Effective						Cllr Cutler	Lisa Chaffey	Existing Team Resources		
POL027	Project Management - support for project managers to create and deliver end of project reports to PAC Board, including lessons learned and shared widely with other project leads					✓		Efficient and Effective			Ongoing	Ongoing	On Track	Cllr Cutler	Lisa Chaffey	Existing Team Resources		
POL028	NGDP Graduates - support and coordination of placements					✓		Efficient and Effective		Deadline for submitting application	28-Feb-25	Sep-27	On Track		Simon Howson	Existing Team Resources		Two fixed term posts ending Oct 25. 1 x GF post and 1 HRA post
POL029	Support LGA Corporate Peer Challenge follow up					✓		Efficient and Effective		Monitor progress of agreed Action Plan and report regularly to ELB, before follow up with LGA on 3 June	01-Jun-2025	03-Jun-2025	On Track	Cllr Tod	Simon Howson	Existing Team Resources		
Emergency Planning & Business Continuity																		
POL030	Community Resilience - support parishes and communities to identify risks and create and maintain resilience plans					✓		Efficient and Effective	Not Started			Ongoing	Not Started	Cllr Cutler	Simon Howson			
POL031	Business Continuity - ensure appropriate and proportionate business continuity plans are in place to enable the council to maintain services after a major incident					✓		Efficient and Effective	Start up	Review business critical plans to ensure they include actions to maintain services in the event of a cyber incident or loss of IT	31 April 2025	31 April 2025	Started	Cllr Cutler	Lisa Chaffey	Service Leads, Corporate Heads of Service		
									Delivery	Lead workshops with critical service BC plan holders to review plans and carry out annual exercise	31-Mar-2026	31-Mar-2026	Not Started					
									Not Started	Lead a review of non-critical services with back up plans in place	30-Jun-2025		Not Started					
POL032	Emergency Planning - lead the council's response to emergency planning					✓		Efficient and Effective	Delivery	Quarterly review and update of contacts register	31-May-2025	Ongoing	On Track	Cllr Cutler	Simon Howson	Gold, Silver, ECC Managers		
									Delivery	Deliver training to EP contacts	Ongoing		On Track					
									Delivery	Collaboration with LRF/ Hampshire EP colleagues	Ongoing		On Track					
									Delivery	Maintain training register	Ongoing		On Track					
									Delivery	Work with district EP colleagues	Ongoing		On Track					
POL033	Emergency Planning - Review and update Council Emergency Planning Response Plan (following end of SLA with HCC)					✓		Efficient and Effective	Delivery	Review and adoption of updated EP Response Plan by ELB	30-Apr-2025	30-Apr-2025	On Track	Cllr Cutler	Simon Howson			
POL034	Emergency Planning - Facilitate 2026 Emergency Planning Exercise					✓		Efficient and Effective	Not Started	Prepare for and facilitate annual EP exercise 2026, with follow up report with lessons learned and areas for improvement	31-Mar-2026	31-Mar-2026	Not Started	Cllr Cutler	Simon Howson			