



Our West Lindsey, Our Future

West Lindsey District Council Corporate Plan 2026-2030



A welcome from the Leader of the Council

Welcome to 'Our West Lindsey, Our Future', the Council's ambitious Corporate Plan, setting out our priorities for improving our places and spaces and enhancing the lives of people across the district.

Since the West Lindsey Administration was formed in September 2025, we have been clear in our commitment to put party politics aside and ensure that all Councillors are empowered to work collectively in the best interests of the residents we serve.

'Our West Lindsey, Our Future' reflects that commitment. Co-produced with Councillors from all political parties, it is a truly shared endeavour. I am proud that, together, we have developed a Corporate Plan that responds to the needs, challenges and opportunities of our large and diverse district.

The Local Government Association's Corporate Peer Challenge in early 2025 highlighted the Council's strengths in delivering positive outcomes through strong governance, sound financial management and effective partnership working. This Corporate Plan builds on those solid foundations, positioning West Lindsey to continue to thrive in the years ahead.

We are publishing our plan at a time of significant change. A central government-led programme of Local Government Reorganisation is likely to reshape how local services are delivered within the next three years.

Against this backdrop, 'Our West Lindsey, Our Future' provides clarity and stability, placing the needs of our residents, businesses and partners at the heart of any transition.

Some of our ambitions will be delivered directly by the Council; others will be achieved by working closely with our communities and partners in an enabling role.

Whatever the changes ahead, this Corporate Plan sets out a clear roadmap for supporting a successful and resilient future for the whole of West Lindsey.

Leader of the Council
Cllr Jackie Brockway



Delivering Our Plan - Chief Executive

'Our West Lindsey, Our Future' is the Council's principal corporate strategy and provides a clear roadmap for coordinating delivery and our resources across the three key themes of 'Thriving People', 'Thriving Places' and a 'Thriving Council' over the next four years and beyond.

The Corporate Plan will shape our key policies and strategies, ensuring that the whole organisation is aligned in delivering our shared vision for the district.

Central to this plan is our commitment to being a well-managed and high-performing council that delivers high-quality local government services in the district which we will achieve through strong governance, sound financial management and a continued focus on the needs of our customers.

I recognise that how we operate and go about our work is fundamentally important and our core Values and Behaviours as set out in this document will guide this and be demonstrated daily by our dedicated workforce, whose professionalism and commitment are vital to delivering positive outcomes for residents and businesses across West Lindsey.

The operating landscape for local government is complex and subject to ongoing change which we will continue to effectively navigate in delivering this plan, and central to this will be planned Local Government Reorganisation across Greater Lincolnshire and various other areas of the country.

We will ensure underpinning delivery of the plan is robust performance management, with activity monitored regularly to ensure we remain on track, and our delivery programme refreshed annually to ensure it remains focused, responsive and aligned with the Council's budget-setting process.

Alongside in-year monitoring, we will publish an annual report setting out progress against the Corporate Plan and demonstrating how our actions are improving outcomes across West Lindsey. This approach ensures transparency, strengthens accountability for the decisions we make, and reinforces our role as a trusted provider of high-quality local services.



Chief Executive
Paul Burkinshaw

Paul Burkinshaw



Our Vision

To shape our future and deliver our ambitions, it is essential that we have a clear and shared vision for West Lindsey. As a forward-looking authority, we are ambitious for the future of Our People and Our Place, captured in our central vision.



"To be a trusted provider of good quality services that strive to improve the lives of people and communities across the district, and enhance our places and spaces."

This vision is central to everything we do as a council. Whether it is collecting household waste, using our regulatory functions to keep our communities safe, supporting our vulnerable residents, or driving economic growth and regeneration, everyone at the Council has a role to play in ensuring our priorities and work reflect the aspirations of our residents, businesses and communities. We will achieve this in three ways:



By delivering good quality local government services to residents and businesses.



By being a well-managed and forward-thinking authority.



