

Theme	Objective	Strategy	Actions	Committee responsibility	Priority	Civic year Estimate of costs	2023-2024				2024-25				2025-2026				2026-2027				2027-2028	
							2023 Q4	2024 Q1	2024 Q2	2024 Q3	2024 Q4	2025 Q1	2025 Q2	2025 Q3	2025 Q4	2026 Q1	2026 Q2	2026 Q3	2026 Q4	2027 Q1	2027 Q2	2027 Q3	2027 Q4	2028 Q1
Deliver excellent services which are efficient and effective and meet the needs of the strategic vision.	Provide an organisational and governance structure which has the capacity to service the administration of the Council.	Evaluate the roles and responsibilities of all council employees to develop a modern and sustainable organisational structure.	Engaging with our contracted employment specialists, undertake a review of Council's staff and its staffing structure.	F&HR & FC	Red	£ 2,500																		
		Review the governance and operational structure of the Council.	In conjunction with the above action, Schedule a series of Review Committee meetings to undertake this and any other tasks identified by that committee.	Review & FC	Red	day to day work and consultant support																		
	Provide a well trained maintenance team to deliver a range of services across the Town Council area.	To continue to provide an excellent grounds and premises maintenance service for the Council and wider community.	Evaluate the activities and outcomes of the team alongside an agreed maintenance plan(s) for land and premises for which the Town Council has responsibility.	F&HR	Red	day to day work																		
Build a stronger and more resilient community.	Improve community and road safety.	Maintain close links with outside bodies that are responsible for community and road safety, including (but not limited to): Devon and Cornwall Police and Crime Commissioner Devon and Cornwall Police Devon County Council, and Torridge District Council.	1. Appoint a Councillor-Police Advocate.	FC	Amber	day to day work																		
			2. Re-establish the Speedwatch initiative locally.	FC	Amber	day to day work																		
			3. "20's Plenty" for our schools.	FC	Red	unknown (with DCC)																		
			4. Investigate CCTV or video coverage in and around our community.	TP&AM	Amber	Cost depends on scope. Intial consideration would be the tennis courts and changing place at Westward Ho!																		
			5. Improve accessibility across the community, to include the provision of dropped kerbs as appropriate.	TP&AM	Amber	£1,000 per kerb																		
	Reduce the impacts of deprivation on our communities.	Respond to the cost of living crisis.	1. Work with local food banks and others to improve access for those needing assistance. Assess viability of providing transport to, or a local space for such centres. Investigate and consider the various models of provision to ensure the best fit for Northam and the wider community.	FC	Red	unknown																		
				In partnership, improve the provision of homes for rent for local families.	1. Review the operation and applicability of Community Land Trusts. 2. Maximise the benefits from early engagement with the allocation of Section 106 developer contributions for our community. 3. Support, through the Planning Committee and the Northam Neighbourhood Plan, the provision of socially rented and affordable dwellings.	FC	Amber	unknown																
					Planning	Red	S106																	
				Planning & NNP	Red	S106																		
	Improve amenity, recreation and sporting provision across the Northam Town area.	Deliver phased, continual improvements to the facilities. Devise a forward-looking plan for the replacement of equipment and facilities as appropriate.	Complete the Westward Ho! Park project working with Friends of Westward Ho! Park (FOTWHOP), including: the renovation the Pavilion building as a community facility, the renovation of a sensory garden, the completion of the tennis courts, (also - £8,000 sinking fund) the completion of a changing place facility, the provision of a hard-surface play / recreational sport area. Anchor Park - Zip-Wire replacement Forward-looking plan for Anchor Park play equipment and surface replacement. Each piece could be replaced in turn. Wren Close - re-surface the play area. Wren Close play area - devise a forward-looking plan for the replacement of the equipment. Lords Meadow wooden play equipment. Full replacement with community consultation Repair football fence and relocate posts. Northam Hall Strip, sand and revarnish floor Extension of lettable spaces Churchfields Skate Park - refresh and repair Churchfields Skate Park - painting the new panels Appletree gardens play area Ridgeway Drive play area Burrough Farm - hedging Burrough Farm - football goals 'Tadworthy' amenity and allotment space on Golf Links Rd. Maintennace schedule to be followed. A commuted sum of £23,609 to be collected at 75% occupation. Land to be transferred at 85% occupation.	WWHo! Pk	Red	£ 250,000																		
				WWHo! Pk	Amber	£ 35,000																		
				WWHo! Pk	Amber	£ 500																		
				F&HR and FC	Red	£ 55,000																		
				WWHo! Pk	Amber	£ 80,000																		
				TP&AM	Red	£ 13,000																		
				TP&AM	Amber	£ 128,000																		
				TP&AM	Amber	£ 5,000																		
				TP&AM	Green	£ 25,000																		
				TP&AM	Amber	£ 250,000																		
				TP&AM	Red	£ 10,000																		
				TP&AM																				
				TP&AM	Red	£ 1,500																		
				TP&AM	Green	£ 50,000																		
				TP&AM	Green	£ 18,000																		
				TP&AM	Red	£ 2,000																		
				TP&AM	Amber	£ 3,000																		
				TP&AM	Amber	£ 55,000																		
TP&AM				Red	£ 5,000																			
TP&AM	Green	day to day work																						
TP&AM	Green	additional day to day work																						

