

The Arc
High Street
Clowne
S43 4JY

To: Chair & Members of the Climate
Change and Communities Scrutiny
Committee

Contact: Coby Bunyan
Telephone: 01246 242520
Email: coby.bunyan@bolsover.gov.uk

Tuesday, 20th January 2026

Dear Councillor

CLIMATE CHANGE AND COMMUNITIES SCRUTINY COMMITTEE

You are hereby summoned to attend a meeting of the Climate Change and Communities Scrutiny Committee of the Bolsover District Council to be held in the Council Chamber, The Arc, Clowne on Tuesday, 3rd February, 2026 at 10:00 hours.

Register of Members' Interests - Members are reminded that a Member must within 28 days of becoming aware of any changes to their Disclosable Pecuniary Interests provide written notification to the Authority's Monitoring Officer.

You will find the contents of the agenda itemised on page 3 onwards.

Yours faithfully



Solicitor to the Council & Monitoring Officer

Equalities Statement

Bolsover District Council is committed to equalities as an employer and when delivering the services it provides to all sections of the community.

The Council believes that no person should be treated unfairly and is committed to eliminating all forms of discrimination, advancing equality and fostering good relations between all groups in society.

Access for All statement

You can request this document or information in another format such as large print or **language** or contact us by:

- **Phone:** [01246 242424](tel:01246242424)
- **Email:** enquiries@bolsover.gov.uk
- **BSL Video Call:** A three-way video call with us and a BSL interpreter. It is free to call Bolsover District Council with Sign Solutions, you just need WiFi or mobile data to make the video call, or call into one of our Contact Centres.
- Call with [Relay UK](#) - a free phone service provided by BT for anyone who has difficulty hearing or speaking. It's a way to have a real-time conversation with us by text.
- **Visiting** one of our [offices](#) at Clowne, Bolsover, Shirebrook and South Normanton

CLIMATE CHANGE AND COMMUNITIES SCRUTINY COMMITTEE AGENDA

***Tuesday, 3 February 2026 at 10:00 hours taking place in the Council Chamber, The Arc,
Clowne***

Item No.		Page No.(s)
	<u>PART A: FORMAL</u>	
1.	Apologies for Absence To receive apologies.	
2.	Urgent Items of Business To note any urgent items of business which the Chairman has consented to being considered under the provisions of Section 100(B) 4(b) of the Local Government Act 1972.	
3.	Declarations of Interest Members should declare the existence and nature of any Disclosable Pecuniary Interest and Non Statutory Interest as defined by the Members' Code of Conduct in respect of: a) any business on the agenda; b) any urgent additional items to be considered; c) any matters arising out of those items; and if appropriate, withdraw from the meeting at the relevant time.	
4.	Minutes To consider the minutes of the Climate Change and Communities Scrutiny Committee meeting held on the 14 th of October 2025.	5 - 9
5.	List of Key Decisions and Items to be Considered in Private <i>Members should contact the officer whose name appears on the List of Key Decisions for any further information). NB: If Members wish to discuss an exempt report under this item, the meeting will need to move into exempt business and exclude the public in accordance with the Local Government (Access to Information) Act 1985 and Local Government Act 1972, Part 1, Schedule 12a for that part of the meeting only.</i>	10 - 15
6.	Health and Wellbeing Strategy - Monitoring Update	16 - 48
7.	Review of Council's Approach to Carbon Reduction - Post-Scrutiny Monitoring	49 - 76

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|---|-------------------------------|---------|
| 8. | Work Programme 2024/25 | 77 - 82 |
| 9. | | |
| Exclusion of the Public | | |
| To move: - | | |
| “That under Section 100(A)(4) of the Local Government Act 1972 (as amended), the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in the stated Part 1 of Schedule 12A of the Act and it is not in the public interest for that to be revealed“. The category of exempt information is stated after each item. | | |
| 10. | | |
| Preparation for Annual Review of the Community Safety Partnership (Restricted) | | 83 - 90 |

PART B: INFORMAL

- | | |
|-----|--------------------|
| 11. | Review Work |
|-----|--------------------|

CLIMATE CHANGE AND COMMUNITIES SCRUTINY COMMITTEE

Minutes of a meeting of the Climate Change and Communities Scrutiny Committee of the Bolsover District Council held in Committee Room 1, on Tuesday, 14 October 2025 at 10:00 hours.

PRESENT:

Members:

Councillor Ashley Taylor in the Chair

Councillors: Anne Clarke, Cathy Jeffery, Sandra Peake and Deborah Watson

Officers: Jim Fieldsend (Monitoring Officer), Richard Winter (Climate Change Officer), Sarah Kay (Interim Director of Planning, Devolution and Corporate Policy) Christopher McKinney (Senior Devolution Lead for Planning Policy and Strategic Growth), Angelika Kaufhold (Governance and Civic Manager) and Coby Bunyan (Scrutiny Officer).

Also in attendance at the meeting, observing, were Councillors Donna Hales, Rob Hiney-Saunders and Yousaf Chaudhary (Planning Policy Officer).

CLI10-25/26 APOLOGIES FOR ABSENCE

An apology for absence was received on behalf of Councillor Catherine Tite.

CLI11-25/26 URGENT ITEMS OF BUSINESS

There were no urgent items of business to be considered.

CLI12-25/26 DECLARATIONS OF INTEREST

There were no declarations of interest made.

CLI13-25/26 MINUTES – 23RD JUNE 2025

Moved by Councillor Jeffrey and seconded by Councillor Anne Clarke

RESOLVED that the minutes of a Climate Change and Communities Scrutiny Committee held on the 23rd of June 2025 be approved as a true and correct record.

CLI14-25/26 LIST OF KEY DECISIONS AND ITEMS TO BE CONSIDERED IN PRIVATE

Members were informed that there were no Key Decisions or items to be considered in private to consider.

CLIMATE CHANGE AND COMMUNITIES SCRUTINY COMMITTEE

CIL15-25-26

CARBON REDUCTION PLAN: DRAFT ACTIONS UPDATE

The Climate Change Officer advised Members that currently the Council had no Carbon Reduction Plan and that monitoring and activity on the former plan had stopped in 2022. However, a viable Carbon Reduction plan would be looked at following recommendations further to an internal audit.

Internal Audit had also identified the necessity to develop an internal working group to develop the Carbon Reduction Plan for the Council, and following a meeting held on 13th October 2025, the Climate Resilience Working Group was formed. This group would enable greater ownership by multiple different departments.

The groups' primary objective would be to develop an effective and implementable Carbon Reduction Plan. Further meetings would be held prior to the next scrutiny meeting where an of the plan would be provided on the progress of the plan.

The Council along with Nottinghamshire County Council were collectively working with the Microgeneration Certification Scheme (MCS) which was funded by the MCS Foundation (an energy advocacy charity aimed at accelerating the use of carbon free energy) on creating a new strategy that would be launched on 20th October. The aim of the new strategy was focused on upskilling local green skills to enable retrofitting BDC homes to achieve lower emissions.

This was part of a larger strategy from East Midlands Retrofit Strategy (EMRS) a regional collaboration on the retrofit strategy to reduce fuel poverty and increase the sustainability of homes across the East Midlands.

It was incredibly positive for the residents of Bolsover and the Council.

The Green Skills Development Hub (located in Shirebrook) had a £250,000 grant approved through the UK Government Regeneration Fund and East Midlands Investment Zone. Multiple development proposals had been received from colleges and universities as well as private companies for the Hub and Rider Levett Bucknall (RLB) had been appointed as the consultant on this project.

An internal working group to facilitate and manage this project has been created and consists of the following: Interim Director of Planning, Devolution and Corporate Policy, Leaders Executive and Partnership Strategy Manager and the Climate Change Officer. All local stakeholders including colleges, universities and members of the Boslover Partnership have presented their input throughout and would continue going forward to ensure this project benefits the community as much as possible when completed in the academic year of 2027.

The Climate Change Officer then presented a-Carbon Plan Update Regarding the Energy Plan developments. It was confirmed that work was ongoing with the Carbon Plan and Energy Plan Updates with Energy Performance Certificates (EPC's) being collected to identify areas which required more attention.

In response to a question relating to older properties which may not have EPCs it was explained that when older properties were renovated with extensions or refurbished an EPC could be produced.

CLIMATE CHANGE AND COMMUNITIES SCRUTINY COMMITTEE

Only a very small percentage of older properties had never been improved and average EPC ratings for similar type properties could be used. Low EPC performing properties tended to be located in the same more than likely would require work to be upgraded, to the desired minimum national standard which was E for existing properties by 2028 and C for Social housing by 2030.

The Climate Change Officer confirmed BDC was working in partnership with Nottingham Trent University on researching and developing a supply chain database to discover why Small Medium Enterprises (SME's) were finding it particularly difficult to operate within major housing developments in the local community. The result was a report and pilot database that could be used by housing developers to improve local SME's activity. This was funded by the East Midlands Investment Zone (EMIZ) and covered the East Midlands Combined County Authority (EMCCA) Area.

EMIZ was an investment institution governed and managed by EMCCA. The EMIZ was awarded £160 million in public investment by central government over a ten-year period along with an estimated £383 million in private sector investment over a ten-year period. The funding would be used across the East Midlands to focus on clean energy projects and advanced manufacturing.

EMCCA was formed in 2024 to monitor and govern economic growth, housing, transport, and skills development throughout the East Midlands.

It was confirmed that Bolsover Partnership would be developing a thematic working group and that the Climate Change Officer would be Vice-Chair of this group. Moved by Councillor Sandra Peake and seconded by Councillor Cathy Jeffery **RESOLVED** that the Carbon Reduction Plan: Draft Actions Update be noted.

CIL16-25-26 REVIEW OF ENERGY IN LOCAL HOUSING – POST- SCRUTINY MONITORING (SECOND INTERIM REPORT)

The Review of Energy in Local Housing – Post Scrutiny Monitoring (PSM) (Second Interim Report) was presented to the committee by the Governance and Civic Manager, Miss Angelika Kaufhold.

The Governance and Civic Manager presented the Review of Energy in Local Housing – Post Scrutiny Monitoring (second interim) report and highlighted that of the five recommendations:

- CCCSC 23-24 2.2 – had been achieved.
- CCCSC 23-24 2.3 – had been achieved behind target; and
- three had been extended namely CCCSC 23-24 2.1, 2.4 and 2.5.

Moved by Councillor Deborah Watson and seconded by Councillor Cathy Jeffery **RESOLVED** that 1) the progress against the review recommendations be noted; 2) An update report on the implementation of the recommendations be submitted in 12 months' time.

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CIL17-25-26 REVIEW OF THE COUNCIL'S APPROACH TO ENVIRONMENTAL DESPOILMENT EDUCATION AND ENFORCEMENT - POST SCRUTINY MONITORING (SECOND INTERIM REPORT)

The Committee considered the report relating to the responses received from the Executive in relation to the recommendations made following the Review of the Council's Approach to Environment Despoilment Education and Enforcement. It was confirmed that the Executive had approved all eleven recommendations as detailed in Appendix 1 and that updates on progress would be submitted in 6- and 12-months' time.