By acting as a place-shaper; shaping the district through priorities that will improve peoples lives, and enhance our places and spaces.



These three strands will guide our decision-making and foster collaboration, allowing us to develop clear and targeted plans to drive delivery across three core Corporate Plan themes:

- **Thriving People:** Supporting people and communities to thrive by addressing inequality, tackling homelessness, improving housing conditions, boosting skills, adapting homes, improving health and wellbeing, and supporting those most in need.
- **Thriving Places:** Enabling sustainable and inclusive economic growth in our towns and rural communities, preserving our heritage, delivering new homes that meet local needs, and ensuring our places and spaces are clean, green and safe.
- **Thriving Council:** Delivering high-quality services through trusted governance, financial resilience, and continuous improvement to ensure positive outcomes for residents now and in the future.



Our Values and Behaviours

Working collaboratively is central to our ethos. Whether that is officers working across teams to deliver a joined-up service for our residents, elected members of all parties working together to develop policies, officers and members collaborating to drive delivery, or working in partnership with our key stakeholders, we know that we can achieve far more for our people and our place by working together.

We recognise that how we work is as important as how we deliver. To foster a positive, collaborative culture that is focused on delivering the central vision of this Corporate Plan, our way of working is driven by the following set of core Values and Behaviours.

West Lindsey staff and members will display the following Values and Behaviours in everything we do:



Helpful



Kind



Trustworthy



Open



Reliable

The culture at West Lindsey is:



Collaborative



Supportive



Positive



Friendly



Open



Inclusive



Delivering Good Quality Services

Our primary role is to deliver good quality services that meet the needs of our residents and businesses. Whether it is through daily interaction with our customers, processing applications, ensuring high standards of compliance, or keeping our communities safe and clean, every single one of our teams has an important role to play in delivering good quality services that support our residents and businesses and enhance our district through our role as place-shapers.



Benefits



Customer Services



As a district council, we deliver hundreds of different functions and services on a daily basis.

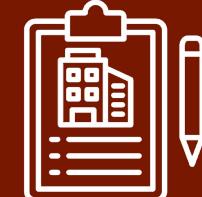
These include:



Street Cleansing



Homelessness Services



Planning Services



Electoral and Democratic Services



Community services such as community grant funding



Waste and recycling collection



Community safety



Leisure, Arts and Culture



Building Control



Housing Services



Council Tax and Business rates Collection



Car Parking



Economic Development



Opportunities and Challenges

We have developed our Corporate Plan at a time of significant challenge and change. For our residents, the cost of living continues to add pressure to household finances. For businesses, the impact of increasing global instability continues to have a very real impact on the national and local economy. Climate change continues to impact our rural communities and agriculture, with flooding a particular issue in parts of the district. As a Council, Local Government Reorganisation, budget constraints, increased demand for services, and fast-paced technological change means uncertainty has never been higher.

Alongside challenge comes opportunity. Local Government Reorganisation presents a unique opportunity for public-sector reform, with the ability to transform our services sustainably and centred around the whole needs of our residents. Having significant national infrastructure programmes like STEP Fusion on our doorstep unlocks millions of pounds of inward investment, creating significant opportunities for job creation, housing and improved infrastructure right in the heart of West Lindsey. Below is a snapshot of just some of the key facts and figures that tell the story of West Lindsey in numbers. You can learn more by exploring the interactive [State of the District Dashboards](#) on our website.

Knowing our challenges and opportunities helps us to decide our priorities as a Council both now and looking ahead to the future in a world of Local Government Reorganisation. Over the next few pages, we will set out the priorities to be delivered through our core themes of 'Thriving People', 'Thriving Places' and 'Thriving Council'.



