

# LEARNINGS FROM THE FOREST

Building effective climate partnerships  
for a just transition in the Forest of Dean

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Front cover: Cathedral, Sculpture trail  
This page: Tree hug, Sculpture Trail

# THE JOURNEY SO FAR

Cast your mind back to late 2018. Before anyone had heard of covid. Before England's women's team brought football home at the Euros. Before the coronation of a new King. Before summers were accompanied by wildfires as front-page news across Europe.

Back in December 2018, the Forest of Dean District Council declared a Climate Emergency. The first rural council in the UK to do so. Councillors from all parties voted unanimously to recognise the urgency of climate breakdown and to take action. They pledged that by 2030, the Forest of Dean District would be carbon neutral. And, crucially, this would include both production and consumption emissions (Scopes 1, 2, and 3<sup>1</sup>).

Since then many other councils have followed suit, and three-quarters across the UK have now declared a climate emergency.

Pledges are important, but effective action is always harder. In a time of cash-strapped local government, with Westminster continuing to keep the lion's share of powers and money, how can local councils deliver on their climate promises? This is the question that continues to challenge local councils to this day.

Part of the answer lies in effective partnership work. This is especially true when delivering emission cuts across the whole District, not just those produced by the council itself. To achieve this, councils must become enablers and coordinators.

They must work with local communities, businesses, and partners to collaboratively deliver huge carbon reductions.

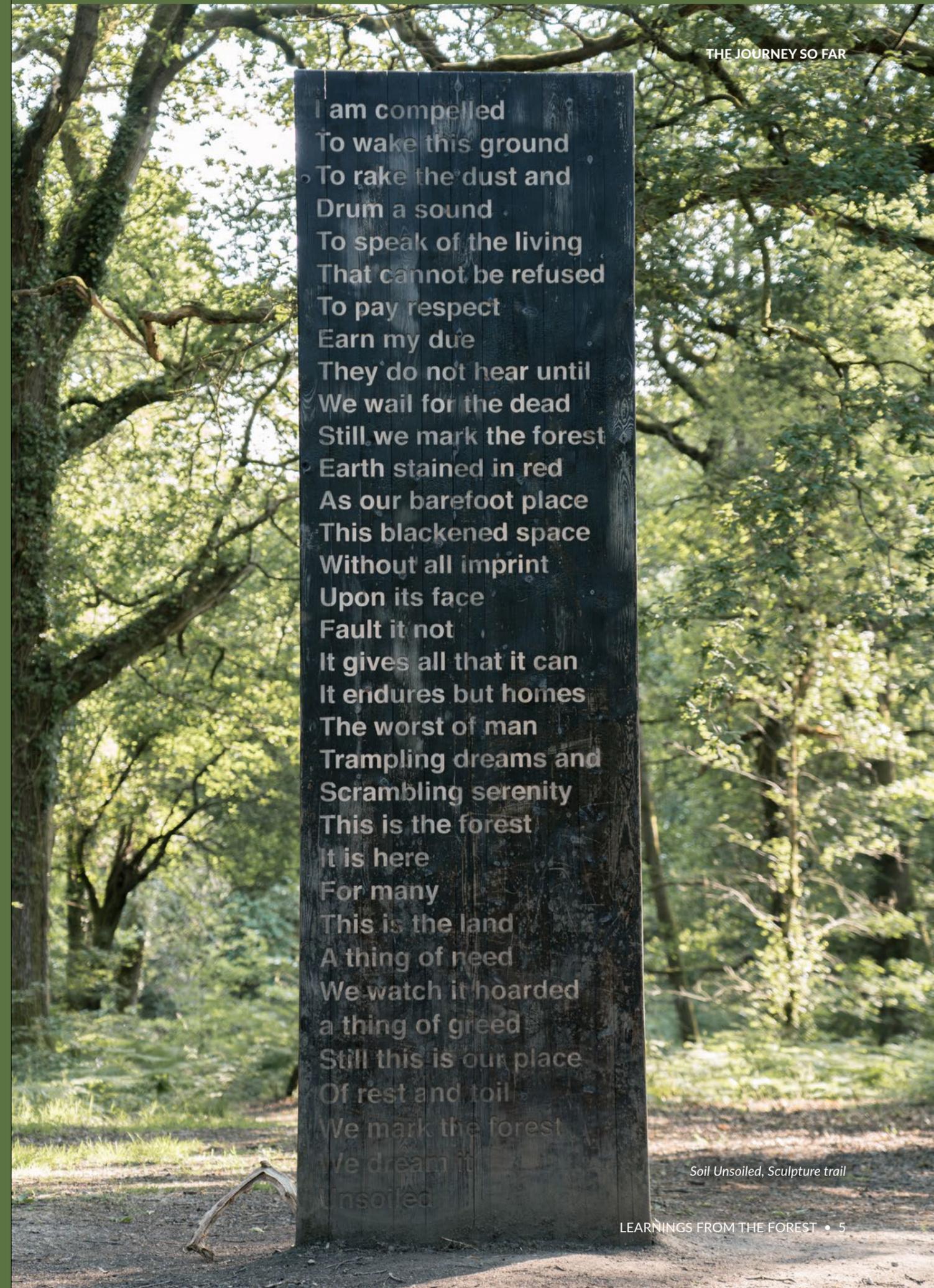
Across the country, local commissions, networks, and partnerships have been set up to coordinate effective partnerships work on climate. In the Forest, the Forest of Dean Climate Action Partnership (FODCAP) was set up in October 2020. Like many partnerships, FODCAP started off active. But with the onset of the Covid-19 pandemic and the shift to online meetings, it proved hard to maintain momentum.