Moved by Councillor Sandra Peake and seconded by Councillor Cathy Jeffery **RESOLVED** that 1) the response by the Executive to the recommendations in the review be noted;

2) Officers monitor progress on the recommendations and provide update reports in 6- and 12-months' time.

CIL18-25-26 BOLSOVER TREE AND WOODLAND STRATEGY UPDATE PROPOSED CONSULTATION DRAFT

The Senior Devolution Lead for Planning Policy and Strategic Growth presented the report and confirmed that he was the Lead for the project.

25,000 trees had been planted which involved over 1,000 volunteers throughout Bolsover District. The vision of this strategy included: Taking care of our existing Trees and Woodlands.

1. Expanding our Tree and Woodland Coverage; and
2. Fostering Community Pride in Our Trees and Woodlands – feeling the benefits.

It was confirmed that local Parish Councils could independently apply for funding from various sources and that the draft strategy covered a 10-year period between 2025-2035.

In response to a question relating to the ongoing maintenance and care for trees it was confirmed that a £10,000 had been allocated budget to maintain, repair or remove damaged trees. If members wanted to report damaged or dead trees, they should contact the Woodlands Enterprise Team and the Street Scene Team.

A canopy cover study was carried out by a third-party contractor on behalf of the council. Treeconomics was selected to conduct this cover study. The findings were that Bolsover has almost 2,8000 hectares of tree canopy cover totalling 17.5% of the district. The highest coverage in terms of wards is Langwith ward at 30.6% and the lowest is Bolsover East Ward at 6.0%. A district average of 17.5%, which is above 16.5% national average. The councils aim was for the district was for 20% canopy cover. The previous target of one million tress had been unrealistic in terms of scale, time and cost and target of 20% canopy cover was more achievable.

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In response to whether S106 or Community Infrastructure Funding could be used it was confirmed a new planning regulation made it easier for the Council to insist developers plant trees as part of obtaining planning permission.

Section 106 of the Town and Country Act 1990 it empowered Council's, as part of planning permission process, to ensure developers offered remedies to mitigate the environment impact on the local community of any proposed development. These planning obligations were legally binding and approved when planning applications were agreed.

It was explained that the mandatory 10% rule would be used for Biodiversity and would assist with the planting of trees. In England, Biodiversity Net Gain (BNG) was mandatory under Schedule 7A of the Town and County Planning Act 1990, as inserted by Schedule 14 of the Environmental Act 2021. Under this Act developers had to deliver a BNG of 10%. This meant that developers had to ensure that local habitats for wildlife were left measurably better off than before the development.

The Bolsover Tree and Woodland Strategy Proposed Consultation Draft would be submitted to the Executive on 3rd November 2025.

Moved by Councillor Sandra Peake and seconded by Councillor Cathy Jeffery.
RESOLVED that the report be noted.

CIL19-25-26 WORK PROGRAMME 2025/26

The Committee considered a report presented by the Governance and Civic Manager relating to the Climate Change and Communities Scrutiny Committee Work Programme for 2025/26.

Moved by Councillor Sandra Peake and seconded by Councillor Cathy Jeffery
RESOLVED that the Work Programme at Appendix 1 be approved.

The meeting concluded at 10:40 hours.



The Arc
High Street
Clowne
Derbyshire
S43 4JY

Key Decisions & Items to be Considered in Private

To be made under the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012

Published on: 8th January 2026

INTRODUCTION

The list attached sets out decisions that are termed as “Key Decisions” at least 28 calendar days before they are due to be taken by the Executive or an officer under delegated powers.

Preparation of the list helps Executive to programme its work. The purpose of the list is to give notice and provide an opportunity for consultation on the issues to be discussed. The list is updated each month with the period of the list being rolled forward by one month and republished. The list is available for public inspection at the Arc, High Street, Clowne, S43 4JY. Copies of the list can be obtained from Jim Fieldsend, Monitoring Officer, at this address or by email to jim.fieldsend@bolsover.gov.uk. The list can also be accessed from the Council’s website at www.bolsover.gov.uk.

The Executive is allowed to make urgent decisions which do not appear in the list; however, a notice will be published at The Arc and on the Council’s website explaining the reasons for the urgent decisions. Please note that the decision dates are indicative and are subject to change.

Members of Executive are as follows:

Councillor Jane Yates - Leader and Portfolio Holder - Policy, Strategy and Communications
Councillor Donna Hales - Deputy Leader and Portfolio Holder - Corporate Governance and Performance
Councillor Mary Dooley - Portfolio Holder - Partnerships and Health and Wellbeing
Councillor Clive Moesby - Portfolio Holder - Resources
Councillor Phil Smith - Portfolio Holder - Housing
Councillor Tom Munro - Portfolio Holder - Growth
Councillor Rob Hiney-Saunders - Portfolio Holder - Environmental
Councillor John Ritchie - Portfolio Holder – Devolution

The Executive agenda and reports are available for inspection by the public five clear days prior to the meeting of the Executive. The papers can be seen at The Arc at the above address. The papers are also available on the Council’s website referred to above. Background papers are listed on each report submitted to the Executive and members of the public are entitled to see these documents unless they contain exempt or confidential information. The report also contains the name and telephone number of a contact officer.

Meetings of the Executive are open to the public and usually take place in the Council Chamber at The Arc. Occasionally there are items included on the agenda which are exempt and for those items the public will be asked to leave the meeting. This list also shows the reports intended to be dealt with in private and the reason why the reports are exempt or confidential. Members of the public may make representations to the Monitoring Officer about any particular item being considered in exempt and why they think it should be dealt with in public.

The list does not detail *all* decisions which have to be taken by the Executive, only “Key Decisions” and “Exempt Reports”. In these Rules, a “Key Decision” means an Executive decision, which is likely:

(1) **REVENUE**

- (a) Results in the Council making Revenue Savings of £75,000 or more; or
- (b) Results in the Council incurring Revenue Expenditure of £75,000 or more

(2) **CAPITAL**

- (a) Results in the Council making Capital Income of £150,000 or more; or
- (b) Results in the Council incurring Capital Expenditure of £150,000 or more

- 12 (3) to be significant in terms of its effects on communities living or working in an area comprising two or more wards in the District.

In determining the meaning of “significant” the Council must have regard to any guidance for the time being issued by the Secretary of State. The Council has decided that revenue income or expenditure of £75,000 or more and capital income or expenditure of £150,000 or more is significant.

The dates for meetings of Executive can be found here:

<https://committees.bolsover.gov.uk/ieListMeetings.aspx?Committeeld=1147>

The Council hereby gives notice of its intention to make the following Key Decisions and/or decisions to be considered in private:

Matter in respect of which a decision will be taken	Decision Maker	Date of Decision	Documents to be considered	Contact Officer	Is this decision a Key Decision?	Is this key decision to be heard in public or private session
Contract Award to enable the Bolsover Partnership to administer their 'Children and Young People' Project	Executive (an Extra-ordinary Meeting TBA)	Not before 5th Feb 2026	Report of the Portfolio Holder for Partnerships, Health & Wellbeing	Arron Johnson, Partnership and Strategy Manager	Key - It is likely to result in the Council making revenue savings or incurring Revenue expenditure of £75,000 or more.	Public
Pleasley Vale Business Park 13	Executive	Between 1st Nov 2025 and 1st Nov 2026	Report of the Portfolio Holder for Growth	Natalie Etches, Business Growth Manager	Key - It is likely to result in the Council making capital savings or incurring capital expenditure of £150,000 or more.	Public
Options appraisal on the future delivery of HRA Stock Condition Surveys	Executive	3rd Nov 2025 and 26th Jan 2026	Report of the Portfolio Holder for Housing	Victoria Dawson, Assistant Director of Housing Management and Enforcement	Key - It is likely to result in the Council making revenue savings or incurring Revenue expenditure of £75,000 or more.	Public
Procurement of 3No Waste Collection Vehicles	Strategic Director of Services by way of Delegated Decision	Not before 23rd Jan 2026	Report of the Portfolio Holder for Environment	Steve Brunt, Strategic Director of Services	Key - It is likely to result in the Council making capital savings or incurring capital expenditure of £150,000 or more.	Open Item

Matter in respect of which a decision will be taken	Decision Maker	Date of Decision	Documents to be considered	Contact Officer	Is this decision a Key Decision?	Is this key decision to be heard in public or private session
Compensation Claims for tenants in Mill 1 at Pleasley Vale Business Park'	Executive	26th Jan 2026	Report of the Portfolio Holder for Growth	Sally Lovell, Business Centres Manager	Non-Key	Fully exempt: Information relating to the financial or business affairs of any particular person (including the authority holding that information)
Capital Works to incorporate Stock Condition Survey Results	Executive	26th Jan 2026	Report of the Portfolio Holder for Housing	Catherine Platts, Managing Surveyor, Property Services	Key - It is likely to result in the Council making capital savings or incurring capital expenditure of £150,000 or more.	

SCHEDULE 12A
ACCESS TO INFORMATION: EXEMPT INFORMATION

PART 1
DESCRIPTIONS OF EXEMPT INFORMATION: ENGLAND

1. Information relating to any individual.
2. Information which is likely to reveal the identity of an individual.
3. Information relating to the financial or business affairs of any particular person (including the authority holding that information).
4. Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.
5. Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.
6. Information which reveals that the authority proposes –
 - (a) to give under any enactment a notice under or by virtue of which requirements are imposed on a person; or
 - (b) To make an order or direction under any enactment.
7. Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime.

Bolsover District Council

Meeting of the Climate Change & Communities Scrutiny Committee on 3rd February 2026

Health and Wellbeing Framework Update

Report for the Portfolio Holder – Corporate Governance

Classification	This report is Public
Report By	Peter Wilmot, HR Business Partner
Contact Officer	As above

PURPOSE/SUMMARY OF REPORT

To inform and update the Scrutiny Committee on the Council's progress on the progression with its Health and Wellbeing framework for employees.

REPORT DETAILS

1. Background

- 1.1 To inform and update the Scrutiny committee on the Council's progress on the continuing development of its Health and Wellbeing Framework for employees, in accordance with the Committee's terms of reference.

2. Details of Proposal or Information

- 2.1 A newly developed 2025-7 Framework was considered and accepted at this committee on 6th February 2025. The framework sets out the 5 main pillars of wellbeing - Physical, Mental, Social, Financial and Career. A key aim of the framework is to contribute positively to the Council's employees wellbeing at work. The framework is attached at Appendix One and includes an updated action plan (24-2027). The Council has made progress with delivering on the framework's action plan and the key to this progression has been due to the great work of the Employee Engagement Officer over the last year. The postholder has been a great champion for developing and driving health and wellbeing initiatives and has developed a new action plan to cover the remainder of the framework's time period. This is included as appendix 3.
- 2.2 Last year's updated action plan identifies the progress that has been made over the last 12 months.
- 2.3 Work will continue with the HR & Payroll team, Senior Leadership Team, Service Managers and employees to ensure steps are taken to achieve the newly identified

actions. A number of significant activities have taken place and these are outlined in the following paragraphs.