Thriving
People

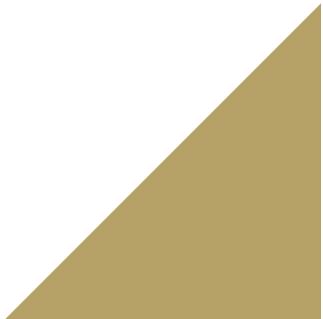


Thriving
Places

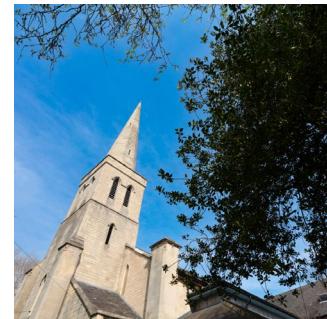
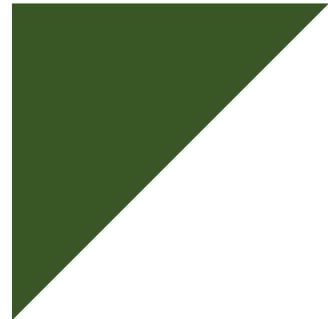


Thriving
Council





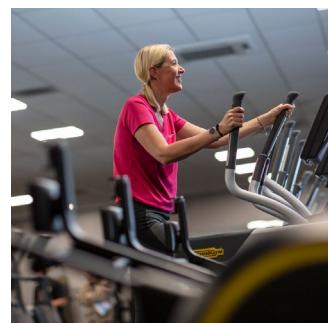
The average age of West Lindsey residents is 48.3 years, which is higher than the national average



The total population is 99,208

The Gross Value Added of the West Lindsey economy is £2.06 billion

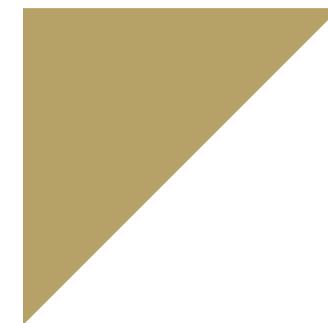
88.5% of the population hold at least a level 2 qualification, higher than the national average (86.5%)



The unemployment rate (3.2%) is lower than the national average (4.1%)

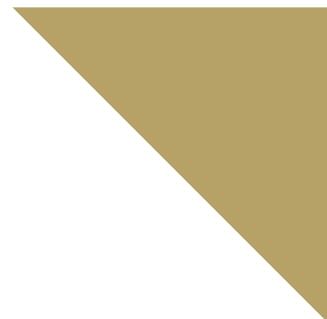
Each resident has the equivalent of two football pitches

90.7% of premises have access to superfast broadband



13% of households are in fuel poverty, higher than the national average (11.4%)

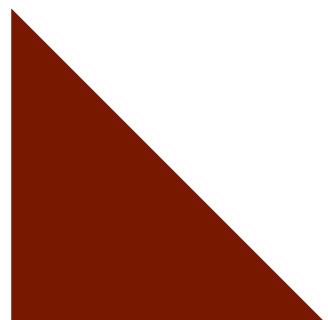
48.2% of children regularly take part in physical activity compared with 59.3% of adults.



19.6% of children are living in poverty which is on a par with the national average

West Lindsey is the 2nd most sparsely populated area in the East Midlands.

At 24.4%, economic inactivity remains higher than the national average (21.2%)



The rate of crime (61.3 offences per 1,000 population) is lower than the national average (85.4)

At 21.8%, childhood obesity is lower than the national average, however adult obesity rates (38.8%) are higher than average



The average house price is £215k

Thriving People

Supporting people and communities to thrive by addressing inequality, tackling homelessness, improving housing conditions, boosting skills, adapting homes, improving health and wellbeing, and supporting those most in need.