In 2022, the foundation, Thirty Percy, became active supporting the climate partnership and community engagement work in the Forest of Dean. They commissioned independent facilitation to find out what was needed to re-energise and restart FODCAP.

This report, written in the summer of 2023, is a reflection on what has been learned and where the journey may go from here.

Part of the rationale for this report is that while there are success stories and action plans available, there is surprisingly little documentation on the challenges, learning and adaptations that many climate collaborations and partnerships are facing. This is especially true in rural contexts. We want to help correct this balance. After all, the Forest is a special place and it has things to teach us all.

1. Scope 1 covers emissions that are made directly by an organisation (such as emissions generated when burning fuel). Scope 2 covers emissions an organisation makes indirectly (such as those created when the electricity it uses was produced). Scope 3 covers all other indirect emissions that happen upstream or downstream as a result of an organisations' work (such as the emissions generated from staff commuting in, or generated in the supply chain when a product is bought or sold). An example of this is when we buy, use and dispose of products from suppliers. Scope 3 emissions include all sources not within the scope 1 and 2 boundaries.



Soil Unsoiled, Sculpture trail

# WHAT IS NEEDED?

Time and again it's shown that those who are working at the 'coalface' know their needs better than anyone else. In the Forest of Dean, people tend to have a clear understanding of what they need to do effective climate partnership work, they just need to be asked the right question.

Over late 2022 and early 2023, the foundation Thirty Percy worked with a facilitator to speak with local people, groups,

and organisations to identify what was needed to support climate partnership work in the Forest of Dean. (For more information on Thirty Percy's work see Appendix 1).

The initial brief for this research was to find out what support was needed to 'restart' the Forest of Dean Climate Action Partnership (FODCAP), whose work had lost momentum over the pandemic.

St Whites Road, Cinderford



## WHY DID FODCAP LOSE MOMENTUM?

Although there had been much work and enthusiasm invested in getting FODCAP launched, it had lost momentum over the Covid-19 pandemic. There were some clear reasons why people felt this had happened, which could provide learning going forward. These included:

- Working in partnership on climate issues is hard, especially given the breadth of topics that need coordinated work, the number of partners who need to be involved, and the urgency of the climate emergency.
- The pandemic led to focus moving elsewhere.
- Meeting online during the pandemic made it challenging to build effective relationships.
- It is hard to work on *all things* climate, with *everyone* in one place at the same time - there is a need for thematic focus and strategic thinking on what to focus on.
- Strategic partners, community groups, and individual citizens all have overlapping, but different needs so it is challenging to meet all of these in one structure. To do so will need creativity and flexibility.
- Not everyone needs to be in every conversation - pulling the right people into the conversation at the right time is key to preventing burnout and overwhelm.
- It is hard to keep the momentum going - what is needed is dedicated and funded independent facilitation, communication, admin, and enabling support.

- There was too much focus in general meetings on structurally what FODCAP should be (whether to become a community interest company for example), which meant some of the energy for 'doing' was lost.

Whilst speaking with different groups and individuals in late 2022, it soon became clear that everyone thought FODCAP had been set up to 'do' something different. The research had to go deeper and ask people what they felt they actually needed to do good collaborative climate work with others. (More detail on the detail of the research undertaken is available in Appendix 2).



Cinderford Town centre

## NEEDS COMMON TO ALL PARTNERS

As soon as the focus moved from how to restart FODCAP, to what people needed to do good climate partnership work, common ground was quickly found. Four clear themes began to emerge, alongside additional needs that were specific to different groups.

To do good climate work with others, the vast majority of partners need to...

1. **Be well coordinated and networked together** with information flowing between different people, projects, groups and organisations.
2. **Be strategic and effective** by focusing on the things that can be changed and influenced and getting the right people working together to do so.
3. **Have a strong, coordinated advocacy voice** to call for change where local climate work is being blocked or prevented.
4. **Mainstream climate change action** into all existing and future work throughout the District.



Yorkley volunteer group tree planting



River Severn

## DIFFERENCES IN THE NEEDS EMERGING

Although the vast majority of partners shared particular needs, there were also differences that began to emerge.

Grassroots community groups, organisations, and campaigners identified specific needs around being listened to and being able to build a coordinated citizens' voice on climate issues.

Strategic stakeholders (such as the Forest of Dean District Council and Forestry England), identified the importance of being strategic and bringing together relevant partners for different issues, rather than trying to get everyone to work on overall 'climate' issues.



Mallards Pike



Forestry England group

To do good climate work with others, **COMMUNITY GROUPS AND ORGANISATIONS** said they needed...

- Information that is accessible and relevant to community concerns.
- Those in power to make the changes needed that enable people and communities to change behavior in a pro-climate direction, in ways big and small.
- Support to enable them to grow, become sustainable, and develop a strong and coordinated advocacy voice.
- Support to enable them to be active, coordinated, and a recognised voice in climate partnership work.
- Climate engagement work with a wider demographic of people, although there is recognition this is hard to achieve and that further work is needed to understand what this could look like.
- To have a recognised and meaningful seat at the table with decision-makers.

To do good climate work with others, **STRATEGIC PARTNERS** said they needed...

