

## **Annual Work Programme 2024/25 – Final Quarter (1 January to 31 March 2025)**

### **Re:New Climate - Net Zero with Nature.**

<b>Draft Outcomes</b>	<b>Draft Actions / Priorities</b>	<b>Quarterly RAG Status</b>	<b>Achieved by March 2025</b>	<b>Action to regain (if amber or red)</b>	<b>Particular points to note</b>
A robust and consistent evidence base for climate action to deliver a net zero National Park by 2050. (Lead Officer, Paul Walton)	<ul style="list-style-type: none"> <li>• Gain Partnership Plan Leadership Group endorsement of the net-zero pathway. Agree a framework to address evidence gaps regarding the carbon storage and sequestration rates of the National Park's habitats.</li> <li>• Take forward the agreed actions of National Parks UK in relation to net zero.</li> <li>• Develop a means of tracking progress towards net zero goal by December 2024.</li> <li>• Build an understanding of climate risks the National Park faces and the adaptations necessary to manage those risks.</li> </ul>	Previously Green	Previously Green		

Draft Outcomes	Draft Actions / Priorities	Quarterly RAG Status	Achieved by March 2025	Action to regain (if amber or red)	Particular points to note
Enhanced engagement, with actions, on climate change amongst National Park residents and visitors. (Lead Officer, Hilary Makin)	<ul style="list-style-type: none"> <li>• Develop key messages and communications plan to support direct land-use change as well as community-wide support for what is needed.</li> <li>• Build prospectus of actions that can be taken at an individual level to generate community support for climate related work.</li> <li>• Support the Green Groups Network with advice, funding and joint activities including one main joint sustainable living initiative.</li> <li>• Increase numbers signed up to the nature and climate emergencies pledge by 200.</li> </ul>	Previously Green	Previously Green		Communications Plan approved by Authority July 2024. Climate toolkit being developed through YouCAN. Actions developed on web page. Green Groups collaborating on Home Energy Advice Team (HEAT) project and sustainable transport. Pledge numbers up by 210.
Green finance opportunities and carbon codes helping to support the special qualities of the National Park. (Lead Officer, Paul Walton)	<ul style="list-style-type: none"> <li>• Produce a prospectus of external funding opportunities including grant support and green finance initiatives.</li> <li>• New Forest Land Advice Service to promote green finance opportunities to land managers.</li> <li>• Develop potential nature-based solutions that can support New Forest priorities, such as backup grazing land.</li> </ul>	Previously Green	Previously Green		

Draft Outcomes	Draft Actions / Priorities	Quarterly RAG Status	Achieved by March 2025	Action to regain (if amber or red)	Particular points to note
Nature-based climate solutions implemented to reduce land-based carbon emissions and increase carbon sequestration. (Lead Officer, Paul Walton)	<ul style="list-style-type: none"> <li>Target Farming in Protected Landscape grants, advice and guidance to encourage progress towards key land-use changes that can support overall emissions reductions such as woodland, peat restoration, agroforestry, hedgerows and carbon-friendly farming practices.</li> <li>With partners, develop a means of monitoring and promoting progress on land-use change targets.</li> </ul>	Previously Green	Previously Green		
New development incorporates sustainable construction standards and techniques and delivers a range of environmental benefits. (Lead Officer, Steve Avery)	<ul style="list-style-type: none"> <li>Monitor the implementation of our adopted Local Plan (2019) and the National Park Design Guide SPD (2022), both of which include guidance on sustainability.</li> <li>Annual Building Design Awards held to recognise and celebrate the best green building projects in the National Park.</li> <li>Review of National Park Local Plan, to have reached Regulation 18 stage, to include the consideration of options to promote energy efficient development (consistent with national policy).</li> </ul>	Previously Green	Previously Green		The New Forest National Park Local Plan Review 'Direction of Travel' included a section on sustainable construction/energy efficiency and the options to deliver this will be assessed over Summer 2025 to inform the next stage in the Plan-making process.