2.4 Key progress on last year's action plan that supports the delivery of the framework's aims and objectives is set out below:

Health & Wellbeing Initiatives

The Council has put in place a number of initiatives and actions undertaken which include:

- Following the 2024 Employee Survey, a dedicated working group was formed to drive improvements based on staff feedback. The group met regularly from January to March 2025, with updates shared via Eric and the weekly bulletin. The most recent update was issued in August 2025, and the insights gathered have been instrumental in shaping our new People Strategy and Values & Behaviours framework, both scheduled for launch in early 2026.
- The Team & Individual Walking Challenge was introduced in Summer 2024. In 2025, it returned with 56 employees taking part, each aiming to walk 60 miles within a set timeframe.
- In Summer 2025, a staff rounders game was held at the Arc, with 20 employees taking part. Following the positive feedback, this initiative will be carried forward into the 2026 wellbeing Framework.
- Continued to support many employees with their learning and development requests. The Council has supported 25 apprenticeship requests in the last 12 months. Additionally, our cohort of Level 3 Team Leader and Level 5 Operations Manager apprenticeships began in November and December 2025, with 12 employees enrolled on the Level 5 programme and 5 on the Level 3.
- Since the last report, the Employee Engagement Officer has arranged free NHS Health Checks & Body MOTs, delivered by Live Life Better Derbyshire from July onwards. These sessions offered staff valuable insights into their health. 86 employees and members participated across both the Depot and the Arc.
- 2 Flu Vaccinations clinics took place at the depot and the Arc for members and employees - 60 received the vaccination. A further 5 employees received the jabs independently and were reimbursed the cost.
- Pension and Financial Wellbeing awareness: 'Your Financial Wellbeing' sessions (2025) hosted by Affinity Connect were held on Microsoft Teams to help staff better understand how they can help themselves by looking after their finances and understanding the Local Government Pension Scheme (LGPS), ensuring they are well-informed about their retirement options. 2 sessions held, 20 staff attended. Also, during Pension Awareness Week (Sept 2025), two online LGPS events (Retirement Planning & Scheme Overview) were promoted via ERIC & the weekly bulletin; staff were encouraged to attend in works time with manager support.

- We're championing an inclusive and respectful workplace environment by introducing a Preventing Sexual Harassment Policy. Launched in Summer 2025, with staff training delivered via SkillGate. Managers have been briefed, and mandatory training for managers will follow to ensure full compliance.
- Managers and Employees have accessed Occupational Health, Counselling, Physiotherapy, the Council's Employee Assistance Programme and other support.
- Employees are signposted to incentives which are available via Leisure i.e.:
 - ✓ To encourage health and wellbeing staff can take up membership for Go! Active which includes gym, swim and classes for only £15 per month. The number of Employees subscribing to the Gym for Quarter 2 2024/25 are 71. This has increased from 57 when we last reported the figure to the Scrutiny Committee in February 2025.
 - ✓ There is a Health Referral Programme (Physical Activity & Lifestyle Support) which is available, all employees can access the Bolsover Wellness Programme if they meet the criteria. This is a programme aimed at changing behaviours and finding solutions to assist people facing daily challenges resulting in a concentrated approach regarding service users health and wellbeing.
- Menopause Awareness: Senior Leaders received specialised Menopause Awareness Sessions, while all staff had access to drop-in sessions to consult with an Exercise/Fitness Referral Officer who specialises in menopause-related health exercise. A Menopause Support Group was launched in January 2025 and now meets bimonthly with 5–10 attendees, both in person and via Teams. Funding has been secured to provide complimentary sanitary products in women's and disabled facilities, with plans to expand support into 2026 through awareness days & workshops
- Mental Health Awareness Training is now available on demand for all employees via ERIC and Skillgate, our newly procured eLearning training platform. These sessions highlight that colleagues and managers are not mental health specialists, their role is to listen and signpost employees to appropriate support.
- A range of Mental Health awareness initiatives and support resources are regularly promoted through ERIC and the weekly staff bulletin.
- On World Mental Health Day (10 October 2025), we spotlighted our Mental Health First Aiders via ERIC and the staff bulletin, including signposting to the Mental Health Foundation for additional support.
- In December 2025, posters featuring Mental Health First Aider contact details were created and displayed in staff rooms to ensure easy access to support.
- In May 2025, to recognise Mental Health Awareness week, two Mental Health Awareness sessions were arranged at the Arc & Riverside Depot. The sessions were hosted by Andy's Man Club which is a men's suicide prevention charity that offers free peer-to-peer support groups across the UK and online. They travel nationwide delivering talks and awareness sessions to businesses, charities, and

other organisations. During the session, employees learnt more about who they are, what they do, why their work is so important and where they can find support if they need it. These sessions were open to both men and women, and everyone was encouraged to attend within work hours.

- **Vivup Rewards & Benefits:** platform launched in September 2024 providing tools and solutions to support mental, financial and physical wellbeing all under one online platform. Below are the key features of Vivup:
 - ✓ **EAP (Employee Assistance Programme)**
Access confidential, impartial assistance in times of need via a 24/7, 365 days helpline and face to face or virtual counselling.
 - ✓ **Your Care**
Embrace a healthier lifestyle with the help of assessments, goals, and tools available on the dynamic wellbeing management platform.
 - ✓ **Cycle to Work Scheme**
Available via Vivup to encourage health and wellbeing and to address carbon emissions.
 - ✓ **Lifestyle Savings**
Access to a huge range of savings from the UK's leading retailers, restaurants, food delivery services, utility providers, and attractions.
 - ✓ **Home & Electronics**
Help spread the cost on 1000s of tech, appliances, and homeware items fulfilled by companies such as Currys and John Lewis and Partners.

2.5 **Employee Sickness Absence and Whistleblowing Complaints**

One of the indicator of employee health and wellbeing is attendance at work. During the last financial year the sickness absence out-turn figure was 9.5 days lost per employee. This was an increase (8.98) on the previous year and over that of our target of 8.5 days per employee. Sickness level for the year so far has unfortunately continued to increase. The Monitoring Officer has confirmed there have been 2 Whistleblowing complaints raised in the last 12 months.

2.6 **Summary**

As evidenced above, work has been continuing to develop and positively progress employee health and wellbeing. The importance of Health and Wellbeing for employees at Bolsover District Council is very much recognised by the HR and Payroll Manager and HR Business Partner, both recognise they have a responsibility to deliver continuing progress in supporting the wellbeing of others.

3. **Reasons for Recommendation**

- 3.1 Sections 3.6 and 4.3 of the Bolsover District Council Constitution states that the Climate Change & Communities Scrutiny Committee should oversee the development and delivery of the Health and Wellbeing Strategy as part of the Budget and Policy Framework.

4. **Alternative Options and Reasons for Rejection**

- 4.1 There are no reasons for rejection. The Constitution requires the Committee to oversee this area of service delivery as part of their Terms of Reference (section 3.6 of the Constitution).

RECOMMENDATION(S)

1. That Committee Members note the progress update.

Approved by Councillor Clive Moesby, Portfolio Holder for Resources

IMPLICATIONS:

Finance and Risk: Yes ☐ No ☒

Details: As set out in the report

On behalf of the Section 151 Officer

Legal (including Data Protection): Yes ☐ No ☒

Details: As set out in the report

On behalf of the Solicitor to the Council

Environment:

Please identify (if applicable) how this proposal/report will help the Authority meet its carbon neutral target or enhance the environment.

Details: N/A

Staffing: Yes ☐ No ☒

Details: Initiatives associated with Sickness Absence Management, must be in line with the Policy adopted by the Authority.

On behalf of the Head of Paid Service

DECISION INFORMATION

Is the decision a Key Decision? A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds: Revenue - £75,000 <input type="checkbox"/> Capital - £150,000 <input type="checkbox"/> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i>	No
Is the decision subject to Call-In? (Only Key Decisions are subject to Call-In)	No

District Wards Significantly Affected	N/A
Consultation: Leader / Deputy Leader <input type="checkbox"/> Executive <input checked="" type="checkbox"/> SLT <input type="checkbox"/> Relevant Service Manager <input type="checkbox"/> Members <input checked="" type="checkbox"/> Public <input type="checkbox"/> Other <input type="checkbox"/>	Details:

Links to Council Ambition: Customers, Economy and Environment.
None directly but the Health and Wellbeing of Council staff ensures that the Council is best placed to deliver against the Council Ambitions.

DOCUMENT INFORMATION	
Appendix No	Title
1	Employee Health & Wellbeing Framework
2	Updated Action Plan 2024-27
3	Employee Health & Wellbeing Framework 2024-27 Infographic
4	A new Action Plan (2026) with newly identified actions for the forthcoming year.

Background Papers
<i>(These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Executive you must provide copies of the background papers).</i>
N/A

Bolsover District Council Workforce Health and Wellbeing Framework 2024-2027

At Bolsover District Council, we are committed to fostering a workplace that promotes the health, happiness, and the overall wellbeing of the Council's workforce staff. In recognition of the vital role our wellbeing plays in both personal and professional success, we have developed a new Health & Wellbeing Framework designed to support every aspect of our employee's wellbeing.

Our framework is structured around five key pillars, each representing a fundamental aspect of wellbeing:

1. **Physical Wellbeing:** Encouraging healthy lifestyle choices and providing support for physical health.
2. **Mental Wellbeing:** Promoting mental health awareness, reducing stigma, and offering support for mental resilience.
3. **Social Wellbeing:** Creating a supportive, inclusive environment that nurtures emotional health and positive relationships.
4. **Financial Wellbeing:** Providing tools and guidance to help you manage finances, reduce financial stress and achieve greater financial security.
5. **Career Wellbeing:** Ensures employees find purpose and satisfaction in their work, with opportunities for growth and development. Supporting training, professional development, clear career pathways, and work-life balance.

Through this framework, we aim to provide resources, initiatives and support systems that address these pillars, helping employees maintain a healthy balance between work and life. We believe that by investing in our employee's wellbeing, we not only enhance their individual experience but also strengthen our collective ability to deliver outstanding services to the community.

1. Vision and Objectives

- **Vision:** To create a workplace environment that supports the health, safety, and the wellbeing of all employees, fostering a culture of care and productivity.
- **Objectives:**
 - Enhance physical health and fitness.

- Promote mental health awareness and emotional wellbeing.
- Ensure a safe and supportive work environment.
- Foster a positive work-life balance.
- Encourage employee engagement and participation in wellbeing initiatives.

2. Leadership and Governance

- Define roles and responsibilities for wellbeing initiatives.
- Ensure alignment with the broader organisational strategy and compliance with health and safety regulations.