- Joint work to be strategic and action-focused. There is meeting and action plan fatigue.
- To spend time on the specific challenges already identified, not start from scratch by asking what should be done on climate change.
- To get different partners in the room to unblock different things. As Forest of Dean District Council's Climate lead officer put it: "the partners you need in a room to work on active travel are different to the partners you need in a room to work on community energy generation".
- Space to continue to build relationships and make new connections.

## CASE STUDY: WORKING WITH STRATEGIC STAKEHOLDERS



**Dr. Nick Murry**  
Climate Change Specialist,  
Forest of Dean District Council

“Shared vision and partnership are critical to combatting climate change and from the Council’s perspective, are essential to achieving its ambition for a net zero District. The Council would be unable to influence a substantial proportion of the Forest of Dean’s emissions without engaging effectively and collaborating with a wide range of other stakeholders, from community groups to strategically important organisations like the Highways Authority and National Grid Electricity Distribution.

But the partners you need in the room to work on active travel, for example, are not the same as those needed for local area energy planning. And the challenges, and nature of discussions, at a strategic level (e.g. on energy, transport, land-use) generally differ from those at grass roots level - though there are times when all parties need to come together. The challenge therefore, is how to facilitate effective collaboration between key stakeholders, in the right ‘issue areas’ and at the right level. And to move forward simultaneously on all fronts!”



**THE COUNCIL WOULD BE UNABLE TO INFLUENCE A SUBSTANTIAL PROPORTION OF THE FOREST OF DEAN’S EMISSIONS WITHOUT ENGAGING EFFECTIVELY AND COLLABORATING WITH A WIDE RANGE OF OTHER STAKEHOLDERS.**

## CASE STUDY: WORKING WITH LOCAL COMMUNITY NETWORKS



**Jackie Dale**  
Forest Climate Network

“It is widely acknowledged that our response to the climate and biodiversity crises has to operate at a local level if it has any chance of being effective. The Forest Climate Network’s main task is to provide a vital link between town and parish councillors, community groups, and residents to support and inspire each other by sharing our information and experience.

We start at the grassroots level because small local actions bring people together with a common aim. Coordinated actions bring hope

and help to build strong, sustainable, and close-knit communities. The Forest Climate Network also links members with the District Council to help coordinate our actions to tackle the climate emergency.

What we need now is a coordinated way that our network can link in with other stakeholders across the District. We need to make sure that local communities have a meaningful seat at the table when deciding our local response to the climate emergency.”



**IT IS WIDELY ACKNOWLEDGED THAT OUR RESPONSE TO THE CLIMATE AND BIODIVERSITY CRISES HAS TO OPERATE AT A LOCAL LEVEL IF IT HAS ANY CHANCE OF BEING EFFECTIVE.**