As a large, rural district West Lindsey is home to local communities with a diverse range of needs; from some of the most deprived neighbourhoods in England to some of the most prosperous communities in the country, each with their own unique needs. Pockets of deprivation, and high levels of fuel and child poverty underlines the importance of the Council's role in supporting and enabling our most vulnerable communities through services such as Homes, Health & Wellbeing, and Housing Benefit and Council Tax Support which provide a safety net for our most vulnerable residents during times of crisis. Community initiatives and grant funding allows us to support local communities to grow and thrive, becoming sustainable and resilient as a result. Our Culture and Events Programme reaches right across the district, making arts accessible to all. Our evolving sports, leisure and physical activity offer supports our aim to improve health and wellbeing and increase physical activity, whether that is by visiting one of our Leisure Centres, or by accessing activities within local communities. With a proud military history, we recognise the importance of supporting our Armed Forces communities. And with exciting opportunities such as STEP Fusion on our doorstep, we are committed to growing and retaining talent in the district by working with key partners to provide good quality skills and employment training.

Our priorities for the 'Thriving People' theme are:

- Champion health, wellbeing, culture and active lifestyles
- Supporting our communities to thrive
- Enable independent living, improve housing conditions, and support vulnerable residents



Champion health, wellbeing, culture and active lifestyles

We will achieve this through the following objectives:

Working effectively with our partners to deliver the Districts' Health & Wellbeing Strategy and to ensure equity of access to services

Delivering our emerging Sport & Active Leisure Strategy to increase district wide opportunities for participation in sport and leisure activities

Which will deliver the following outcomes:

A reduction in the gap in health inequalities between the most deprived and least deprived neighbourhoods

Improved leisure facilities across the district

The right partnerships in place to meet the holistic needs of our residents

A co-ordinated programme of sport, leisure and physical activity that meets the needs of our local communities across the district

Improved mental and physical health outcomes across all age groups

Improved leisure and community sports facilities across the district

Supporting our communities to thrive

We will achieve this through the following objectives:

Delivering our emerging Communities Strategy to transform and improve our local communities

Promoting social capital and social cohesion

Reducing overall inequality across the district and supporting our identified communities at risk through area specific action plans

Empowering communities to enhance their resilience to emergency events by promoting effective and robust local emergency planning

Support is given to the creation of community hubs that bring together health and wellbeing services into existing community facilities

Increased community engagement and a strong sense of community pride

A reduction in the levels of deprivation and inequality in our most deprived neighbourhoods

Robust emergency plans are in place for every community that wants one

Increased access to high-speed broadband

Growth in the local social economy and sustainable levels of volunteering and community-led activity

Appropriate solutions are in place to meet the needs of our identified communities at risk

An increase in facilities and activities for young people

Appropriate support is available to enable the community and voluntary sector to thrive and be sustainable

The needs of older residents within local communities are supported

Which will deliver the following outcomes:



Enable independent living, improve housing conditions, and support vulnerable residents

We will achieve this through the following objectives:

Support vulnerable residents to live independently at home by delivering services that promote dignity, choice and belonging

Preventing homelessness through early intervention and targeted support

Improving housing standards by developing and delivering our response to Private Rented Sector housing reforms

Which will deliver the following outcomes:

Appropriate housing solutions are in place to meet need and demand

A reduction in the use of temporary accommodation

An end to “no-fault” evictions

Housing solutions that provide choice and support people to live independently at home



A reduction in levels of fuel poverty across the district



An increase in the number of responsible landlords

An increase in the levels of tenancy sustainment



Boosting skills and pathways into employment

We will achieve this through the following objectives:

Working collaboratively to ensure appropriate skills training and provision is in place

Delivering our Employment and Skills Strategy to strengthen opportunities for

Increasing pathways into sustainable employment

Playing a key role in developing the STEP Fusion skills collaborative business plan

Which will deliver the following outcomes:

Delivery of skills and training programmes that meet recognised standards and are tailored to key sectors

A reduction in the skills gap across key sectors

Low levels of unemployment and increased numbers of people who are economically active

Increased and sustained numbers of young people who are in education or training

The removal of barriers that prevent people from accessing employment

Our young people choose to live, learn and work in West Lindsey

Increased opportunities for young people in education to experience the workplace

Employers are actively engaged with employment and skills programmes

West Lindsey becomes a key anchor for employment and training opportunities linked to the STEP Fusion Programme



Thriving Places

Enabling sustainable and inclusive economic growth in our towns and rural communities, preserving our heritage, delivering homes that meet local needs, and ensuring our places and spaces are clean, green and safe.

