

<h2 style="text-align: center;">Cotswolds National Landscape Board - 2024/25 Annual Work Programme</h2>						✓	Completed
						●	In progress / on track
						⦿	Not started
						👉	On Hold
						✗	Off track
FUNCTION	Accountable	Responsible	By When	Target Measures	Progress	Comments	
BUSINESS PLANNING							
Development of the Management Plan for the period 2025-30.	CEO	SS	Mar-25	Adoption by the Board in February 2025 (TBC). Inception of designed version March 2025.			
Ensure the CNL team plays an active role in emerging national strategies, policies, funding and legislation (in liaison with Defra, Natural England, National Landscapes Association, etc.).	CEO	Senior team	Mar-25	(1) JM secondment to the NLA the Levelling Up and Regeneration Act and National Planning Policy Framework, (2) Implementation of the National Outcomes Framework, (3) Management Plan Guidance, (4) Funding Formula and Comprehensive Spending Review, (5) Green Finance [inc. BNG], (6) National Trails funding, (7) Equity, Diversity and Inclusion.			
Design and deliver the best 'value for money' series of projects and activities with CNL's allocation of Defra's 1-year Capital Fund .	CEO	MG, JR	Mar-25	Capex allocated effectively and with the greatest impact across the CNL.			
Develop a land/property acquisition strategy for the Board.	CEO	CEO, MG	Oct-24	Strategy adopted by the Board.			
Board development and strategic planning.	Chair	CEO	Mar-25	(1) focused Board away day in July, (2) successful recruitment and onboarding of a minimum of four new Secretary of State Board Members, (2) new Member mentoring scheme.			
CORPORATE SERVICES							
Development of a future workplace strategy for the organisation.	CEO	CEO, MG	Mar-25	Plan and timeline agreed by the Board.			
Ensure the Board has a fully considered investment strategy .	CEO	MG	Sep-24	Strategy adopted and implemented.			
Improve the organisation's risk management systems to reflect current best practice.	CEO	CEO, MG	Nov-24	New risk management system embedded.			
Develop a Finance Manual to support understanding of processes.	MG	JR	Mar-25	Greater team-wide understanding of financial systems and processes.			
PARTNERSHIPS AND FUNDRAISING							
Develop and submit a proposal for the National Lottery Heritage Fund (NLHF) Strategic Initiative for Protected Landscapes funding stream.	JW	CEO, SS, RJ, JW	Jun-24	Proposal submitted to NLHF.			
Liaise with NLHF to prepare a funding submission to set up and deliver a small grants scheme in the CNL , reflecting NLHF priority areas.	JW	JW, NS	Oct-24	Funding bid submitted.			
Write a fundraising strategy to cover all aspects of the Board's operations.	JW	JW, Working Group	Mar-25	Strategy adopted by the Board.			
Plan and deliver a large scale event to engage all local authority partners , with the aim of identifying key ways in which we can work together to ensure we have thriving rural communities in the CNL.	CEO	CEO, AH	Jul-24	A well attended event with clear and tangible outputs to enhance and enable effective partnerships.			
Liaise with the water companies and National Highways to fully understand their priorities for their next funding periods (2025-30).	CEO	CEO, JW	Mar-25	Partnership opportunities for the CNL fully understood.			
COMMUNICATION AND ENGAGEMENT							
Bring the Cotswold Lion back into print (enabling greater inclusion) and agree a cost effective and efficient method of distribution.	AH	AH	Jun-24	Cotswold Lion printed and distributed. Positive feedback from members of the public.			
Put in place plans to celebrate the CNL at 60 in 2026.	AH	AH, JW	Mar-25	Agreed plan in place.			
Work with the Climate Action Lead to produce a ' take action at home ' guide - part of the overall comms work around climate action.	Climate Action Lead	AH, Climate Action Lead	Mar-25	Downloads of guide, attendance at events.			
Play an active role in the development of a Cotswolds element of Arts in the Landscape (a national programme) by contributing to the One Year documentary: production, promotion, and screenings.	AH	AH	Mar-25	Completion of documentary and attendance at screenings. Future measurements (depending on outcomes) could include attendance at exhibitions, book sales, etc.			