Draft Outcomes	Draft Actions / Priorities	Quarterly RAG Status	Achieved by March 2025	Action to regain (if amber or red)	Particular points to note
Enhanced walking, cycling and sustainable transport in and around the National Park to reduce carbon emissions, improve experience and help manage recreation. (Lead Officer, Jim Mitchell)	<ul style="list-style-type: none"> <li>• With partners, seek funding for and carry out feasibility and design studies on priority improvements to on road and off-road cycling networks (including Homsley Straight Mile, key routes from LCWIP, wayfinding on off-road network).</li> <li>• Work with the bus operator and drivers to manage and promote the three New Forest Tour routes, maintaining satisfaction ratings of at least 4.5 out of 5 and overall financial viability.</li> <li>• Deliver Access for All improvements on promoted routes and key links including the Knightwood Oak trail, Dilton Farm bridleway and submit a Landscape Enhancement Initiative application for improvements on the Breamore Line path.</li> </ul>	Previously Green	Previously Green		

## Re:New Nature - Nature Recovery

Draft Outcomes	Draft Actions / Priorities	Quarterly RAG Status	Achieved by March 2025	Action to regain (if amber or red)	Particular points to note
A coherent and joined-up nature recovery network, linking the National Park with neighbouring and regional National Landscapes. (Lead Officer, Paul Walton)	<ul style="list-style-type: none"> <li>• Lead the Re:New Nature Partnership in the delivery of the spatial plan for nature and a project portfolio for the New Forest.</li> <li>• Drive progress towards Re:New Nature targets through: <ul style="list-style-type: none"> <li>○ Land advice to farmers and land managers</li> <li>○ Support for farm clusters</li> <li>○ Developing opportunities for private investment in the natural environment of the National Park.</li> </ul> </li> <li>• Ensure the National Park's spatial plan for nature is supported by the development of Local Nature Recovery Strategies for Hampshire, Wiltshire and Dorset.</li> <li>• Develop bespoke interim targets and actions to maximise the contribution of the New Forest National Park to the Protected Landscapes Targets and Outcomes Framework.</li> </ul>	Previously Green	Previously Green		

Draft Outcomes	Draft Actions / Priorities	Quarterly RAG Status	Achieved by March 2025	Action to regain (if amber or red)	Particular points to note
A suite of projects implemented to enhance a minimum of 300ha of National Park habitats. (Lead Officer, Paul Walton)	<ul style="list-style-type: none"> <li>• Manage funded delivery programmes (FiPL, SSF, LEI) to enable the restoration and management of a range of National Park habitats.</li> <li>• As co-host of the New Forest Catchment Partnership, direct projects to improve the freshwater landscape with the Freshwater Habitats Trust, reporting annually on progress.</li> </ul>	Previously Green	Previously Green		
<p>Eligible development provides, as an absolute minimum, the mandated level of BNG set out in the Environment Act 2021. (Lead Officer, Steve Avery)</p> <p>Nutrient neutrality achieved for all relevant development in the National Park. (Lead Officer, Steve Avery)</p> <p>The recreational impacts arising from planned new development are fully mitigated, for both the New Forest and Solent designations.</p>	<ul style="list-style-type: none"> <li>• Local guidance published for the effective implementation of Biodiversity Net Gain (BNG) in the National Park.</li> <li>• All planning applications proposing a net increase in dwellings or providing overnight accommodation within the affected Solent and River Avon catchments deliver 'nutrient neutrality' through on-site measures or off-site credits.</li> <li>• Adoption of a strategic mitigation scheme for new development, focused on 'strategic access management and monitoring measures</li> </ul>	Previously Green	Previously Green		The Kingwell scheme at Keyhaven will deliver nutrient credits and biodiversity units to meet the needs of development within the National Park. The strategic recreation mitigation work is progressing.

(Lead Officer, David Illsley)	<p>(SAMM)' within the New Forest's designated sites.</p> <ul style="list-style-type: none"><li>Effectively manage temporary campsites within the National Park through the Article 4 Direction confirmed in January 2024, with future applications assessed against the updated planning guidance. All sites to comply with the requirements of the Habitat Regulations.</li></ul>				
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## Re:New People - An Inclusive National Park

Draft Outcomes	Draft Actions / Priorities	Quarterly RAG Status	Achieved by March 2025	Action to regain (if amber or red)	Particular points to note
Work with health providers, communities and businesses to enable people to benefit from improved mental and physical health through engagement with the special qualities of the National Park. (Lead Officer, Jim Mitchell)	<ul style="list-style-type: none"> <li>• Deliver guided inclusive cycling through the PEDALL initiative, offering 4,000 riding slots and engaging five new organisations per year.</li> <li>• Support a wider programme of health and wellbeing initiatives including walking, volunteering and cultural activity for health, signposting through the Green Health Hub.</li> </ul>	Previously Green	Previously Green		
Deliver engagement activities for different audiences, making the National Park inclusive to all and enabling diverse voices in its future. (Lead Officer, Jim Mitchell)	<ul style="list-style-type: none"> <li>• Deliver our elements of the Youth for Climate and Nature project.</li> <li>• Deliver a programme of over 20 inclusive visits by under-served groups.</li> <li>• Deliver two month-long National Park artist in residency programmes with charity SPUD.</li> <li>• Support the Culture in Common programme.</li> <li>• Special qualities of the New Forest promoted in person, online and through the media through Behind the Scenes campaign, reaching 500,000.</li> </ul>	Previously Green	Previously Green		Behind the Scenes campaign saw 279 posts on NPA social channels alone, reaching 970,000 impressions and 48,000 engagements; plus media coverage, publications and partner channels.



