

# City of London Corporation Committee Report

<b>Committee:</b> Natural Environment Board	<b>Dated:</b> 11 December 2025
<b>Subject:</b> Environment Department High-level Business Plan 2025-30 – Progress Report (Mid- Year)	<b>Public report:</b> For Information
<b>This proposal:</b> <ul style="list-style-type: none"><li>• delivers Corporate Plan 2025-30 outcomes</li><li>• provides business enabling functions</li></ul>	<ul style="list-style-type: none"><li>• Diverse engaged communities</li><li>• Vibrant thriving destination</li><li>• Providing excellent services</li><li>• Flourishing public spaces</li><li>• Leading sustainable environment</li></ul>
<b>Does this proposal require extra revenue and/or capital spending?</b>	No
<b>If so, how much?</b>	£N/A
<b>What is the source of Funding?</b>	N/A
<b>Has this Funding Source been agreed with the Chamberlain’s Department?</b>	N/A
<b>Report of:</b>	Katie Stewart, Executive Director Environment
<b>Report author:</b>	Joanne Hill, Environment Department

## Summary

This report provides a mid-year update on progress made by the Natural Environment Division and the City Gardens Team towards delivery of the Environment Department’s high-level Business Plan 2025-30.

Key performance information is summarised within the report and presented in more detail at Appendices 1 and 2. Overall, performance during the period 1 April-30 September 2025 has been positive with all priority workstreams remaining on track to meet their targets.

An update on the financial position to the end of Quarter Two is presented to this Committee in a separate report of the Chamberlain.

## Recommendation

Members are asked to:

- Note the content of this report and its appendices.

## **Main Report**

### **Background**

1. The Environment Department's high-level Business Plan 2025-30 was approved by the Natural Environment Board in February 2025. This year marks a transition to a multi-year departmental Business Plan which sets out the priority workstreams for the next five years and specifies the actions that will be taken during 2025/26 to deliver them. The Plan will be reviewed and refreshed annually to detail the actions for the following financial year.
2. Progress against priority workstreams is assessed by monitoring the achievement of milestones and performance measures. Performance is reviewed regularly by the Directors and their Management Teams and is reported to your Board every six months to enable Member scrutiny.
3. Detailed business plans for each of the Natural Environment charities set out the specific priorities and activities of each charity and progress against them is reported regularly to the relevant Charity Management Committees.
4. The priority workstreams identified in this high-level departmental Business Plan flow through charity business plans, team plans and the individual performance plans of members of staff, which provide further methods of assessing progress. This also enables individual officers to fully understand how their work feeds into divisional, departmental and corporate activities, aims and objectives.

### **Current Position**

#### **Priority workstreams**

5. The Environment Department's high-level Business Plan sets out the priority workstreams for 2025-30 for the Natural Environment Division and City Gardens. All workstreams support the delivery of the Corporate Plan 2024-29 outcomes, and other cross-cutting strategies and programmes.
6. During the first six months of the year, good progress has been made against delivery of all workstreams. A list of the workstreams is provided below and details of the actions being taken during 2025/26 to deliver each one are set out in Appendix 1, along with progress updates. The first four Natural Environment Division workstreams reflect the suite of core Natural Environment Strategies.
  - a) Nature conservation and resilience.
  - b) Community engagement.
  - c) Access and recreation.
  - d) Culture, heritage and learning.
  - e) Develop a sustainable business model.
  - f) City Gardens: Effectively manage the green spaces within the Square Mile