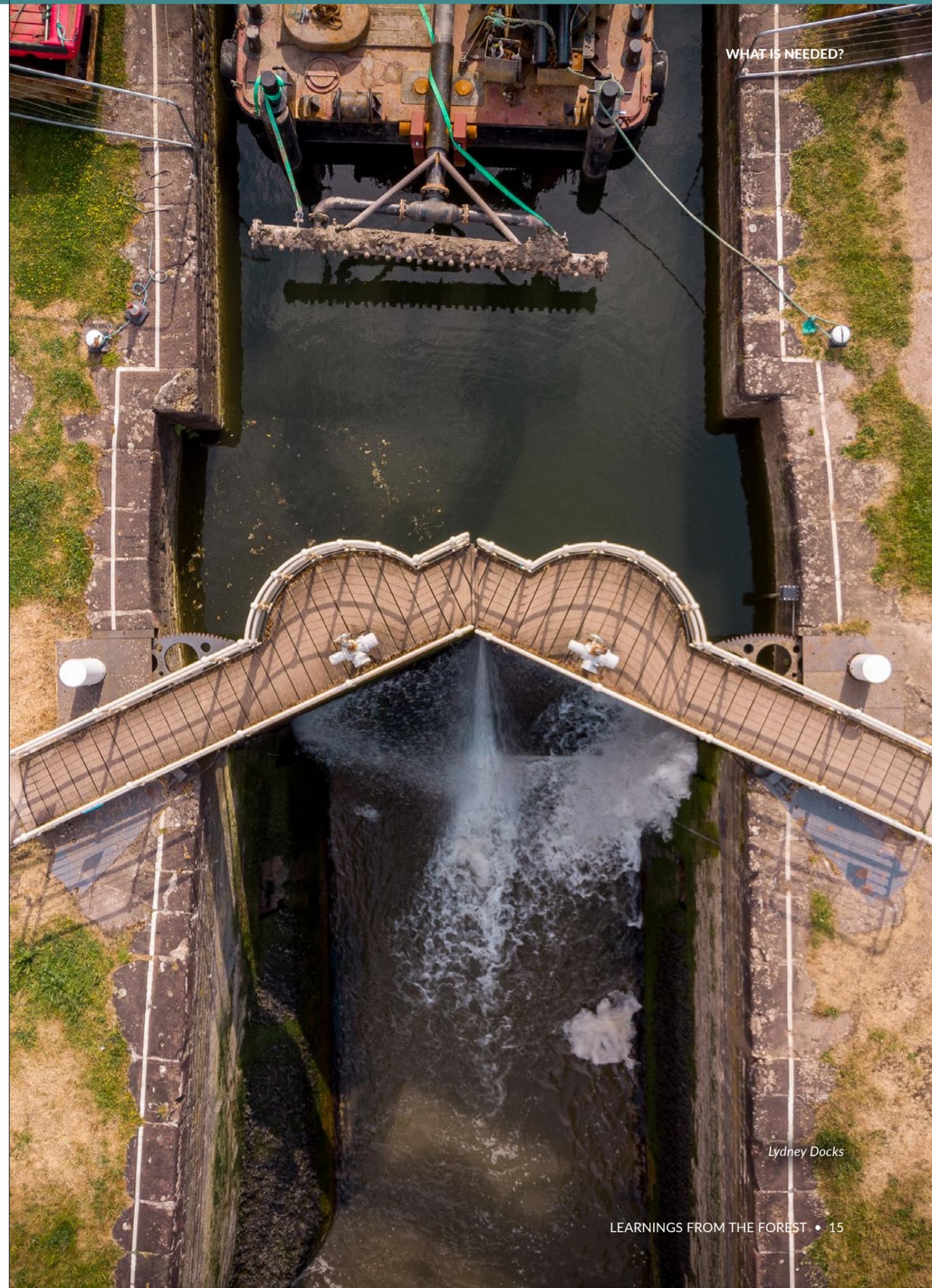
Soudley Ponds

## APPROACHES AND VALUES FOR FODCAP

As well as clarity on what they needed and what had been challenging previously, partners in the Forest of Dean had broad agreement on some of the guiding approaches or values that should underpin any climate partnership work:

### A Forest of Dean Climate Action Partnership (FODCAP) approach needs to:

- Be fluid and evolving, but well held.
- Include space for doubt and change.
- Hold safe spaces for relationship building.
- Understand that the bits that happen 'alongside' the official process are of value (such as the relationships built, the information shared and the connections made).
- Ensure engagement with busy citizens and local communities is built in a meaningful way (not tokenistic).
- Notice power and hold a process with power inequity in mind.
- Accept that messiness is OK.
- Embrace a 'good enough for now, safe enough to try' mindset to stay active.
- Be strategic and action-focused ('not a talking shop').
- Trial having an independent secretariat.
- Keep remembering to celebrate and recognise the successes of different groups and individuals who are achieving incredible things in very challenging circumstances. This also builds hope, which is badly needed to prevent burn-out.



Lydney Docks

# FODCAP BEYOND AUTUMN 2023

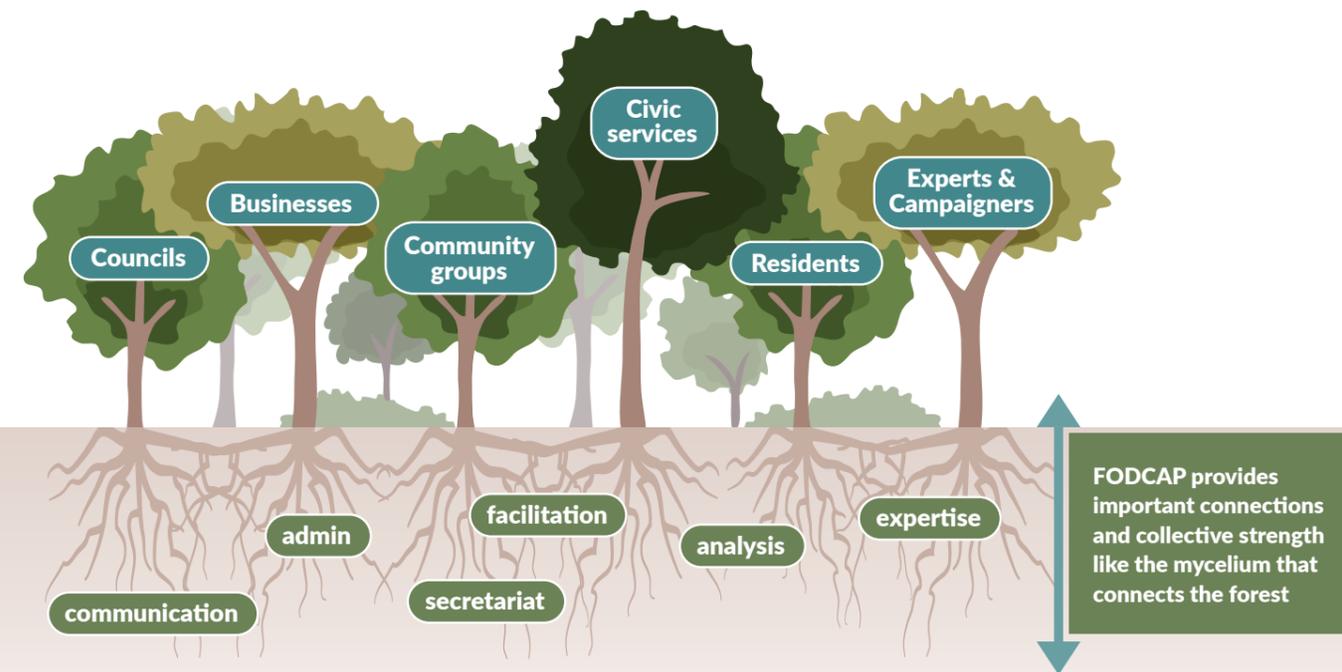
Newnham-on-Severn



From talking to organisations, groups and individuals active in climate work across the Forest of Dean it has become clear that building strong connections and networks is a priority for future partnership work. At the heart of achieving a partnership that is strategic, flexible, and inclusive, is a strong need for the 'boring bits' to hold everything together. Support is needed for back-office support, which needs to include facilitation, admin, secretariat, communications, and analysis.

To use a forest metaphor, what is needed looks less like planting a new tree and more like strengthening the mycelium connections to support and connect the whole forest.