3. Employee Engagement and Communication

- Conduct ongoing employee surveys to assess wellbeing needs and preferences. Developing effective Action Plans in response.
- Create communication channels for employees to provide feedback and suggestions.
- Promote transparency and regular updates on wellbeing initiatives and outcomes.

4. Physical Health and Fitness

- Provide access to fitness facilities and/or discounted memberships to the Council's leisure facilities.
- Implement workplace exercise programmes, such as yoga, walking groups, or fitness challenges.
- Offer regular health surveillance and access to vaccinations.
- Promote healthy eating through healthy eating campaigns.

5. Mental Health and Emotional Wellbeing

- Offer confidential counselling services and an Employee Assistance Programme (EAP).
- Regularly advertise awareness days, such as Mental Health Awareness Day/Month, via Eric and the weekly bulleting.

- Mental Health First Aiders, posters displaying contact information.
- Train managers and staff in mental health awareness and support.
- Create a culture that reduces stigma around mental health issues.
- Provide resources and workshops on stress management, resilience and mindfulness.

6. Financial Wellbeing

- Financial Education Workshops: Offering workshops and webinars to provide practical advice on budgeting, saving, debt management and financial planning.
- Access to Financial Resources: Providing staff with access to financial tools, calculators and resources to help them manage their personal finances more effectively.
- Pension and Retirement Planning: Offering guidance on pension schemes, retirement savings and future financial security, ensuring employees are aware of available benefits and can make informed decisions.
- Employee Assistance Programme (EAP): Providing confidential access to financial counselling services through the Employee Assistance Program for personalised support with financial concerns.
- Salary Sacrifice and Savings Schemes: Promoting salary sacrifice schemes, such as for pension contributions or cycle-to-work programs and encouraging participation in any available savings programs.
- Signposting to External Financial Support: Providing information on external support services for employees dealing with financial difficulties, such as debt relief charities or local advice centres.
- Flexible Benefits and Discounts: Offering a range of employee benefits and discount schemes to help reduce the financial strain of everyday expenses, such as discounts on travel and shopping.
- Supporting Pay Transparency and Fairness: Ensuring fair pay and transparency in salary structures, so employees feel confident that they are being fairly compensated.

7. Safe and Supportive Work Environment

- Ensure compliance with health and safety regulations and conduct regular risk assessments.
- Provide ergonomic assessments and equipment to reduce physical strain.
- Foster a culture of respect and inclusivity, addressing issues such as bullying and harassment promptly.

8. Work-Life Balance

- Promote flexible working hours and hybrid working options to support a work life balance.
- Encourage regular breaks and time off to prevent burnout.
- Support parental leave and return-to-work programs.

9. Training and Development

- Provide ongoing training and development opportunities to enhance job satisfaction and career progression.
- Offer wellbeing-related training, such as healthy lifestyle choices.
- Encourage participation in professional development courses and workshops.

10. Monitoring and Evaluation

- Regularly review the Council's Sickness Figures with its quarterly report.
- Implement an annual Employee Survey, as well as undertaking ad hoc surveys to gauge the employees view on wellbeing within the workplace.
- Regularly review and analyse employee feedback and health data.
- Adjust programs and strategies based on evaluation outcomes and emerging best practices.
- Report progress to Senior Leadership Team and employees.

11. Resources and Funding

- Allocate budget and resources specifically for employee wellbeing initiatives.
- Seek partnerships with local health providers and wellbeing organisations.
- Encourage departmental contributions and shared responsibility for wellbeing.

Implementation Plan

- Develop a detailed action plan with specific activities, timelines and responsible parties.
- Ensure ongoing stakeholder engagement and collaboration across departments by having regular discussions regarding the progress at Senior Leadership and Service Manager forums.

- Conduct pilot programs for new initiatives and scale successful ones.
- Regularly update the framework to reflect changing employee needs and organisational goals.

Conclusion

The internal health and wellbeing framework aims to create a supportive and healthy work environment for employees at Bolsover District Council. By addressing various aspects of physical, mental and emotional health and fostering a culture of care and respect, the framework seeks to enhance overall employee wellbeing, satisfaction, and productivity.

Health & Wellbeing Framework Action Plan

2024-2026 (Updated – Dec 2025)

Strategic priority	Employee Engagement and Communication			
Specific action	Performance Indicator	Owner	Time	Update
<ul style="list-style-type: none"> Gauge the current stance on wellbeing within the workplace. 	Implement a Staff Survey & actions based on the feedback	Laura Critchley – Employee Engagement Officer Peter Wilmot – HR Business Partner	Nov 2024	Following the 2024 Employee Survey, a dedicated working group was formed to drive improvements based on staff feedback. The group met regularly from January to March 2025, with updates shared via Eric and the weekly bulletin. The most recent update was issued in August 2025, and the insights gathered have been instrumental in shaping our new People Strategy and Values & Behaviours framework, both scheduled for launch in early 2026.
<ul style="list-style-type: none"> Assess employee interest in establishing a neurodiversity support group. 	Create and distribute a feedback form to gauge interest via weekly bulletin	Laura Critchley – Employee Engagement Officer Peter Wilmot – HR Business Partner	2025	<i>Outstanding</i> Plan to collaborate with Communications to circulate early 2026 when people return from Christmas break.
<ul style="list-style-type: none"> Explore the potential for surveying out employees to gauge their feelings on the upcoming local authority reorganisation 	Define scope & objectives: Identify what sentiments you want to measure (e.g., understanding, concerns,	Laura Critchley – Employee Engagement Officer	2026	This action is to be incorporated into the next Employee Survey due in Autumn 2026.

	confidence, perceived impact). Launch & promote survey, Publish via Eric/intranet, weekly bulletin, and manager briefings			
<ul style="list-style-type: none"> Gauge employee interest in online banking training and explore the possibility of organising sessions. 	Promote the idea internally and invite staff to express interest and join the organised sessions	Laura Critchley – Employee Engagement Officer	2025	‘Your Financial Wellbeing’ sessions (2025) hosted by Affinity Connect on Teams; 2 sessions held, ~20 staff attended.
Strategic priority	Physical Health and Fitness			
Specific action	Performance Indicators	Owner	Time	Update
<ul style="list-style-type: none"> Offer Health Surveillance and vaccinations. 	Free Flu Vaccinations	Laura Critchley – Employee Engagement Officer	2025	On 7 October 2025, a Flu Vaccination Clinic at the Arc and the Depot delivered 60 vaccines. Staff can still claim reimbursement (up to £18) for vaccinations at a location of their choice throughout the Flu Season.
<ul style="list-style-type: none"> Offer Health Surveillance and vaccinations. 	Free NHS Health Checks	Laura Critchley – Employee Engagement Officer	2025	NHS Health Checks took place between July – October 2025, with 86 employees and councillors taking advantage of the free appointments.
<ul style="list-style-type: none"> Implement work exercise programmes 	Walking at Work Programme	Laura Critchley – Employee Engagement Officer / Sports	2025	The Team & Individual Walking Challenge was introduced in Summer 2024. In 2025, it returned

		Development Team		with 56 employees taking part, each aiming to walk 60 miles within a set timeframe.
<ul style="list-style-type: none"> Implement work exercise programmes 	Deliver staff wellbeing activities, such as lunchtime Rounders,	Laura Critchley – Employee Engagement Officer / Sports Development Team	2025	In Summer 2025, a staff rounders game was held at the Arc, with 20 employees taking part. Following the positive feedback, this initiative will be carried forward into the 2026 wellbeing Framework.
Strategic priority	Mental Health and Emotional Wellbeing			
Specific action	Performance Indicators	Owner	Time	Update
<ul style="list-style-type: none"> Create more awareness surrounding the Mental Health First Aiders 	Posters displaying contact information in workspaces, breakrooms etc.	Laura Critchley – Employee Engagement Officer	2025	Promoted Mental Health First Aiders on World Mental Health Day (10 Oct 2025) via ERIC and staff bulletin, with signposting to Mental Health Foundation support. Posters created with contact information on and displayed in staff rooms (Dec 2025)
<ul style="list-style-type: none"> Improve health literacy across the workforce 	Advertise relevant schemes to aid Mental Health & Emotional Wellbeing	Laura Critchley – Employee Engagement Officer	2025	Health Literacy Awareness sessions were offered to help staff understand and improve health literacy: Monday 22 September, 1–3pm Friday 24 October, 9:30–11:30am Thursday 20 November, 9:30–11:30am

<ul style="list-style-type: none"> Launch and sustain a dedicated Menopause Support Group to provide resources, peer support, and awareness sessions for employees, supporting the menopause policy. 	Establish at least quarterly support sessions	Laura Critchley – Employee Engagement Officer		The Menopause Support Group, launched in January 2025, now meets bi-monthly with 5–10 attendees, both in person and via Teams. Funding has been secured to provide complimentary sanitary products in women’s and disabled facilities, with plans to expand support into 2026 through awareness days & workshops
Strategic priority	Financial Wellbeing			
Specific action	Performance Indicators	Owner	Time	Update
<ul style="list-style-type: none"> Pension Awareness Support 	Offer guidance and information sessions on Pension Schemes	Laura Critchley – Employee Engagement Officer	September 2024	Derbyshire Pension Fund delivered well-attended education sessions at Arc & Riverside depots, with Q&A opportunities.
<ul style="list-style-type: none"> Pension Awareness Support 	Offer guidance and information sessions on Pension Schemes	Laura Critchley – Employee Engagement Officer	September 2025	Pension Awareness Week (Sept 2025): Two online LGPS events (Retirement Planning & Scheme Overview) promoted; staff encouraged to attend with manager support.
<ul style="list-style-type: none"> Financial Planning Support 	Offer guidance and information sessions on Pension Schemes	Laura Critchley – Employee Engagement Officer	Dec 2025	‘Your Financial Wellbeing’ sessions (2025) hosted by Affinity Connect on Teams; 2 sessions held, ~20 staff attended.
Strategic priority	Safe and Supportive Work Environment			

Specific action	Performance Indicators	Owner	Time	Update
<ul style="list-style-type: none"> Promote inclusivity and equity 	Introduction of Neurodiversity Policy.	Peter Wilmot & HR & Payroll	2024	Neurodiversity Policy launched in August 2024 with training sessions via teams organised for senior managers.
<ul style="list-style-type: none"> Create a safe and respectful workplace 	Introduction of Sexual Harassment Policy	Peter Wilmot & HR & Payroll	2025	Launched in Summer 2025, with staff training delivered via SkillGate. Managers have been briefed, and mandatory training for managers will follow to ensure full compliance.
<ul style="list-style-type: none"> Create an inclusive and respectful workplace 	Introduction of Gender Identity Policy	Peter Wilmot & HR & Payroll	2025	The Gender Identity Policy was developed during 2024/25 and submitted to the Council's UECC for consultation. Following this it was planned to submit a report through to full Council for approval. However in April 2025, the Supreme court ruled that Transgender people in the UK are legally recognised based on their biological sex assigned at birth. The EHRC has in response issued interim guidance but is working on updates on its code of practice.