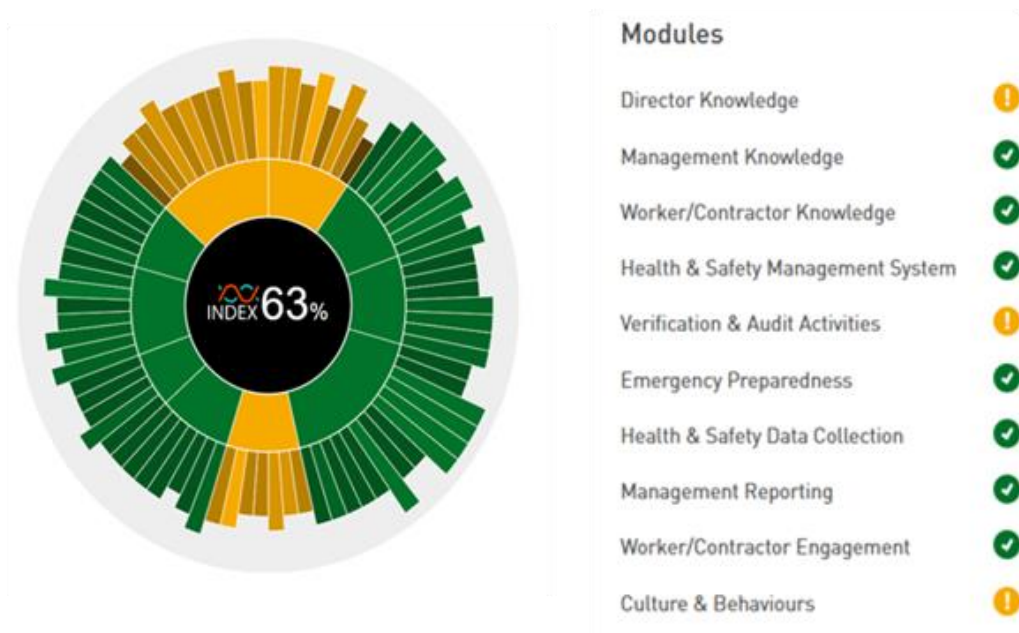
## **Performance measures**

7. Priority workstreams have one or more associated performance measures to assess progress. These measures are monitored during the year and, overall, the mid-year results show that progress towards achieving the workstream objectives is on track. Six of those key performance indicators are annual measures, but performance against the remaining eight (for which mid-year data is available) is provided at Appendix 2.

## **Health and Safety**

8. The CoL uses the Safe365 digital platform as a tool for monitoring, auditing, and driving improvements in health and safety management across the organisation, particularly for high-risk departments and functions. The platform is used to assess departmental and sub-departmental safety management systems, providing a consistent framework for assurance and improvement. It supports an active, continuous improvement process in integrating health and safety into business operations.
9. The Safe365 profile generates a 'starburst' with key information tested across 10 modules required for successful health and safety management. It verifies 74 areas required for effective safety management. Each module is RAG rated and a key number as a percentage, the safety index, is clearly displayed at the centre of the starburst. Departments and teams with a Safe365 profile must be working towards a Safety Index of 65%.
10. The Environment Department's Safe365 maturity rating will be reported to your Board within these bi-annual Business Plan Progress Reports to provide assurance that it remains committed to strengthening its safety culture and continues to make progress towards achieving and maintaining the target maturity level.
11. The Environment Department's average maturity rating has shown improvement over the last six months, increasing from 62% to 63%, which indicates proactive maturity but is not yet at the organisational target of 65%. The Department is showing a proactive approach to safety management, including workshops and an active Health and Safety Working Group, and a sub-group focusing on Health and Safety in relation to our many open spaces. Action plans are in place to address the modules currently rated amber.

## Environment Department Safe 365 Snapshot (29 September 2025)



### Corporate and Strategic Implications

**Strategic implications** – The monitoring of key workstreams and performance measures links to the achievement of the aims and outcomes set out in the Corporate Plan 2024-29.

**Financial Implications** – Financial implications are addressed in the separate Chamberlain's Revenue Outturn report.

**Resource implications** – Recruitment to vacant posts across the service areas is progressing well.

**Risk implications** - Risks to achieving the objectives set out in the Business Plan are identified and managed in accordance with the City of London Risk Management Framework. Risk Registers are reported to the Natural Environment Board and the Charity Management Committees quarterly.

**Climate implications** – The Climate Action Strategy is supported by a range of workstreams being undertaken by the Natural Environment Division and City Gardens. Progress against these is regularly reported to Members.

**Charity implications** - The Natural Environment sites are registered charities. Any decisions must be taken in the best interests of the relevant charity.

**Appendices**

Appendix 1 – Progress against priority workstreams

Appendix 2 – Progress against performance measures

**Background Papers**

- ‘Environment Department High-Level Business Plan 2025-30’ (Natural Environment Board, 6 February 2025)
- Operational Finance Progress Report - Quarter 2 2025/26 (Natural Environment Board, 11/12/25)

**Contact**

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