Draft Outcomes	Draft Actions / Priorities	Quarterly RAG Status	Achieved by March 2025	Action to regain (if amber or red)	Particular points to note
Volunteer action from individuals, communities and businesses to tackle the nature and climate emergency and care for the National Park. (Lead Officer, Jim Mitchell)	<ul style="list-style-type: none"> <li>Deliver 20+ volunteering days directly to restore habitats and enhance nature, and 20+ volunteer days to improve access to and understanding of the special qualities, involving a minimum of 100 volunteers.</li> <li>Run the 2025 volunteer fair (attended by 40+ volunteering organisations and 500+ prospective volunteers) and signpost local opportunities online.</li> </ul>	Previously Green	Previously Green		
Assist communities and local organisations to shape cultural heritage projects and services that protect heritage, foster identity and enhance sense of place. (Lead Officer, David Illsley)	<ul style="list-style-type: none"> <li>Local Listing Project: continue working with local communities to identify locally important assets within the National Park to add to the 'local list'.</li> <li>Review of the three identified Conservation Area Character Appraisals undertaken.</li> <li>Deliver archaeology service to protect cultural heritage, enhance understanding, and meet our commitments under the New Forest Higher Level Stewardship Scheme.</li> </ul>	Previously Green	Previously Green		The Local Listing work has progressed well, with further assets added following approval by Planning Committee in December 2024. The review of the Conservation Areas has progressed more slowly, and the aim is to accelerate this once the Conservation team is back to its full resource in May 2025.

## Re:New Place - Thriving Forest

Draft Outcomes	Draft Actions / Priorities	Quarterly RAG Status	Achieved by March 2025	Action to regain (if amber or red)	Particular points to note
Development and delivery of high-quality, bespoke curriculum linked education for schools and colleges. (Lead Officer, Jim Mitchell)	<ul style="list-style-type: none"> <li>Children and young people have improved understanding of the National Park and the climate and nature emergency so that they can take positive action in response.</li> <li>Teach sessions in and about the National Park, in schools and colleges and through youth activities, providing meaningful connection to nature, meeting curriculum aims where appropriate and addressing social and mental wellbeing needs.</li> </ul>	Previously Green	Previously Green		
People have more awareness of, and opportunity to develop, green skills and careers. (Lead Officer, Jim Mitchell)	<ul style="list-style-type: none"> <li>Employ at least two staff in paid entry level roles (apprentices, interns etc), providing appropriate additional support to them and their line managers. Research sustainable funding for these roles.</li> <li>Support a total of five weeks of high-quality work experience opportunities for 14 years+.</li> <li>Promote green careers awareness via multiagency presence at local school and college careers fairs.</li> </ul>	Previously Green	Previously Green		

Draft Outcomes	Draft Actions / Priorities	Quarterly RAG Status	Achieved by March 2025	Action to regain (if amber or red)	Particular points to note
Improved understanding of the New Forest's special qualities by local people and visitors. (Lead Officer, Steve Avery)	<ul style="list-style-type: none"> <li>• Deliver 10,000+ ranger engagements throughout the National Park, through patrols, with mobile information units, at events and in local communities.</li> <li>• Develop clear evaluation and monitoring metrics for the impact of face-to-face (e.g. ranger) interactions.</li> <li>• Ensure the National Park is embedded in emerging cultural heritage strategies from Hampshire, Solent LEP and NFDC.</li> </ul>	Previously Green	Previously Green		
Provide more affordable housing for local communities and retain the existing stock of affordable and occupancy-restricted housing. (Lead Officer, Steve Avery)	<ul style="list-style-type: none"> <li>• Identify more opportunities for rural exception sites; liaising with local communities / landowners / Homes England / Hampshire Homes Hub on site finding.</li> <li>• Planning monitoring and enforcement to ensure no net loss of existing stock of affordable and occupancy-restricted dwellings to open market housing.</li> </ul>	Previously green	Previously green		Full planning permission has been issued for 10 new affordable homes on the rural exception site at New Inn Road, Bartley to help meet local housing needs in the parish.