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PLANNING AND LANDSCAPE						
Continue to work with National Grid on (1) the proposed Cotswolds Visual Impact Provision project, (2) the Landscape Enhancement Initiative, (3) undergrounding low voltage cables.	CEO	JM, MC, RJ, SS	Mar-25	Report on how the CNL team's input has influenced the schemes to-date, demonstrating a benefit to the landscape.		
Continue to liaise with National Highways (and its contractors) during detailed design and construction phase of the A417 Missing Link.	CEO	JM, MC, RJ, AH	Mar-25	Positive collaboration and CNL team demonstrably influencing the scheme as it progresses.		
Seek funding and conduct detailed opportunity mapping for (1) renewable energy and (2) woodland creation.	CEO	JM, MC, Climate Action Lead	Mar-25	Funding secured and opportunity mapping completed.		
Influence forthcoming guidance and secondary legislation relating to the new statutory duty to seek to further the purpose of designation.	JM	JM, SJ, AP, MC, SS, Working Groups	Mar-25	Report on how the CNL team's input has influenced relevant guidance and secondary legislation.		
Seek Board adoption of the revised ' Minerals and Waste ' and ' Biodiversity and Planning ' position statements.	JM	JM, SJ, Working Groups	Mar-25	Minerals and Waste adopted in October 2024, Biodiversity and Planning in progress by year-end (subject to LNRS).		
LAND MANAGEMENT						
Continue engagement with the Thames Water 'Smarter Water Catchments' project in the Evenlode catchment, throughout its final year.	MC	MC, JW	Mar-25	(1) engagement ongoing via Steering and theme working groups, (2) projects led by CNL team are delivered, (3) a clear understanding of new opportunities beyond the current project.		
Deliver a 12-month Dark Skies project, funded by National Highways' Designated Funds programme.	CEO	MC	Mar-25	Project delivered, including guidance document and lighting improvements along the SRN.		
Write a new ' Managing Wild Deer ' Position Statement.	MC	MC	Mar-25	Position statement adopted by the Board.		
Produce guidance on Agroforestry in the CNL.	MC	MC	Mar-25	Guidance produced and on the website.		
Finalise allocation and close the Rail Corridor Enhancement Project.	MC	SB	Mar-25	Funding allocated, claimed and programme closed.		
FARMING IN PROTECTED LANDSCAPES						
Allocate and spend grant budget for the final year of the programme to maximise the impact of FiPL in the CNL and report (as required) to Defra.	MC	FiPL team	Mar-25	Year 4 of FiPL successfully delivered with all the grant money allocated and claimed by end of February 2025.		
Ensure the FiPL programme is celebrated and acknowledged, with a lasting and impactful legacy for the CNL.	MC	AH, FiPL team	Mar-25	Range of case studies published; library of photographs created; series of events for farmers and land managers held and information on supported projects collated.		
NATURE RECOVERY						
Continue engagement with the six Local Nature Recovery Strategies during their development of nature recovery proposals.	SS	SS	Mar-25	Lead on engagement on behalf of co-incident protected landscapes in Oxfordshire and Gloucestershire; directly engage in West of England, Wiltshire and Warwickshire; Support Malvern Hills NL in leading on engagement in Warwickshire. Most content developed by December 2024.		
Continue playing a key role in the Big Chalk programme.	SS	SS	Mar-25	Support and guide the Big Chalk Programme Lead. Attendance at the Big Chalk Board meetings. Support the delivery of a conference in September 2024.		
Deliver Year 2 of the Glorious Cotswold Grasslands National Highways Biodiversity Programme .	SS	LB, AF	Dec-24	Successful delivery of year 2 programme. As many Ha as possible incorporated into year 2 considering legal limitations.		
Negotiate further funding for grassland restoration including Water Companies, statutory BNG, Countryside Stewardship funded work and other potential funders.	SS	AF	Mar-25	2024/25 funding secured by Q1 reforecast. 2025/26 and beyond funding negotiated by March 2025.		
CLIMATE ACTION						
Input into the development of the Management Plan 2025-30, by identifying relevant targets for the period.	Climate Action Lead	Climate Action Lead, SS	Dec-24	Targets agreed and included in the Management Plan.		
Have an action plan in place to start leading/supporting/advocating the delivery of the pathway to net zero.	CEO	Climate Action Lead	Dec-24	Plan agreed by CNL Board and partners.		
Development of a Climate Adaptation Plan for the CNL.	CEO	Climate Action Lead	Mar-25	Adaptation Plan consulted on, developed and published. Board adoption.		
Review and update the Climate Change Strategy .	CEO	Climate Action Lead	Mar-25	Strategy updated to reflect the activity of the past two years.		

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TRAILS AND ACCESS						
Deliver the 2024/25 'Removing Barriers' Defra-funded capital programme.	RJ	NS, ND, RJ	Mar-25	All projects delivered to time, cost and quality. Detailed outcomes report submitted to Defra.		
Organise and lead on the National Trails Officers' Spring meeting and support the NTUK Summit to be hosted in Cheltenham	RJ	RJ, ND, MR	May-24	Event successfully delivered.		
Develop and promote easy access self guided routes and the Young Cotswold Way Explorers resource to reach a new, wider audience	RJ	WI Group, ND, MR,RJ	Mar-25	Successful event, with positive feedback from attendees.		
Develop and promote the Cotswolds Riders' Way .	RJ	RJ, SS	Mar-25	Launched and promoted with excellent feedback and social media interaction.		
EVERYONE'S EVENLODE						
Deliver the largest school booking sessions we've seen to date in spring-summer 2024.	JW	EE team	Mar-25	School sessions successfully delivered.		
Offer a wide range of community outreach events across the catchment to reach new audiences.	JW	EE team	Mar-25	Outreach sessions successfully delivered.		
Continue to build the capacity of education providers in catchment and beyond.	JW	EE team	Mar-25	Consolidation of the Outdoor Learning Network (OLN).		
VOLUNTEERS						
Complete the H&S review of all volunteer activity, to ensure best practice at all times.	RJ	RJ, ND, AF, VWs	Mar-25	Updated safety procedures, advice and risk assessments for volunteers working on behalf of the CNL Board are published and on the website.		
Promote the Countryside Fund to all CVW Districts and ensure processes are as simple as possible.	RJ	RJ, Head and Deputy Wardens	Mar-25	Increase in project proposals submitted and funds allocated.		
Organise and deliver the Volunteers' Conference .	RJ	DM, RJ, VWs	Jun-24	The delivery of a successful, well attended and thought provoking annual volunteers conference.		
Review and seek to improve administrative processes across the CVW operations.	RJ	RJ, DM, ND, Head and Deputy Wardens	Mar-25	New processes in place to make it easier for CVWs to complete their administration.		