<ul style="list-style-type: none"> Support employees experiencing menopause 	Introduction of Menopause Policy	Peter Wilmot & HR & Payroll	2024	Launched Menopause Policy (Apr 2024) with manager training and employee drop-in sessions with specialist support.
<ul style="list-style-type: none"> Provide a safe and supportive environment 	Introduction of the Domestic Abuse Policy	Peter Wilmot & HR & Payroll	2025	A draft Domestic Abuse Policy was developed during 2025 and submitted in October 2025 to the Council's UECC for consultation. Officers are working with members currently on ensuring the policy is in line with best practice and how certain cases of domestic abuse should be handled before submitting a final policy to Council for approval.
Strategic priority	Training and Development			
Specific action	Performance Indicators	Owner	Time	Update
<ul style="list-style-type: none"> To provide employees with accessible, flexible, and cost-effective learning opportunities 	Introduce a centralised eLearning platform that supports professional development and compliance training	HR & Payroll	2025	Skillgate was launched in August 2025. To date, 3 of the 5 corporate training topics have gone live, with the remaining 2 scheduled for launch in the new year. Once corporate training completion targets are met, the focus will shift to supporting departments in rolling out tailored, department-specific training.

<ul style="list-style-type: none"> To strengthen leadership capability and management effectiveness across the organisation 	<p>Introduce structured cohorts that provide targeted development, peer learning, and practical skills for current and aspiring leaders</p>	HR & Payroll	2025	<p>Our Level 3 Team Leader and Level 5 Operations Manager apprenticeships began in November and December 2025, with 12 employees enrolled on the Level 5 programme and 5 on the Level 3.</p>
<ul style="list-style-type: none"> Continue to invest in our employees via the apprenticeship levy 	<p>Increase the number of employees undertaking apprenticeships through the apprenticeship levy.</p> <p>This is in addition to those already participating in our Leadership & Management cohorts</p>	HR & Payroll	2025	<p>Continued investment in apprenticeships, with 7 additional programmes supported over the past 12 months and more planned in the coming months.</p>
Strategic priority	Resources & Funding			
Specific action	Performance Indicators	Owner	Time	Update
<ul style="list-style-type: none"> Allocate budget and resources specifically for employee wellbeing initiatives. 	Budget Allocated to HR & Payroll	HR & Payroll	June 2024	<p>Employee Engagement Budget authorised in June 2024</p>
<ul style="list-style-type: none"> Seek partnerships with local health providers to enhance employee health and wellbeing. 	Establish and maintain partnerships with local health providers to deliver workplace health initiatives	Laura Critchley – Employee Engagement Officer	June 2024 (ongoing)	<p>Relationship built and maintained with Derbyshire County Council’s Public Health Department (Healthy Workplaces Derbyshire) who have provided us with free NHS Health Checks & Body MOT’s.</p>



Workforce Health and Wellbeing Framework 2024-2027

We are committed to fostering a workplace that promotes the health, happiness, and overall wellbeing of our workforce. In recognition of the vital role our wellbeing plays in both personal and professional success, we have developed a new Health and Wellbeing Framework designed to support every aspect of your wellbeing, incorporating these five pillars:



Through this framework, we aim to provide resources, initiatives and support systems that help you maintain a healthy work-life balance. We believe that by investing in your wellbeing, we not only enhance an individual's experience but also strengthen our collective ability to deliver outstanding services to our communities.

To implement this framework we will:

- Develop a detailed action plan with specific activities, timelines and responsible parties.
- Ensure ongoing stakeholder engagement and collaboration across departments by having regular discussions regarding the progress at Senior Leadership and Service Manager forums.
- Conduct pilot programmes for new initiatives and scale up successful ones.
- Regularly review the framework to reflect changing employee needs and organisational goals.

For more detailed information, please refer to the Workforce Health & Wellbeing Framework which can be found in [S:\HR&Payroll](#)

Employee Health & Wellbeing Framework Action Plan

2026

Framework Priority	Employee Engagement and Communication			
Specific action	Aim & purpose	Owner	Time	Update
<ul style="list-style-type: none"> Launch People Strategy & Values & Behaviours with a targeted comms plan and manager briefings 	<p>Aim To embed the People Strategy and Values & Behaviours across the organisation, ensuring employees and managers understand them and apply them consistently to support a positive, healthy workplace culture.</p> <p>Purpose</p> <ul style="list-style-type: none"> Communicate the People Strategy and Values clearly through targeted messaging. Equip managers with tools and confidence to role-model behaviours and lead meaningful conversations. Reinforce links between our Values and wellbeing, engagement, and inclusion. 	<p>HR & Payroll</p> <p>Communications</p> <p>Service Managers</p>	Spring 2026	
<ul style="list-style-type: none"> Neurodiversity Support Group: gauge interest 	<p>Aim To explore the need for a Neurodiversity Support Group by assessing employee interest and potential benefits for wellbeing and inclusion.</p> <p>Purpose</p>	Laura Critchley – Employee Engagement Officer	Spring 2026	

	<ul style="list-style-type: none"> • Gauge interest through surveys or feedback channels. • Identify how a support group could enhance belonging and mental health. • Use findings to inform next steps in the wellbeing framework. 			
<ul style="list-style-type: none"> • Wellbeing photo challenge (e.g., “Your Happy Place”) 	<p>Aim To promote wellbeing and positivity by encouraging employees to share personal moments or spaces that make them feel happy and relaxed.</p> <p>Purpose</p> <ul style="list-style-type: none"> • Foster connection and engagement through a creative, light-hearted activity. • Highlight the importance of mental health and taking time for joy. • Create a sense of community and shared experiences across teams. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>Communications Team</p>	Summer 2026	

<ul style="list-style-type: none"> Charity Fitness Challenge (e.g., Rowing Machine) 	<p>Aim To encourage physical activity and team spirit by running a charity fitness challenge that supports wellbeing and a good cause.</p> <p>Purpose</p> <ul style="list-style-type: none"> Promote healthy habits through a fun, inclusive challenge. Strengthen social connections and morale. Link wellbeing activities to community impact via charitable giving. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>Sports Development Team</p> <p>Communications Team</p>	Autumn 2026	
Framework Priority	Physical Health and Fitness			
Specific action	Aim & purpose	Owner	Time	Update
<ul style="list-style-type: none"> NHS Health Checks & Body MOTs—extend clinics and capacity 	<p>Aim To improve access to preventative health services by expanding NHS Health Checks and Body MOT clinics for employees.</p> <p>Purpose</p> <ul style="list-style-type: none"> Increase capacity and availability of health checks to support early detection and wellbeing. Encourage proactive health management among staff. Reduce barriers to participation through convenient scheduling and locations. 	<p>Laura Critchley – Employee Engagement Officer</p>	Summer 2026	

<ul style="list-style-type: none"> Flu Vaccinations 2026 (on-site + reimbursement) 	<p>Aim To protect employee health by providing convenient access to flu vaccinations through on-site clinics and reimbursement options.</p> <p>Purpose</p> <ul style="list-style-type: none"> Reduce flu-related absence and support overall wellbeing. Make vaccination easy and accessible for all staff. Encourage proactive health management during flu season 	Laura Critchley – Employee Engagement Officer	Autumn 2026	
<ul style="list-style-type: none"> Walking at Work Challenge 2026 (team & individual) 	<p>Aim To promote physical activity and wellbeing by encouraging employees to take part in a fun walking challenge, individually and in teams.</p> <p>Purpose</p> <ul style="list-style-type: none"> Support healthy habits and movement during the workday. Foster friendly competition and team engagement. Contribute to overall physical and mental wellbeing. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>Sport Development Team</p>	Spring / Summer 2026	
<ul style="list-style-type: none"> Quarterly Staff Sports (rounders/5-a-side/badminton) 	<p>Aim To encourage physical activity and social connection by organising quarterly staff sports sessions such as</p>	Laura Critchley – Employee Engagement Officer	2026 (Quarterly)	

	<p>rounders, 5-a-side football, and badminton.</p> <p>Purpose</p> <ul style="list-style-type: none"> Promote teamwork and engagement through fun, inclusive activities. Support physical wellbeing and reduce sedentary habits. Strengthen cross-department relationships and morale. 	Sport Development Team		
<ul style="list-style-type: none"> Hybrid micro-fitness sessions (10–20 min stretch/yoga) Utilising the ‘Deskercise for wellbeing’ session on SkillGate 	<p>Aim To encourage regular movement and reduce sedentary behaviour by offering short, accessible fitness sessions for hybrid workers.</p> <p>Purpose</p> <ul style="list-style-type: none"> Promote physical and mental wellbeing through quick stretch or yoga breaks. Utilise existing resources like SkillGate’s “Deskercise for Wellbeing” for easy access. Support flexibility and inclusion for both office and remote staff. 	Laura Critchley – Employee Engagement Officer	Autumn 2026	

<ul style="list-style-type: none"> Promote Go! Active Staff Discount (Quarterly) 	<p>Aim To raise awareness and encourage uptake of the Go! Active staff discount as part of promoting regular physical activity and wellbeing.</p> <p>Purpose</p> <ul style="list-style-type: none"> Remind employees of the benefit through quarterly communications. Support healthy lifestyle choices by making fitness more affordable. Strengthen engagement with local wellbeing resources. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>Communications Team</p> <p>David Hall - Leisure Facilities Manager</p>	2026 (Quarterly)	
Framework Priority	Mental Health and Emotional Wellbeing			
Specific action	Aim & purpose	Owner	Time	Update
<ul style="list-style-type: none"> Menopause Support Group expansion (bimonthly + awareness workshops) 	<p>Aim To expand menopause support by increasing group sessions and awareness activities, fostering an inclusive and supportive workplace.</p> <p>Purpose</p> <ul style="list-style-type: none"> Offer bimonthly support group meetings for employees. Deliver awareness workshops to educate and reduce stigma. Promote wellbeing and retention for those affected by menopause. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>Members of the Menopause Support Group</p>	Winter 2026	

<ul style="list-style-type: none"> Stress awareness month activities 	<p>Aim To raise awareness of stress management and provide practical tools and activities during Stress Awareness Month.</p> <p>Purpose</p> <ul style="list-style-type: none"> Educate employees on recognising and managing stress. Offer accessible resources and activities to support mental wellbeing. Encourage open conversations and reduce stigma around stress. 	<p>Laura Critchley – Employee Engagement Officer</p>	<p>April 2026</p>	
<ul style="list-style-type: none"> Mental Health Awareness Month 	<p>Aim To promote mental health awareness and provide resources and activities that support employee wellbeing during Mental Health Awareness Month.</p> <p>Purpose</p> <ul style="list-style-type: none"> Increase understanding and reduce stigma around mental health. Offer practical tools, workshops, and signposting to support employees. Encourage open conversations and a culture of care. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>Communications Team</p>	<p>May 2026</p>	