Draft Outcomes	Draft Actions / Priorities	Quarterly RAG Status	Achieved by March 2025	Action to regain (if amber or red)	Particular points to note
Economic activity benefitting from, and contributing to, National Park purposes and the Greenprint for South Hampshire. (Lead Officer, Paul Walton)	<ul style="list-style-type: none"> <li>• Maintain and expand the Green Halo Partnership and host the annual Green Halo Conference.</li> <li>• Work with New Forest Produce Ltd to reinforce the value of the New Forest Marque to primary producers, including commoners.</li> <li>• Work with the Solent Freeport, Solent LEP and New Forest Business Partnership, to develop the Authority's contribution to a green skills and training hub.</li> <li>• Seek investment for National Park purposes from the Rural Shared Prosperity Fund.</li> </ul>	Previously Green	Previously Amber		Green Halo Partnership and Marque work maintained. Rural Shared Prosperity funding secured for 25/26. Green skills and training hub work still in development, with dependency on capital funding
Supporting sustainable land management and securing the future of Commoning. (Lead Officer Paul Walton)	<ul style="list-style-type: none"> <li>• Support the Forest Farming Group (FFG) in the co-creation of: i) a bespoke environmental scheme that sustains Commoning and the viability of open forest grazing. ii) a means of supporting Commoners to maintain viable grazing herds during the transition period to a new scheme.</li> <li>• Seek the resources needed to maintain and expand the New Forest Land Advice Service at the end of the FiPL grant programme in March 2025.</li> </ul>	Previously Amber	Previously Amber	<p>Ongoing communication with Defra regarding ELM scheme for the New Forest.</p> <p>PA2 study complete, FFG partners continuing exploratory work on Landscape Recovery programme</p>	<p>FiPL programme extended to 25/26.</p> <p>Concerns remain over the possibility of a bespoke environmental scheme for the New Forest</p>

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Improved management and oversight of land use change in the National Park. (Lead Officer, Steve Avery)	<ul style="list-style-type: none"> <li>Continue to support partnership work to deter and address encroachments (e.g. through the Encroachment Working Party).</li> <li>Develop a data base / map of land use change in the National Park.</li> </ul>	Previously Green	Previously Green	Work on the data base / map of land use change in the National Park has not progressed due to lack of dedicated resources. The data published by the Government on the Protected Landscapes Targets & Outcomes Framework – accompanied by the locally apportioned targets – is an opportunity to progress this work.	
Reduce recreational impacts on the most vulnerable sites for the benefit of residents, businesses, Commoning and wildlife. (Lead Officer, Steve Avery)	<ul style="list-style-type: none"> <li>Develop a spatial plan for where recreation should be encouraged across the New Forest and surrounding areas and establish procedures to facilitate desirable changes.</li> <li>Facilitate action (including online campaigns, signage, printed materials and face-to-face engagement), working directly and through working groups and liaison with organisations. Support enforcement of the two PSPOs covering the Open Forest areas.</li> <li>New Forest Code and individual campaigns about caring for the Forest demonstrate joint messaging and deliver a marked reduction in recreation management issues.</li> </ul>	Previously Green	Previously Green		New Forest Code joint campaigns saw 3.8m impressions on social media; 4,300 hours of ranger patrols; 1,100 people spoken to about PSPOs; intervened in 200 incidents of banned behaviour; 40 tickets issued for offences on Forest roads during Op Mountie sessions. Lowest number of animal accidents recorded.

## Re:New Partnership - Team New Forest

Draft Outcomes	Draft Actions / Priorities	Quarterly RAG Status	Achieved by March 2025	Action to regain (if amber or red)	Particular points to note
Partnership Plan Leaders Panel drives cross-organisational performance, working together on 'big ticket' issues and projects and to ensure alignment of resources. (Lead Officer, Steve Avery)	<ul style="list-style-type: none"> <li>Support the new Partnership Plan Leaders' Panel and the officers' group to encourage genuine partnership working and sharing ideas.</li> <li>Secure shared commitment to achieve the ambitions over the five-year timespan of the Partnership Plan.</li> </ul>	Previously Green	Previously Green		
Provide mechanisms for feedback, input and activation from a wide range of communities. (Lead Officer, Hilary Makin)	<ul style="list-style-type: none"> <li>Establish a series of regular opportunities for feedback with communities and stakeholders, engaging 6,000+ people/year.</li> <li>New Forest Awakening Festival and New Forest nature and climate emergency campaign with partners generates engagement of 100,000.</li> </ul>	Previously Green	Previously Green		<p>3k attended New Forest Show stand; 740 responded to visits survey; 7.1m impressions, 204k engagements, 9k messages on NPA corporate social media accounts; 70 reports of enforcement breaches; quadrant meetings; consultative panel; planning consultations.</p> <p>Awakening Festival saw 130 events; 4k attendees; 1.4m saw messages about the climate and nature emergencies; 370k engaged with posts or events.</p>