## Climate Partnership work in the Forest of Dean



To build a strong, connected partnership that can bring together climate action across the Forest of Dean, three priorities for the next year (Autumn 2023 - Autumn 2024) have been identified. Each responds to a slightly different need, summarised below and covered in more detail in the following sections:

**Priorities for Autumn 2023 - Autumn 2024**

**The needs this addresses**

1. Thematic partnership work to unblock climate bottlenecks and barriers.

The desire to ‘get cracking’ and take meaningful action on thematic issues. The wish to work on bottlenecks and barriers that have already been identified and develop the work of existing networks and partnerships. The need to respond to the urgency of the climate crisis by taking immediate action.

2. Community support to enable a strong, coordinated citizen voice on climate.

The support needed to connect different community groups and organisations to enable better joint work on climate. Need for local groups not currently active on climate to be involved going forward. Recognition of the reality of power inequity within any partnership, and that a good climate partnership needs a strong citizens’ voice.

3. To listen more deeply to those individuals and groups not currently involved in climate work.

Recognition that the work so far has disproportionately heard from certain voices. Work and time is needed to listen more deeply to different groups and individuals across the District who are not currently involved in climate work. It is important to hear what their needs are from climate partnership and engagement work going forward.



Lydney Docks

# 1.

## THEMATIC PARTNERSHIP WORK TO UNBLOCK CLIMATE BOTTLENECKS AND BARRIERS

One of the key learnings identified from previous work on climate in the Forest of Dean is just how hard it is to work on all things climate with everyone in one place at the same time. The strategic partners who need to work together on one issue (such as public transport) are different from those needed to work on another (such as home insulation). Meeting fatigue is also a barrier for several key strategic partners. Most want to spend time getting on with solving the particular climate barriers they have already identified, rather than spending lots of time identifying new challenges. There is also a desire to get going with building more joint climate action in a strategic and effective way, particularly given the urgency of the climate crisis we face.

These needs may change over time, but for the next year what is needed is strategic thematic work that brings together the relevant people at the right moment to unblock particular barriers and bottlenecks, many of which have already been identified.

To meet these needs, an 'all FODCAP' meeting is being planned for autumn 2023 to bring together different partners and groups. This meeting will hope to focus on:

- Identifying what key climate bottlenecks or barriers it might be possible to unblock

with local partnership work. Many of these are already being identified by partners and groups working on climate.

- Agreeing who needs to be in the room to unblock these bottlenecks and barriers, and who could work with a facilitator to lead each thematic workstream.

Over the following year, the partnership will trial a series of 'facilitated conversations' around the barriers and bottlenecks identified. This focus on 'facilitated conversations' is similar to a traditional 'working group'<sup>2</sup> approach, but with a recognition that the process may be more fluid and a bit messier. There will be a need