<ul style="list-style-type: none"> Promote more Mental Health First Aider training sessions. 	<p>Aim To strengthen mental health support by increasing the number of trained Mental Health First Aiders across the organisation. We currently have 8 trained members of staff.</p> <p>Purpose</p> <ul style="list-style-type: none"> Recruit and train additional Mental Health First Aiders to improve coverage. Ensure employees have accessible, confidential support for mental wellbeing. Promote a culture of care and early intervention. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>Communications Team</p> <p>Current Mental Health First Aiders</p>	<p>Winter 2026</p>	
<ul style="list-style-type: none"> Compassionate Leave Provision 	<p>Aim To provide clear and supportive compassionate leave provision that help employees manage difficult personal circumstances without added stress.</p> <p>Purpose</p> <ul style="list-style-type: none"> Ensure employees understand their entitlement and how to access compassionate leave. Promote a culture of empathy and wellbeing during challenging times. Reduce anxiety and support retention by offering flexibility and care. 	<p>Peter Wilmot – HR Business Partner</p>	<p>Autumn 2026</p>	

Framework Priority		Financial Wellbeing		
Specific action	Aim & purpose	Owner	Time	Update
<ul style="list-style-type: none"> LGPS/Pension Awareness (on-site + webinars) 	<p>Aim To improve financial wellbeing by increasing awareness of LGPS and pension benefits through on-site sessions and webinars.</p> <p>Purpose</p> <ul style="list-style-type: none"> Educate employees on pension options and long-term financial planning. Provide accessible, expert-led sessions to boost understanding and confidence. Support informed decisions that contribute to overall wellbeing. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>Oliver Fishburn – HR & Payroll Manager</p>	September 2026	
<ul style="list-style-type: none"> Financial Wellbeing & Digital Banking Awareness (Natwest) 	<p>Aim To improve financial wellbeing by raising awareness of digital banking tools and financial support through NatWest-led sessions.</p> <p>Purpose</p> <ul style="list-style-type: none"> Provide practical guidance on managing money and using digital banking securely. Support employees in building financial confidence and resilience. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>Oliver Fishburn – HR & Payroll Manager</p>	April 2026	

	<ul style="list-style-type: none"> Offer accessible webinars and resources to promote informed financial decisions. 			
Framework Priority	Safe and Supportive Work Environment			
Specific action	Aim & purpose	Owner	Time	Update
<ul style="list-style-type: none"> Sexual Harassment Policy – Extend mandatory training provision for managers to include this topic. 	<p>Aim To ensure managers understand and comply with the Sexual Harassment Policy through mandatory training, fostering a safe and respectful workplace.</p> <p>Purpose</p> <ul style="list-style-type: none"> Equip managers with knowledge to prevent, identify, and address sexual harassment. Reinforce organisational commitment to dignity and respect. Reduce risk and promote a culture of safety and accountability. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>Peter Wilmot – HR Business Partner</p>	February 2026	
<ul style="list-style-type: none"> Domestic Abuse Policy – awareness & training rollout Subject to the policy being approved 	<p>Aim To raise awareness and provide training on the Domestic Abuse Policy, ensuring managers and staff understand how to support affected employees—subject to policy approval.</p> <p>Purpose</p>	<p>Laura Critchley – Employee Engagement Officer</p> <p>Peter Wilmot – HR Business Partner</p>	Summer 2026	

	<ul style="list-style-type: none"> • Deliver clear guidance and training once the policy is approved. • Equip managers to respond appropriately and signpost support. • Promote a safe, supportive workplace culture. 			
Framework Priority	Training and Development			
Specific action	Aim & purpose	Owner	Time	Update
<ul style="list-style-type: none"> • SkillGate – complete corporate modules (part 1) & expand departmental content (part 2) 	<p>Aim To ensure completion of mandatory corporate learning modules and expand departmental content on SkillGate to support continuous development and compliance.</p> <p>Purpose</p> <ul style="list-style-type: none"> • Drive completion of core corporate modules for all staff. • Develop and upload tailored departmental content to meet specific needs. • Promote a culture of learning and professional growth through accessible e-learning. 	Laura Critchley – Employee Engagement Officer	Part 1 - April 2026 Part 2 - Winter 2026	
<ul style="list-style-type: none"> • Leadership & Management cohorts (continue L3/L5; support participants) • Curate learning resources 	<p>Aim To continue developing leadership capability by supporting ongoing Level 3 and Level 5 management cohorts.</p> <p>Purpose</p>	Laura Critchley – Employee Engagement Officer	January 2026	

<ul style="list-style-type: none"> Create Microsoft Teams channel to aid collaboration 	<ul style="list-style-type: none"> Maintain delivery of accredited leadership programmes (L3/L5). Provide guidance and resources to help participants complete successfully. Strengthen management skills to improve engagement, wellbeing, and performance. 	Kane Darby – HR Officer		
<ul style="list-style-type: none"> Microlearning on wellbeing topics via SkillGate 	<p>Aim To provide employees with quick, accessible learning on wellbeing topics through microlearning modules on SkillGate.</p> <p>Purpose</p> <ul style="list-style-type: none"> Deliver bite-sized, practical content to support mental and physical wellbeing. Make learning flexible and easy to fit into the workday. Reinforce a culture of continuous wellbeing awareness and self-care. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>HR & Payroll Team</p>	Autumn 2026	
Framework Priority	Resources & Funding			
Specific action	Aim & purpose	Owner	Time	Update
<ul style="list-style-type: none"> Employee Engagement Budget – maintain & report 	<p>Aim To maintain and monitor the Employee Engagement budget to ensure effective use of resources for wellbeing and engagement initiatives.</p> <p>Purpose</p>	Laura Critchley – Employee Engagement Officer	2026	

	<ul style="list-style-type: none"> Track and report on budget allocation and spend. Ensure funds are used to maximise impact on employee engagement and wellbeing. Provide transparency and accountability in budget management. 			
<ul style="list-style-type: none"> Explore Partnerships Expansion (beyond Derbyshire CC Public Health) 	<p>Aim To explore opportunities to expand wellbeing partnerships beyond Derbyshire CC Public Health to enhance resources and support for employees.</p> <p>Purpose</p> <ul style="list-style-type: none"> Identify potential new partners for health and wellbeing initiatives. Broaden access to expertise, services, and funding opportunities. Strengthen the overall impact and sustainability of the wellbeing framework. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>Kane Darby – HR Officer</p>	Winter 2026	

Notes & Dependencies

- ERIC** = internal intranet; use Comms for campaigns and measurement (page views, unique visitors).

- **Data protection:** Survey items will be anonymised; reporting will use aggregate data.
- **Equality impact:** All training and policies will include EIA considerations.
- **Governance:** Policy launches/updates to follow Council approval pathways and Trade Union consultation where applicable.

BOLSOVER DISTRICT COUNCIL

Meeting of the Climate Change & Communities Scrutiny Committee 3rd February 2026

Review of Council Approach to Carbon Reduction – Post-Scrutiny Monitoring - Final Interim Report

Report of the Chair of the Climate Change & Communities Scrutiny Committee

Classification	This report is Public
Contact Officer	Scrutiny Officer – Coby Bunyan

PURPOSE/SUMMARY OF REPORT

- To present the final Post-Scrutiny Monitoring Report on the recent Review of Council's Approach to Carbon Reduction.

REPORT DETAILS

1. Background

- 1.1 The Climate Change Act 2008 commits the UK government by law to reducing greenhouse gas emissions by at least 100% of 1990 levels (net zero) by 2050. This includes reducing emissions from the devolved administrations (Scotland, Wales, and Northern Ireland), which currently account for about 20% of the UK's emissions. The 100% target was based on advice from the CCC's 2019 report, 'Net Zero – The UK's contribution to stopping global warming'.
- 1.2 Scrutiny has previously received updates on progress against the Carbon Reduction Plan 2019-30 (CRP) with reports presented to the Customer Service & Transformation and Healthy, Safe, Clean & Green Scrutiny Committees. The original CRP set out 8 thematic areas by which the authority aimed to reduce its carbon emissions.
- 1.3 Following structural changes in 2021/22 and a change in lead officers, the Assistant Director of Property Services & Housing Repairs reviewed the existing action plans and those in use with regional funders. In consultation with the Assistant Director of Development & Planning, a 10-point framework used by the Midlands Engine was identified which would allow the Council's existing themes to be transferred/captured but would also allow the streamlining of bids for schemes to be aligned with regional and national funders.
- 1.4 It was felt that the framework would allow better compatibility with funders both regionally and nationally. It included additional themes which represented new

and emerging technologies that the Council were keen to explore. It also allowed a number of different polices and groups to be brought together so progress could be clearly identified and evidenced, with greater opportunities offered to partners through the Low Carbon Thematic Group and the Bolsover Partnership

- 1.5 In March 2022, Executive agreed to accept these proposed changes to the CRP and move away from more traditional monitoring to a live document that tracked and evidenced progress across all schemes and or initiatives.
- 1.6 The Climate Change & Communities Scrutiny Committee received a further update in May 2022, following the operational changes to the Council's approach during the Covid-19 pandemic.
- 1.7 Committee Members agreed to complete further detailed work in relation to carbon reduction as part of the 2022/23 work programme in order to evaluate work completed within the current municipal cycle 2019-23, to guide incoming Members on potential future action.

2. Details of Proposal or Information

- 2.1 The Committee put together nine recommendations, as outlined in Appendix 1, which will hopefully enable the Council to clarify immediate priorities for action, as well as longer term plan to ensure the Council and District is net zero by 2050.
- 2.2 Appendix 2 sets out the progress so far in meeting the recommendations.
- 2.3 To date 6 out of 9 recommendations have been achieved, 2 are on track and 1 has been extended. The outstanding recommendations are on track to be completed in late 2025. Members should note that a Climate Change Officer was appointed during July 2024 and is overseeing the completion of the outstanding recommendations. Revised target dates and detail on the actions and progress to date are set out in Appendix 2.
- 2.4 The final interim report has two new key achievements that have been added to Appendix 2. As well as one new reason for non-implementation of recommendations. In addition to this one key achievement has been removed as the Low Carbon Thematic Group no longer functions and its role has been reborn with another function as mentioned in the report. It is now to be known as the Climate Resilience Group (CRG). The Climate Change Officer (CCO) is to present a verbal presentation on this change. Including membership of CRG, aims, objectives and functions.

3. Reasons for Recommendation

- 3.1 Members are required to make their report and findings public, in accordance with Part 4.5.17(4) of the Constitution.
- 3.2 Committee is required to monitor implementation of their recommendations in accordance with Part 3.6(1) of the Constitution.

- 3.3 Members must note Executive's response to the review recommendations and agree to review progress on the approved recommendations. A progress report is submitted at six and twelve months' intervals, with any exceptions to expected delivery highlighted.

4 Alternative Options and Reasons for Rejection

- 4.1 There are no alternative options. Members are required to note the service's response to progress against the review recommendations.
- 4.2 Committee is required to monitor implementation of their recommendations in accordance with Part 3.6(1) of the Constitution and as such the report cannot be rejected.