Draft Outcomes	Draft Actions / Priorities	Quarterly RAG Status	Achieved by March 2025	Action to regain (if amber or red)	Particular points to note
A suite of data and evidence sources is collated, analysed and published to inform NPA and partner organisation decision-making. (Lead Officer, Paul Walton)	<ul style="list-style-type: none"> <li>Review and refresh our own Performance Monitoring / Key Performance Indicators within the new Business Plan and Work Programme (working with the Programme Steering Groups).</li> <li>Support the New Forest Biodiversity Forum to develop a strategic approach to collecting biodiversity data and evidence.</li> </ul>	Previously Green	Previously Green		Performance monitoring being developed in conjunction with the Protected Landscapes Outcomes Framework
Data gathered to support an application for International Dark Sky Reserve status for the National Park in 2025/26. (Lead Officer, Paul Walton)	<ul style="list-style-type: none"> <li>Work with the CPRE to prepare a submission for Dark Sky accreditation:</li> <li>Collect light reading data over two years.</li> <li>Seek commitment from stakeholders to maintain dark sky status.</li> </ul>	Previously Amber	Previously Amber		Remains an ambition but largely dependant on external funding

## Re:New Organisation - Achieving Excellence

Draft Outcomes	Draft Actions / Priorities	Quarterly RAG Status	Achieved by March 2025	Action to regain (if amber or red)	Particular points to note
Achieve 'Organisational Net Zero' by 2030 or earlier. (Lead Officer, Nigel Stone)	<ul style="list-style-type: none"> <li>Implement the Authority's Carbon Reduction Plan (published in February 2022), through development of agreed base data and specific actions to achieve the overall targeted reductions.</li> <li>Fit for purpose and sustainable carbon reduction practices in place throughout the organisation and its supply chain.</li> </ul>	Previously Green	Previously Green		3 year internal review of Carbon Reduction Plan currently underway with support from defra / Carbon Trust – will report to RAPC in Sept 2025.
People Plan implementation successfully continued. (Lead Officer, Nigel Stone)	<ul style="list-style-type: none"> <li>Complete the review of People Plan.</li> <li>Continued focus throughout this year on equality, diversity and inclusion and leadership of the climate and nature emergency.</li> <li>Review and update HR policies and procedures considering new home and flexible working practices.</li> </ul>	Previously Green	Previously Green		New list of People Plan Actions published on staff intranet.



Draft Outcomes	Draft Actions / Priorities	Quarterly RAG Status	Achieved by March 2025	Action to regain (if amber or red)	Particular points to note
Succession planning further developed, empowering the next generation of managers and leaders from across the organisation. (Lead Officer, Nigel Stone)	<ul style="list-style-type: none"> <li>• Enact the six 'Programme Steering Groups' within the Authority (one for each theme), with clear direction / priorities from the Business Plan and feeding into the Strategic Leadership Team.</li> <li>• Review staff resourcing and/or structures in light of Partnership Plan and Business Plan priorities and actions.</li> <li>• Any specific staff learning and development opportunities identified and actioned.</li> </ul>	Previously Green	Previously Green		Interim arrangements made following recent departure of Executive Director, will be reviewed / consulted on over the Summer for final structure in Autumn.
New NPA office facilities defined and secured. (Lead Officer, Steve Avery)	<ul style="list-style-type: none"> <li>• Clearly define our requirements, both in terms of office space and additional features within a new 'hub'.</li> <li>• Ensure the location and design supports partnership working, sustainable travel and green skills &amp; jobs.</li> <li>• Identify and select suitable sites for consideration.</li> <li>• Secure funding for build / renovation and occupation.</li> </ul>	Previously Green	Previously Amber	Further progress with potential sites and discussions about funding with defra. However final choice not yet complete/secured.	