We are proud and ambitious place leaders, with an innate understanding of how to drive economic growth across our district. We continue to nurture strong relationships with key partners to unlock opportunities for our place both now and in the future. With the STEP Fusion Programme on our doorstep, we are working closely with regional Mayors in both Greater Lincolnshire and the East Midlands to maximise the economic benefits for West Lindsey. Through our Investment Plan, we remain committed to unlocking the significant investment potential of the former RAF Scampton site. Locally, we provide a strong support offer for local businesses, helping our business community to thrive and facilitating the creation of employment opportunities. The Central Lincolnshire Local Plan provides our long-term plan for meeting housing needs, creating increased investment via Section 106 spend in the process. By increasing the quality and provision of green space, we are connecting our rural communities. Our statutory and regulatory functions help to ensure our communities are clean and safe; ensuring high standards of quality and compliance across all regulated area. Together, these functions work to keep our streets clean, reduce instances of environmental crime, and increase people's feelings of safety in their local communities.

Our priorities for this theme are:

- Enabling inclusive local growth and regeneration
- Delivering homes that meet local need
- Clean, green and safe communities

Enabling inclusive local growth and regeneration

We will achieve this through the following objectives:

Delivering our Economic Growth Strategy to unlock investment, support businesses and drive regeneration

Acting as a key partner and enabler, collaborating with public, private and community partners to diversify the economic base and support the creation of highly skilled jobs

Collaborating with key partners to drive improved transport connectivity across West Lindsey and the wider region

Which will deliver the following outcomes:

Increased economic performance and higher levels of rural productivity across the district

New start-ups, existing businesses, and rural enterprises receive tailored advice and guidance that supports them to grow and develop

A circular local economy that reduces waste and contributes to environmental sustainability

An increase in the number of new jobs and employment opportunities

An increase in the number of businesses located in West Lindsey

Sustainable growth across existing and emerging priority sectors.

Increased opportunities for, and levels of, active travel across the district

Improved transport connectivity



Delivering homes that meet local need

We will achieve this through the following objectives:

Maintaining a sustainable Local Plan for Central Lincolnshire that meets housing need and drives regeneration and investment

Delivering the homes and jobs required to meet identified need and to drive sustainable economic growth

Delivering regeneration that maximises benefits for our most deprived communities, promotes access to services, improves health outcomes, and reduces social exclusion

Ensures Central Lincolnshire is a net zero area, resilient to the effects of climate change through careful planning and design of the built and natural environment

Refresh our Housing and Homelessness Strategy to deliver quality, affordable, appropriate and sustainable housing that meets the needs of our communities

Improved quality and choice across the housing market

Housing that is affordable and appropriate, relative to people's income

Neighbourhood Plans that are developed and delivered in line with local needs and aspirations



Efficient collection, and effective use of, developer contributions to mitigate the impact of development on strategic and local infrastructure and deliver affordable and appropriate housing that meets identified need

Increased investment, and delivery of additional affordable and appropriate housing as a result of Section 106 spend



Clean, green and safe communities

We will achieve this through the following objectives:

Delivering our Environment & Sustainability Strategy by working in partnership with communities to reduce carbon emissions and to mitigate the impacts of climate change

Communities are supported appropriately to manage the impacts of extreme weather events such as flooding

An increase in energy derived from renewable sources and an increase in carbon reduction initiatives across the district

West Lindsey becomes an anchor for clean energy innovation as part of the STEP Fusion Programme

Reduced levels of non-recyclable waste and air pollution

Develop and enhance Council owned green spaces

Green spaces that are well-maintained, safe and welcoming public spaces

Established nature recovery networks which promote and conserve biodiversity and geodiversity



Using our statutory and regulatory functions effectively to ensure high levels of compliance in regulated areas, and low levels of antisocial behaviour and environmental related crime

A sustained increase in people's feelings of safety in their local community

A reduction in levels of environmental related crime such as littering and fly-tipping

A reduction in incidences of antisocial behaviour

High levels of quality and compliance across all regulated areas such as Planning and Housing Enforcement, Building Control, Licensing and Food Health and Safety

Which will deliver the following outcomes:

Thriving Council

Delivering high-quality services through trusted governance, financial resilience, and continuous improvement to ensure positive outcomes for residents now and in the future.