RECOMMENDATION(S)

1. That Scrutiny Members note the progress against the review recommendations.
2. That Scrutiny Members acknowledge any exceptions to delivery and clarify the additional action required by the service.
3. That Scrutiny Members make its report and findings public, in accordance with Part 4.5.17(4) of the Council's Constitution.
4. That Officers continue to implement the recommendations and submit a further report in six months time highlighting progress and any exceptions to delivery.

IMPLICATIONS:

<u>Finance and Risk</u> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>		
Details:		
None from this report. Suggested action for the Council can be contained within existing budgets.		
On behalf of the Section 151 Officer		
<u>Legal (including Data Protection)</u> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>		
Details:		
In carrying out scrutiny reviews the Council is exercising its scrutiny powers as laid out in Part 1A, s9F(2) of the Local Government Act 2000.		
On behalf of the Solicitor to the Council		
<u>Staffing</u> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>		

Details: N/A

On behalf of the Head of Paid Service

Equality and Diversity, and Consultation

Yes ☐

No ☒

Details: N/A

Environment

Yes ☒

No ☐

Details: The creation of a local Charter acts as a statement of the Council's stance in wishing to decrease the environmental impact from sky lanterns and helium balloons on Council land and property.

DECISION INFORMATION:

☒ **Please indicate which threshold applies:**

Is the decision a Key Decision?

A Key Decision is an Executive decision which has a significant impact on two or more wards in the District or which results in income or expenditure to the Council above the following thresholds:

Revenue (a) Results in the Council making Revenue Savings of £75,000 or more or **(b)** Results in the Council incurring Revenue Expenditure of £75,000 or more.

Capital (a) Results in the Council making Capital Income of £150,000 or more or **(b)** Results in the Council incurring Capital Expenditure of £150,000 or more.

District Wards Significantly Affected:

(to be significant in terms of its effects on communities living or working in an area comprising two or more wards in the District)

Please state below which wards are affected or tick **All** if all wards are affected:

Yes ☐

No ☒

(a) ☐

(b) ☐

(a) ☐

(b) ☐

All ☐

Is the decision subject to Call-In? <i>(Only Key Decisions are subject to Call-In)</i>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If No, is the call-in period to be waived in respect of the decision(s) proposed within this report? <i>(decisions may only be classified as exempt from call-in with the agreement of the Monitoring Officer)</i>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Consultation carried out: <i>(this is any consultation carried out prior to the report being presented for approval)</i>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Leader <input type="checkbox"/> Deputy Leader <input type="checkbox"/> Executive <input checked="" type="checkbox"/> SLT <input type="checkbox"/> Relevant Service Manager <input checked="" type="checkbox"/> Members <input type="checkbox"/> Public <input type="checkbox"/> Other <input type="checkbox"/>	

Links to Council Ambition: Customers, Economy, Environment, Housing
Ambition: Environment

DOCUMENT INFORMATION:

Appendix No	Title
1	Original Recommendations and Executive's Response - Review of Council's Approach to Carbon Reduction
2	Post-Scrutiny Monitoring Report - Review of Council's Approach to Carbon Reduction
3	Sustainability Calendar

Background Papers
<i>(These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Executive, you must provide copies of the background papers).</i>

Original Recommendations from Review and Executive's Response

PERFORM Code	Recommendation	Desired Outcome	Target Date	Lead Officer	Resources	Service Response	Executive Response
CCCSC22-23 2.1	That the officer function addressing the Council's strategic approach to carbon reduction should be kept in-house, with partnership work as required with Dragonfly Development Limited, for delivery associated with the service functions transferred.	That the current restructure following the creation of Dragonfly Development Limited keeps this function in-house so the Council can take a clear lead.	May 2023	Chief Executive	Officer time		Recommendation Approved.
CCCSC22-23 2.2	That a dedicated operational post be recruited to, in addition to the designation of a lead senior officer, to ensure that the delivery in relation to carbon reduction maintains momentum to reach the 2050 target.	Increased and dedicated resource to ensure progress in the short and medium term.	TBC	Chief Executive Director of Executive, Customer Services, Communications, Governance and Partnerships	Officer time Approval of a new post and associated budget will require a further report to Employment Committee and Executive/ Council for approval.		Recommendation Approved.

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PERFORM Code	Recommendation	Desired Outcome	Target Date	Lead Officer	Resources	Service Response	Executive Response
55 CCCSC22- 23 2.3	That data quality related to carbon reduction be improved, with a clear baseline agreed from which to track progress up to 2050, with regular data reports as part of the corporate performance reporting.	Improved data quality	Mar 24	TBC – need lead officer in post.	Officer time Potential requirement of technical software – to be determined and would be subject to a further report to Executive/ Council for approval and budget.		Recommendation Approved.
CCCSC22- 23 2.4	That the lead senior officer takes account of the Member analysis of the Council's current Ambitions and how activity was supporting carbon reduction as part of new programme development.	A review of current activity, and a clearer account moving forward of the Council's activity to ensure the 2050 target will be met.		Director of Executive, Customer Services, Communications, Governance and Partnerships New officer post - TBC	Officer time		Recommendation Approved.
CCCSC22- 23 2.5	That a revised approach to communication of objectives and achievements be implemented, both external and internal, with a full	Improved documentation processes, clearer communication internally and externally.		New Officer post Communications, Design & Marketing Manager			Recommendation Approved.

PERFORM Code	Recommendation	Desired Outcome	Target Date	Lead Officer	Resources	Service Response	Executive Response
	review of the website to ensure the Council's activity, and progress towards the target, is clearly documented.						
CCCSC22-23 2.6 56	That the Council ensures that a lead Portfolio Member is agreed for Carbon Reduction from within the Executive, post-election May 2023.	A clear lead Member to champion the Council's approach to carbon reduction.	May 2023	Leader of the Council			Recommendation Approved.
CCCSC22-23 2.7	That the membership of the Low Carbon Thematic Group is reviewed, post-election May 2023, to ensure it incorporates the Portfolio lead and a link to Climate Change & Communities Scrutiny to further improve communication. It is also recommended that	Improved communication between Executive and Scrutiny on carbon reduction.	July 2023	Leader's Executive & Partnerships team	Officer time Member time (meeting attendance)		Recommendation Approved.

PERFORM Code	Recommendation	Desired Outcome	Target Date	Lead Officer	Resources	Service Response	Executive Response
	the cross-party representation remains going forward as this is seen as a positive way of working.						
CCCSC22-23 2.8 57	That the Council website is reviewed and updated to provide clear guidance on current Council activity.	Improved public facing communication of the Council's priorities and achievements in relation to carbon reduction.	TBC	New Officer post Communications, Design & Marketing Manager	Officer time		Recommendation Approved.
CCCSC22-23 2.9	That Scrutiny analysis of progress against the Council Motion previously passed to the Low Carbon Thematic Group, be shared so future work planning can take account of outstanding areas capable of delivery.	Completion of outstanding elements of the 2019 Council Motion which may be deliverable.	July 2023	Leader's Executive & Partnerships team	Officer time		Recommendation Approved.

RESPONSE TO SCRUTINY COMMITTEE ON IMPLEMENTATION FOLLOWING SCRUTINY REVIEW

Title of Review:	Review of Council’s Approach to Carbon Reduction					
Timescale of Review:	November 2022 – January 2023		Timescale of Review:	November 2022 – January 2023		
Date agreed by Scrutiny:	January 2023		Date agreed by Scrutiny:	January 2023		
Total No. of Recommendations and Sub Recommendations	Achieved	5	On track	2	Extended	1
	Achieved (Behind target)	1	Overdue	0	Alert	0

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Key Achievements:

- A lead Portfolio Member has been agreed for Carbon Reduction from within the Executive.
- The post of the Climate Change Officer has been appointed.
- An internal Climate Resilience Group has been created and is developing a climate action plan.
- The role of the Low Carbon Thematic Group within Bolsover Partnership has been identified with an action plan to work in partnership with Bolsover District Council

Reasons for non-implementation of Recommendations:

- The Climate Change Officer started at the Council in July 2024.
- Progress is being made, and the recommendations will be completed during 2025.
- The new Performance team, which has recently taken over responsibility for corporate Performance reporting, will be reviewing the format and delivery of these reports during summer 2025. As part of this review, the team aims to incorporate carbon reduction data, as outlined in recommendation 2.3, into the quarterly Performance updates.
- Following the major changes and updates to the Council website during Spring 2025, progress has been delayed for recommendations 2.5 and 2.8.
- Staff changes and absences have impacted the service.

PERFORM Code	Recommendation	Lead Officer	Target Date	Completion Date	Status	Resources	Progress/Action
59	CCCSC22-23 2.1 That the officer function addressing the Council's strategic approach to carbon reduction should be kept in-house, with partnership work as required with Dragonfly Development Limited, for delivery associated with the service functions transferred.	Chief Executive	May 2023	May 2023	Achieved	Officer time	The Service Director of Executive, Corporate Services and Partnerships is now the climate lead for the Council responsible for the strategic approach to carbon reduction.
	CCCSC22-23 2.2 That a dedicated operational post be recruited to, in addition to the designation of a lead senior officer, to ensure that the delivery in relation to carbon reduction maintains momentum to reach the 2050 target.	Chief Executive Service Director Executive, Corporate Services and Partnerships	Summer 2024	July 2024	Achieved (Behind Target)	Officer time Approval of a new post and associated budget will require a further report to Employment Committee and Executive/ Council for approval.	A new post entitled Carbon Reduction Officer has been approved by the Employment and Personnel Committee. Council will consider putting the post on the establishment on 6 December 2023 prior to recruitment. Interim Report The post of the Carbon Reduction Officer is now titled Climate Change Officer and is still in the hiring process.