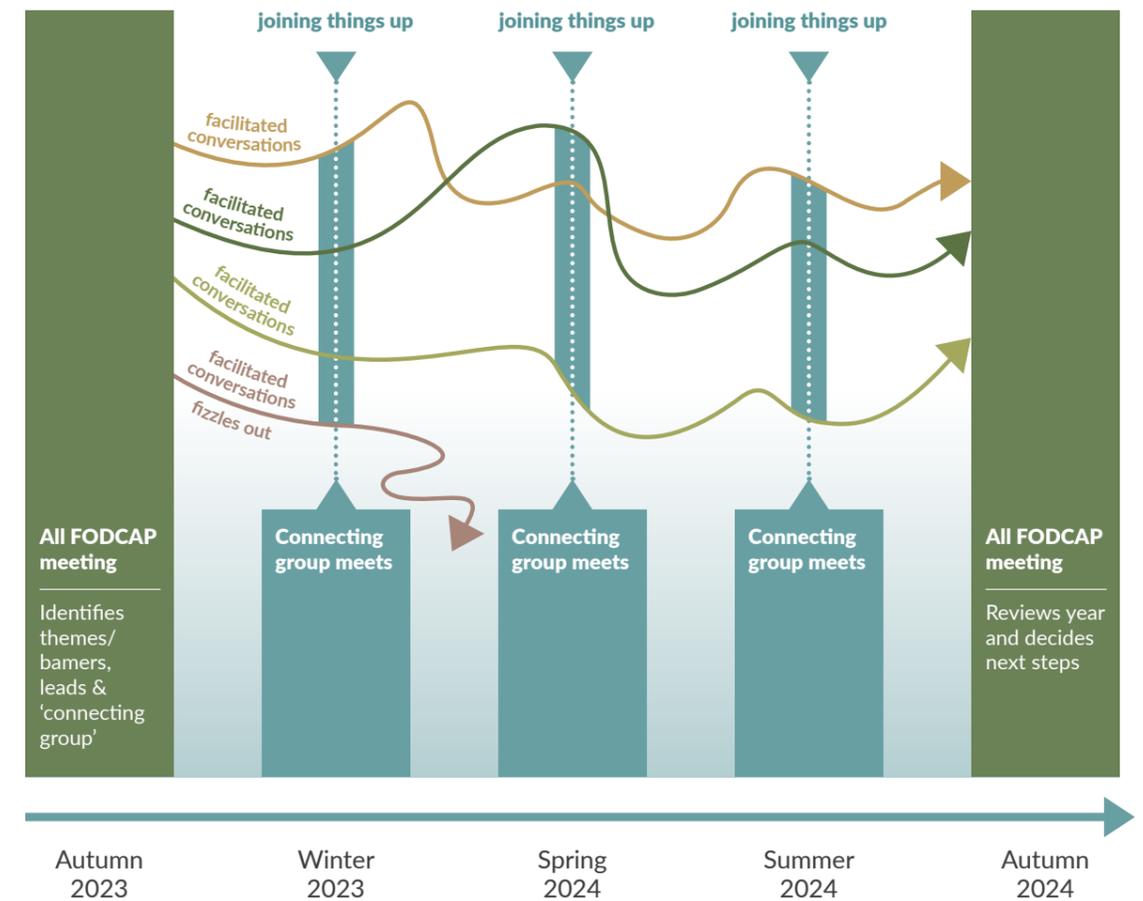
Worgreens Nature Reserve

2. Traditional working groups tend to involve smaller groups working on a specific theme or issue in more depth, as part of a wider network or partnership.

for some people to provide continuity throughout, but others could be invited in just for certain conversations of particular relevance to their work, or where they had power or information to help influence change. The hope is that this would enable wider buy-in from those suffering from capacity issues and meeting fatigue. Lead partners for each issue would work with back-office staff to provide continuity.

Work is being developed on how FODCAP could be governed going forward (see 'FODCAP governance' section), but it seems likely that a smaller 'connecting group' would also meet quarterly to help with connecting the various thematic work and keeping things joined up. Initially, Thirty Percy will help support the essential 'back-office' work to help facilitate and organise the thematic group work (see 'Thirty Percy support' section).

### The FOCAP approach



## CASE STUDY: GETTING THE RIGHT PEOPLE IN THE ROOM



**Tom Brockington**  
Operations Manager,  
Forestry England

“There are many projects, opportunities and barriers to the delivery of climate and biodiversity resilience. The issue in the past has been that working groups have tried to work

on and unpick too many things all at once. It would be great to get the right people in the room to overcome each individual issue rather than spending time on overall climate work.”

River Wye

“

**IT WOULD BE GREAT TO GET THE RIGHT PEOPLE IN THE ROOM TO OVERCOME EACH INDIVIDUAL ISSUE, RATHER THAN SPENDING TIME ON OVERALL CLIMATE WORK.**

2.

## COMMUNITY SUPPORT TO ENABLE A STRONG, COORDINATED CITIZEN VOICE ON CLIMATE

People are at the heart of the climate crisis, and they must be central to finding local climate solutions. In the Forest of Dean, there is a need for wider support to build a strong, coordinated citizen voice on climate. This is important in its own right, but it is also essential if citizens' voices are to have a meaningful voice at the table in climate partnership work. This support needs to run alongside FODCAP's ongoing thematic work. The exact support community groups and organisations need is emerging, but it looks likely to include:

- Funding two new members of staff at the Forest of Dean District Council for two years to strengthen the connections between community and climate work. This will resource the council to work more closely with community groups, communities, and Town and Parish Councils so they can become more actively involved in discussions on current climate projects. Staff will also support local community groups and organisations in the voluntary and community sector who want to mainstream climate into their work and build climate strategies, but don't know how. One member of staff will be based in the climate team in the council, and the other in the communities team which will also foster more joint work between these two essential teams.
- Funding for improved communications and networking between different community groups, including support for one-off events or expertise as the need arises.

- Some specific support for sustainable community food groups who have already started networking together around growing, food, health, and climate to help them to build these connections.
- Ongoing work to ensure a seat at the table for local people, communities, and groups on climate-related issues.
- Funding support for an organisation to work closely with underrepresented groups in the Forest of Dean to empower these communities to build creative skills, build agency, and build confidence to be able to step into these spaces on their terms. This work will run alongside FODCAP but is not necessarily integrated into the day-to-day structure, realizing this work needs time and trust outside of a climate goal.



Newent Town Centre



School children on a harvesting visit

## CASE STUDY: MAINSTREAMING CLIMATE WITH VOLUNTARY AND COMMUNITY SECTOR GROUPS



**Lena Maller**  
Community Engagement Officer,  
Forest of Dean District Council

“We’ve got a climate change strategy in place, but I want to make that real for the groups and communities that we work with every day. The groups I work with recognise the need to take action on climate change, but they are not clear on how this relates to them or what they can do.

For a sports group, for example, they may think their focus is just sports and inclusion and there is nothing they can do about climate change. But if they have a building there is so much they can do that they may not have thought of, and all they need is to have some conversions and support.

We have started including climate change in our community grant processes and are supporting busy volunteers to know how to fill out this bit of the application form, but there’s more we could do to make it even more accessible.

There is also a real opportunity just now, as many funders such as the Arts Council are requiring local organisations to have a climate strategy. Groups are approaching me saying they are keen to have a climate strategy but they just don’t know where to start - it would be so exciting and transformative to give them the support they need to get going.”

*Puzzle Wood*



**THE GROUPS I WORK WITH RECOGNISE THE NEED TO TAKE ACTION ON CLIMATE CHANGE, BUT THEY ARE NOT CLEAR ON HOW THIS RELATES TO THEM OR WHAT THEY CAN DO.**

3.

## LISTENING MORE DEEPLY TO THOSE NOT CURRENTLY INVOLVED IN CLIMATE WORK

The work that has been undertaken so far has tended to hear from those who are already active in climate work. Going forward, more diverse and varied voices need to be heard and included in how the district is to respond to the climate crisis. This is something that has been raised by many different individuals and groups active in climate work.