Our ability to deliver good quality services for our residents, and improved outcomes for our people and our place is first and foremost dependent on being a well-managed, forward-looking Council. One that understands what is important to our residents and designs our services to meet their needs. One that is financially responsible, well-governed, and provides effective democratic representation for the district we serve. Having the right processes, governance and financial management in place supports good decision-making, keeps us accountable and supports us to be financially sustainable. Supporting our staff and members with training and development means a motivated organisation focused on delivering quality services for our customers. As a forward-looking authority, we strive for continuous improvement, using systems, technology, data and intelligence to provide modern, sustainable services that are fit for the future. Finally, engaging and communicating with our customers helps us to know what we are doing well and where we can improve.

Over the next two years, this guiding principle will help us with the transformation of services required as part of preparing for LGR. Our priorities for this theme are:

- To deliver good quality services for residents and businesses
- To be a well-managed Council
- To be a forward-looking Council

To deliver good quality services for residents and businesses

We will achieve this through the following objectives:

Ensuring our Customer Experience Strategy supports delivery of efficient, reliable services that offer a consistently good customer experience

Providing an efficient, joined-up service across the Council and with our partners

Ensure our communication with residents, businesses and communities is clear, consistent and concise

Which will deliver the following outcomes:

High levels of customer satisfaction

Consistently high standards of service delivery

An inclusive approach, that supports the needs of our vulnerable customers

A 'tell it once' approach that is efficient and effective for our customers

Service delivery that meets differing needs across the whole district

Working collaboratively with our partners to support strategic understanding of the current and future needs of our residents

Consistently good levels of uptake in consultation and engagement events

Consistently high levels of engagement with Council communications



To be a well-managed Council

We will achieve this through the following objectives:

Providing services that deliver value for money

Ensuring our governance arrangements are robust and our decision-making is transparent and ethical

Ensuring local democracy operates in an effective and ethical manner

Which will deliver the following outcomes:

Consistently high standards of financial performance and financial decision-making.

Adherence to our Local Code of Governance, and the CIPFA / SOLACE Principles of Good Governance.

Strong and collaborative political leadership that works hand in hand with officers to deliver in the best interests of the district.

A sustainable Medium-Term Financial Plan that is aligned to our Corporate Plan and supports efficient service delivery.

Improvement actions related to good governance are addressed and highlighted in our Annual Governance Statement.

A collaborative relationship with Parish and Town Councils so that they feel supported and empowered throughout the period of Local Government Reorganisation.

A financially responsible approach to Local Government Reorganisation that supports the future of community assets and prioritises local

Our Constitution is fit for purpose and supports effective decision-making.

Strong and effective relationships with the Greater Lincolnshire Mayor, and our partner authorities across Greater Lincolnshire in the best interests of our residents.



To be a forward-looking Council

We will achieve this through the following objectives:

Supporting our organisation through the transition required for Local Government Reorganisation.

Supporting the delivery of a safe and legal unitary council from day one

Ensuring our workforce is skilled, supported and high-performing and that the Council demonstrates

Which will deliver the following outcomes:

An efficient and effective transition to the new unitary authority

Levels of service for the customer are maintained throughout the transition period

Staff and members are supported through the transition

Having regard to the requirements of Local Government Reorganisation in the delivery of our Corporate Plan.



A healthy organisational culture that is driven by our shared Values and Behaviours

Staff and members are supported with appropriate training and development opportunities

Consistently high standards of performance across the Council



If you would like a copy of this document in large, clear print, audio, Braille or in another language, please contact us via the details below.

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