	Maintain a comprehensive register of the community's assets (including buildings, structures, play equipment and street furniture)	Manage Northam Hall in a sustainable way.	Review the forward-looking plan for the replacement of the Hall roof, to include the increased coverage of Solar PV and roof-space insulation.	TP&AM	Amber	£ 50,000				
		Maintenance facilities premises.	Review the accommodation needs of the Council's Maintenance Team. (Alongside Northam Hall). Seek S106 future fundimng?	TP&AM	Green	unknown				
		Bus Shelters and street furniture.	1. With partners, maintain and improve the stock and provision of bus shelters, to include green-roofed as appropriate. 2. Maintain the provided benches, bins and recycling, dog bins.	TP&AM	Amber	day to day work				
				TP&AM	Amber	day to day work				
		Allotments.	Review the provision, with reference to the guidance to provide twenty 250m <sup>2</sup> allotments per 1,000 people. NTC has a waiting list (47 people at 31.01.24) S106 for £17,469 (1/0880/2021/FULM) to provide allotments in the Parish.	TP&AM	Amber	S106				
		Burial grounds and cemeteries.	Work in partnership with others, including the burial authority and diocese to review the need and identify areas that could be used for cemetery space.	TP&AM	Green	S106				
	Initiate projects to promote inclusion and inclusivity across our community	Working with partners and other agencies to reach the 'hard to reach' members of our community.	1. Initiate Youth projects, building on current activity with local schools across all ages. Budget of £10,000 identified.	FC	Green	£10,000				
			2. Engaging with schools and colleges encouraging youth participation in community issues.	FC	Green	£ -				
			3. Initiate projects to reach existing volunteer and active organisations.	FC	Green	£ -				
			4. Engaging with established providers, promote projects to reach older members of the community.	FC	Green	£ -				
		Promote local shopping and services.	Maintain a long-term aspiration to establish a community hub in the Parish, with the potential to provide a combination of office space, workstations, coffee shop and/or rented housing.	FC	Green	£ 10,000				
			Explore, with relevant partners (working Job Centre Plus, Petroc, TDC and DCC, for example), the use of the Town Hall and Northam Hall to promote community activities, including opportunities for retraining, skills and digital technology development.	FC	Green	£ 10,000				
		Promote local and community events.	1. Host an annual event to celebrate the work of the entire community, their achievements, and contributions. 2. Celebrate and promote the cultural and historical heritage of our area. 3. Awards for Community Champions.	FC	Red	£ -				
				FC	Amber	£ -				
				FC	Red	£ 2,000				
	In consultation with the community, strengthen the role of the Council and community in the planning process	Deliver the Northam Neighbourhood Plan in accordance with national and local guidance and with reference to advice received.	1. Complete the final stages of the process to Make the Northam Neighbourhood Plan, following a successful pre-submission consultation.	NNP	Red	£ 6,500				
Strengthen environmental protection and sustainability.	Working towards NET zero carbon emissions in Northam Town Council activities	Continue to deliver the Climate Emergency Action Plan.	1. Reduce carbon emissions at the Council's building(s) to include but not limited to extending the solar array on Northam Hall, review the heating system, improve insulation.	CEC	Red	£ 5,000				
			2. Reduce carbon emissions from Maintenance activities. Increase the use of electric and rechargeable battery powered equipment is sourced to replace worn out petrol powered units. Consideration given to EV trucks when Council vehicles need to be replaced.	CEC	Amber	day to day work				
		Strive to influence the community to achieve Carbon Neutrality.	1. Sharing of home carbon footprint calculator, encouraging the community to consider and reduce the areas combined carbon footprint.	CEC	Red					
			2. Engage with community organisations such as schools, housing associations and the private sector.	CEC	Red					
	Increase and improve biodiversity	Continue to implement a landscape and biodiversity management plan for the Council's land and properties.	1. Ensure the planting of a wide range of plants, including trees to increase the attractiveness of our open spaces and to encourage birds, insects and other wildlife.	TP&AM and CEC	Red	day to day work				
			2. Plant drought resistant varieties and species where possible.	TP&AM and CEC	Red	day to day work				
Improve connectivity and mobility – both physical and technological.	Improved public transport services	Working with Devon County Council, Torridge District Council and service providers to increase the effectiveness of current routes.		Planning	Red	S106				
		Working with Devon County Council, Torridge District Council and service providers to identify new routes to support new and recent housing developments.	Seek early involvement in Section 106 and utilise other sources of funding to assist with the provision of these services.	Planning	Red	S106				

	Improved pedestrian and cycling routes – Active Travel	Support for the Devon County Council Local Cycling and Walking Infrastructure Plan (LCWIP).	Cycling: Northam Town Council approved and provided funding towards the production of the Barnstaple, Bideford and Northam LCWIP. <i>Encourage through policies contained within the Neighbourhood Plan.</i>	Planning & NNP	Red	S106 & CEC budget					
			Public Rights of Way (PROWs): Northam Town Council receives funding from Devon County Council and is provided with rights to maintain local PROWs (other than the South West Coast Path).	TP&AM	Red	day to day work					
			Pavements: Improve accessibility across the community, to include the provision of dropped kerbs as appropriate.	TP&AM	Red	day to day work					
	Improved private transport infrastructure	Improved access to EV charge points and the emerging low-emission vehicle infrastructure.	Promote the installation of suitable private and public charge point infrastructure on new developments through the Section 106 developer contribution process.	Planning (FC for policy)	Red	S106					
		Review of local car parking.	The review is to encompass residential, on-street and in car parks, <i>to include the installation of EV charge points.</i>	FC	Red	At TDC					