It is crucial that a wider diversity of voices are not just tokenistically included, so time and thought are needed to think through how best to incorporate these voices in a respectful and meaningful way. This work

needs to run alongside an understanding of the social discrepancies amongst the different demographics in the District. We should not be expecting those who are most burdened by inequity to be made responsible for solving this crisis, but hearing their voices and views is crucial for a just transition.

The final priority for the coming year will therefore be work to listen more deeply to different groups and individuals across the district to hear what their needs are from climate partnership and engagement work going forward. The exact form that this will take is currently emergent.



Coleford town



Forest of Dean Heritage Centre, Soudley

## FODCAP GOVERNANCE AND SUPPORT

Work to decide how best to govern FODCAP in the future is ongoing. Clarity is needed on how decisions are made by the partnership, and this should build on previous learnings and challenges that have been identified. Partners must be appropriately involved in decision-making, structure, and governance discussions. But this also needs to be efficient so that action and enthusiasm are not stifled by making everyone sit through lots of process discussions at every meeting. Those involved in thematic work need to be able to get on with taking action to unblock barriers and bottlenecks, but connections are also needed to keep things joined up.

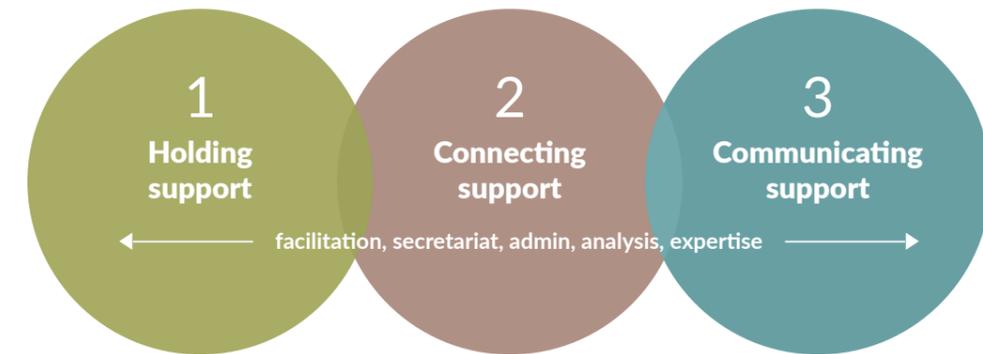
Currently, there are discussions about having annual 'all FODCAP' meetings to decide priorities and identify loose thematic groupings to work together on specific things. A smaller steering or 'connecting' group may also be needed. This could meet quarterly to review progress, keep things joined up and think more deeply about proposals for process, governance, and structure. The exact structure this could take is currently emerging.

It is worth flagging that FODCAP has no official enforcement power. Essentially FODCAP as a partnership cannot force anyone to do anything. This does not mean it has no hope of power or influence, but that a large part of its power may be in bringing different partners and groups to work together. Strong relationships and group buy-in are likely to be particularly important for partners to deliver what they commit to.

The foundation, Thirty Percy, has committed to investing in FODCAP over the next two years to help the partnership work on the priorities they have identified. The foundation's investment will focus on providing back-office support. This will include three key areas: holding support (such as facilitation for holding meetings), connecting support (to support groups and individuals to connect and work well with one another), and communication support (to help communicate between the network, across the District and beyond). This could include facilitation, analysis, secretariat, climate expertise, communication, and admin support, all things that were identified as crucial in building an effective climate partnership for the future.

## Thirty Percy support

In response to the needs identified, over the next two years (Sept 2023 - Sept 2025), Thirty Percy's support for rural transitions in the Forest of Dean will be focused on:



This will help support FODCAP, but also be used for wider support for a strong, coordinated citizen voice on climate.

Historically, FODCAP had been hosted by the Forest of Dean District Council, which provided the secretariat and facilitation support in challenging circumstances. This was felt to have both pros and cons going forward. On the one hand, it meant any partnership would be well connected with the council's wider climate strategy and have democratic legitimacy. On the other, it meant that one of the key partners was trying to both 'hold' as well as be a contributor to the partnership.

Currently, the suggestion under discussion is that FODCAP trials independent facilitation, resourced by Thirty Percy, to provide back-office support over the next one to two years. This role may, or may not return to the council or others in the future once the partnership is up and running.

Thirty Percy will also resource expertise to support FODCAP and the Districts' wider climate work. This will include a carbon reduction pathway report, which will provide more detail on the Forest of Dean's carbon footprint, and the pathway to carbon neutrality. It will also include support for the Countryside and Community Research Institute (CCRI) at the University of Gloucestershire to link up climate work in the District with best practices emerging across the country.

Thirty Percy has been clear that it is unlikely that they would be able to provide ongoing support to FODCAP over the longer term. There are already discussions taking place about the different options that could be explored to make sure that whatever is developed is sustainable beyond Thirty Percy resourcing.

# LESSONS BEYOND THE FOREST

The process that people and groups in The Forest of Dean have been through is important, not just to deliver a pioneering climate-neutral District, but also to enable learnings to be shared with other rural

Districts. With this in mind, here are six learnings from the last six months that can also act as recommendations for anyone outside the Forest who is working on climate action in their own communities:

## 1. Starting with asking what is needed:

It is important to start by asking different groups and organisations what they need, rather than focusing on what they think a climate partnership should 'be'. The most useful question in the Forest of Dean was 'what do you need to do good climate work

with others?'. Strategic partners, community groups, and individual citizens tend to have overlapping, but different needs so creativity and flexibility are needed to work out how to meet these different needs in any partnership.

## 2. Thematic working:

It's hard to work on *all things* climate, with *everyone* in one place at the same time. Instead, establish interconnected thematic work. Not everyone needs to

be in every conversation. Pulling the right people into the right conversation is important to prevent burnout, frustration and overwhelm.

## 3. A coordinated civil society voice:

People are at the heart of the climate crisis and they must be at the heart of finding the solutions for a just transition. This means citizen voice is essential to climate partnership

work. Community groups need support to enable them to build a strong and coordinated citizen voice and to have a meaningful seat at the table in climate partnership work.

## 4. Check who you are hearing from:

Climate partnerships tend to bring together those who are already active on climate issues. This often tends to mean we hear disproportionately from certain groups, and often from those with more privilege when

considering what is needed. Take time to listen and engage meaningfully with other groups who are not currently active on climate issues to find out what they need from climate partnership and engagement work going forward.

## 5. Governance and equity:

Notice power structures and build processes with power inequity in mind. Spend time thinking about governance and how decisions are made by a partnership.

Detailed work on this may need to run alongside thematic action, to avoid enthusiasm and energy being lost amongst process discussion.

## 6. Priorities for support and funding & pay attention to the boring bits:

Time and again those we spoke to raised the 'boring bits' essential to setting up and maintaining climate partnership work. Back-office support may be the priority for limited

funding. This could include independent facilitation, communication, admin, and secretariat support. Without these it is hard to keep momentum going.



Cathedral, Sculpture Trail

## CASE STUDY: RURAL EXPERIENCES OF LEARNING TOGETHER ABOUT CLIMATE CHANGE



**Dr. Matthew Reed**  
 Director of the Countryside and Community Research Institute (CCRI) at the University of Gloucestershire

“Across a range of research projects, we have been considering rural communities’ challenges around climate change for more than a decade. We are firmly convinced that the rural is central to any climate transition - soils, forests, agriculture, water, energy, food, community - all flow from rural areas. Our research has shown that environmental and social change comes from working with peers in supportive conditions, and it is rarely easy, but it does happen. Experience suggests a few common themes about fostering change.

Any change needs to be embedded so it persists beyond the timescales of a project. Many of us are wary of the short-term and extractive but encouraged by the committed and generative.

Try to place the change in a place or space that is meaningful to those taking part. Tackling the planetary climate is too abstract, but your neighbourhood, village, estate, river catchment or parish is more manageable.

Work towards solutions to problems rather than debate identity and values. ‘Hot takes’ and contention quickly exhaust people’s patience, leaving scars at worst. Dialogues that respect differences and agree on a focus are more productive.

We are all learning together, and progress is being made, including from getting it wrong. The big changes will come when these experiments cohere, and abruptly new ways that seem obvious will appear.”



**WE ARE FIRMLY CONVINCED THAT THE RURAL IS CENTRAL TO ANY CLIMATE TRANSITION- SOILS, FORESTS, AGRICULTURE, WATER, ENERGY, FOOD, COMMUNITY - ALL FLOW FROM RURAL AREAS.**

Soudley Ponds



Coleford Town Centre

## APPENDIX 1: WHO ARE THIRTY PERCY?

Thirty Percy is a dynamic and innovative family foundation founded in 2018, that continues to evolve. The foundation's purpose is to contribute to the future security and well-being of our world, and they aim to do this in ways that are imaginative, collaborative, and unexpected.

Thirty Percy sees their role as investing different kinds of resources – financial, but also time, energy, space, and love – to create social and ecological wealth.

Thirty Percy works as a relational funder, driven by core values in all that they do. They are a small, emergent, and adaptive team, driven by purpose and eager to catalyse positive change. They support pioneering

organisations and leaders across the UK working to accelerate the transition towards a just and regenerative future.

Thirty Percy aims to generate community and ecological wealth, through the redistribution of its wealth and power. The aim is not to gain a financial return, so the foundation's capital will decrease. Thirty Percy's time, energy, and money can be invested in collaborations with multiple partners, who are collectively working on transitions to just, sustainable futures.

# Thirty Percy

## APPENDIX 2: THE PROCESS OF LISTENING IN THE FOREST OF DEAN

At the end of 2022 the charitable foundation, Thirty Percy worked with a 'Holding The Space' facilitator to learn more about the Forest of Dean Climate Action Partnership (FODCAP), which had become inactive. The aim was to better understand what would be needed to 're-start' it.

The facilitator, Anya Hyndside worked with Thirty Percy Staff member and born and bred Forest of Dean resident Leah Treherne to meet with different groups, organisations and individuals active on climate work across the Forest of Dean to find out what they needed to do good climate partnership work.

The team conducted semi-structured interviews with individuals, groups and organisations using a snowball sampling approach. This included both those working in larger organisations, such as the Forest of Dean District Council and Forestry England, and smaller community-led networks and groups.

Ongoing mapping was used to begin to understand the complex and evolving relationship that different organisations and people hold as they work on climate issues. A needs assessment on what was needed to help support this living system was developed. This report provides a summary of some of the learnings analyses and proposals developed during this process.



*Leah and Anya in the new FODCAP base in Newnham.*

**This report is a reflection on what has been learned about climate partnership work in the Forest of Dean. It explores what the people and groups in the Forest want next, and where their climate partnership journey may go from here.**

This report is a collaboration between the Forest of Dean Climate Action Partnership (FODCAP), Holding The Space, Thirty Percy, and CCRI.



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