PERFORM Code	Recommendation	Lead Officer	Target Date	Completion Date	Status	Resources	Progress/Action
							<u>Second Interim Report</u> The post of the Climate Change Officer has been appointed.
CCCSC22-23 2.3 60	That data quality related to carbon reduction be improved, with a clear baseline agreed from which to track progress up to 2050, with regular data reports as part of the corporate performance reporting	Carbon Reduction Officer (when in post).	March 2025		Extended	Officer time Potential requirement of technical software – to be determined and would be subject to a further report to Executive/ Council for approval and budget.	Will be undertaken when the Carbon Reduction Officer is in post. <u>Interim Report</u> Progress for this recommendation is subject to the appointment of the Climate Change Officer <u>Second Interim Report</u> Following the appointment of the Climate Change Officer, the CCO is working with other BDC staff and Dragonfly to calculate Scope 1, 2 and some Scope 3 emissions. We are working with other Councils locally to determine a method

PERFORM Code	Recommendation	Lead Officer	Target Date	Completion Date	Status	Resources	Progress/Action
61							<p>of reporting so as to provide consistency across Derbyshire.</p> <p><u>Third Interim Report</u> Data is being collected (annually) by the CCO and discussions are being undertaken with the new Performance team to integrate this data into the quarterly Performance reports. The target therefore has been extended.</p> <p><u>Final Interim Report</u> The first Climate Resilience Group meeting will take place Monday 2 February. The lead officer will give a verbal update to Scrutiny Committee, Tuesday 3 February.</p>

PERFORM Code	Recommendation	Lead Officer	Target Date	Completion Date	Status	Resources	Progress/Action
CCCSC22-23 2.4 62	That the lead senior officer takes account of the Member analysis of the Council's current Ambitions and how activity was supporting carbon reduction as part of new programme development.	Service Director Executive, Corporate Services and Partnerships Carbon Reduction Officer (when in post).	January 2025	Spring 2025	Achieved	Officer time	<p><u>Interim Report</u> Progress for this recommendation is subject to the appointment of the Climate Change Officer</p> <p><u>Second Interim Report</u> Following the appointment of the Climate Change Officer, the CCO attends a monthly brief with the Cabinet Member for Environment. In addition, Councillor input is sought for existing projects. Action is needed to develop an authority wide forum for managers to develop projects.</p> <p><u>Third Interim Report</u> The CCO now meets monthly with the PH for Environment. Considerations are being made for LGR</p>

PERFORM Code	Recommendation	Lead Officer	Target Date	Completion Date	Status	Resources	Progress/Action
							and future corporate plans.
CCCSC22-23 2.5 63	That a revised approach to communication of objectives and achievements be implemented, both external and internal, with a full review of the website to ensure the Council's activity, and progress towards the target, is clearly documented.	Carbon Reduction Officer (when in post). Communications, Design & Marketing Manager	August 2025		On Track		<p><u>Interim Report</u> Progress for this recommendation is subject to the appointment of the Climate Change Officer</p> <p><u>Second Interim Report</u> Following the appointment of the Climate Change Officer, the CCO has worked with the Communications manager to develop web content for Energy Advice, raise the profile of the CCO, and produce content for ERIC and Bolsover Website. The CCO is also working with the Communications Manager to develop a communication plan.</p> <p><u>Third Interim Report</u></p>

PERFORM Code	Recommendation	Lead Officer	Target Date	Completion Date	Status	Resources	Progress/Action
64							<p>Steady progress being made however a solid plan is still yet to be implemented.</p> <p><u>Final Interim Report</u></p> <p>The first Climate Resilience Group meeting will take place Monday 2 February. The lead officer will give a verbal update to Scrutiny Committee, Tuesday 3 February. In addition, the climate officer has produced a sustainability calendar for 2026 that has been shared with communications and other lead officers</p>
CCCSC22-23 2.6	That the Council ensures that a lead	Leader of the Council	May 2023	May 2023			Councillor Anne Clarke – Cabinet

PERFORM Code	Recommendation	Lead Officer	Target Date	Completion Date	Status	Resources	Progress/Action
	Portfolio Member is agreed for Carbon Reduction from within the Executive, post-election May 2023.				Achieved		Member for Environment appointed since Elections in May 2023. Cllr Rob Hiney-Saunders PH for Environment appointed Spring 2025.
CCCSC22-23 2.7 65	That the membership of the Low Carbon Thematic Group is reviewed, post-election May 2023, to ensure it incorporates the Portfolio lead and a link to Climate Change & Communities Scrutiny to further improve communication. It is also recommended that the cross-party representation remains going forward as this is seen as a positive way of working.	Leader's Executive & Partnerships team	July 2023	July 2023	Achieved	Officer time Member time (meeting attendance)	Low Carbon Thematic Group reviewed with appointment of Chair and Vice Chair. Meetings have taken place and priorities set. (The Low Carbon Thematic Group for Bolsover Partnership is now called the Net Zero and Environment Group)
CCCSC22-23 2.8	That the Council website is reviewed and updated to provide clear guidance on current Council activity.	Carbon Reduction Officer (when in post). Communications, Design & Marketing Manager	August 2025			Officer time	<u>Interim Report</u> Progress for this recommendation is subject to the appointment of the Climate Change Officer

PERFORM Code	Recommendation	Lead Officer	Target Date	Completion Date	Status	Resources	Progress/Action
66					On Track		<p><u>Second Interim Report</u> Following the appointment of the Climate Change Officer, the CCO has worked with the Communications manager to; develop web content for Energy Advice, raise the profile of the CCO, and produce content for ERIC and Bolsover Website.</p> <p><u>Third Interim Report</u> Progress on this will follow the implementation of recc 2.5. The website has been in development since January 2025.</p> <p><u>Final Interim Report</u> This is being undertaken at present and</p>

PERFORM Code	Recommendation	Lead Officer	Target Date	Completion Date	Status	Resources	Progress/Action
							committee will be updated when this has been implemented.
CCCSC22-23 2.9 67	That Scrutiny analysis of progress against the Council Motion previously passed to the Low Carbon Thematic Group, be shared so future work planning can take account of outstanding areas capable of delivery.	Leader's Executive & Partnerships team	July 2023	September 2023	Achieved	Officer time	Low Carbon Group have had sight of this.

Date	Event
January	
1st - 31st	Dry January
1st - 31st	Buy Nothing New Month
6th Jan - 13 Feb	RSPB Big Schools Bird Watch
19th - 25th	Energy Savers Week
24th	International Day of Education
26th	International Day of Clean Energy
23rd - 25	RSPB Big Garden Bird Watch
24th	International Day of Education
February	
1st - 28th	LGBT+ History Month
2nd	World Wetlands Day
6th	Time to Talk Day
10th - 16th	Student Volunteering Week
11th	International Day of Women & Girls in Science
14th	Show the Love Day
14th - 21st	National Nestbox Week
March	
1st - 31st	SDG Teach In
1st	Zero Discrimination Day

3rd	<u>World Wildlife Day</u>
6th	<u>World Book Day</u>
8th	<u>International Women's Day</u>
9th - 16th	<u>Food Waste Action Week</u>
9th - 15th	<u>The Big Plastic Count</u>
13th	<u>University Mental Health Day</u>
13th - 29th	<u>The Great Big School Clean</u>
13th - 29th	<u>The Great British Spring Clean</u>
14th	<u>International Day of Action for Rivers</u>
16th - 22nd	<u>Trees are the Key</u>
16th - 27th	<u>The Big Walk and Wheel</u>
18th	<u>Global Recycling Day</u>
20th	<u>Spring Equinox</u>
20th	<u>International Day of Happiness</u>
21st	<u>World Sustainable Procurement Day</u>
21st	<u>International Day of Forests</u>
21st	<u>Digital Clean Up Day</u>
22nd	<u>World Water Day</u>
28th	<u>World Earth Hour(8.30pm local time)</u>
30th	<u>International Day for Zero Waste</u>

April	
1st	Fossil Fools Day
3rd	National Walking Day
7th	World Heath Day
14th tbc	Fashion Revolution Week
tbc	Mend In Public Day
19th - 25th	Stop Food Waste Day
22nd	Earth Day
22nd- 6th May	Global Action Days
25th	World Malaria Day
27th - 4th May	Reuseable Nappy Week
28th	International Workers Memorial Day (IWMD)
tbc	The Big River Watch
May	
1st - 31st	No Mow May
1st - 31st	No Meat May
1st - 31st	Local and Community History Month
1st - 31st	National Walking Month
3rd - 9th	International Compost Awareness Week (ICAW)
9th	Europe Day

10th - 14th Tbc	Water Saving Week
12th	Nurse's Day
15th	Endangered Species Day
11th - 17th	Mental Health Awareness Week
18th - 22nd	Walk To School Week
20th	World Bee Day
21st	World Day for Cultural Diversity for Dialogue and Development
22nd	International Day for Biological Diversity
23rd 31st	National Childrens Gardening Week
31st	Every Flower Counts
31st	World No Tobacco Day
June	
1st - 30th	Pride Month
1st - 30th	30 Days Wild
1st - 7th	Volunteer Week
2nd	World Peatlands Day
3rd	World Bike Day
5th	World Environment Day
6th - 14th	The Great Big Green Week
8th	World Oceans Day

9th - 16th	Bike Week
12th	World Day Against Child Labour
15th	Global Wind Day
16th - 22nd	Refugee Week
16th	World Refill Day
17th	World Day to Combat Desertification and Drought
18th	Sustainable Gastronomy Day
18th	Clean Air Day
22nd	World Rainforest Day
July	
1st - 31st	Plastic Free July
4th - 10th	Net Zero Week
4th - 12th	Wales Nature Week
11	World Population Day
tbc	Bees' Needs Week
15th	World Youth Skills Day
17th - 9th Aug	Big Butterfly Count
24th 31st	Love Our Parks Week
26th	Bog Day
AUGUST	

6th	Cycle to Work Day
10th - 17th tbc	National Allotments Week
22nd	World Plant Milk Day
SEPTEMBER	
1st - 30th	Organic September
1st - 30th	Secondhand September
6h	International Day of Charity
7th - 11th	Zero Waste Week
7th	International Day of Clean Air for Blue Skies
16th	International Day for the preservation of the Ozone Layer
18th	World Water Monitoring Day
20th	World Clean Up Day
21st-27th tbc	Recycle Week
21st	Zero Emissions Day
21st - 27th	FSC Forest Week
21st - 4th Oct	Fair Trade Fortnight
22nd	World Car Free Day
22nd Sep - 22nd Oct	Seed Gathering Season
27th	World Rivers Day
29th	The International Day of Awareness of Food Loss and Waste

OCTOBER	
1st - 31st	Unblocktober
1st - 31st	International Walk to School Month
1st - 31st	Black History Month
1st	World Vegetarian Day
4th	No Disposable Cup Day
5th	World Habitat Day
	World Circular Textiles Day
14th	International E-Waste Day
16th tbc	National Reuse Day
16th	World Food Day
24th tbc	International Day of Climate Action
28th tbc	Sustainability Day
14th tbc	Water Night
NOVEMBER	
1st - 30th	World Vegan Month
13	World Kindness Day
16th - 22nd	Geography Awareness Week
16th - 22nd	Global Education Week
27th	Buy Nothing Day

22nd - 30th	National Tree Week
DECEMBER	
1st	Giving Tuesday
5th	World Soil Day
	Interbnational Volunteer Day
tbc (could be November)	Carbon Literacy Day

Notes
All Months
11th of Feb - A day celebrating the achievements of female athletes and promoting equal opportunities for girls and women
10th to 14th of May - https://waterwise.org.uk/app/uploads/2025/11/Waterwise-

BOLSOVER DISTRICT COUNCIL

Meeting of Customer Services Scrutiny Committee on 3rd February 2026

Climate Change and Communities Scrutiny Committee Work Programme 2025/26

Report of the Scrutiny Officer

Classification	This report is Public
Contact Officer	The Scrutiny Officer – Coby Bunyan

PURPOSE/SUMMARY OF REPORT

- To provide members of the Scrutiny Committee with an overview of the meeting programme of the Committee for 2025/26.

REPORT DETAILS

1. Background

- 1.1 The main purpose of the report is to inform members of the meeting programme for the year 2025/26 and planned agenda items (Appendix 1).
- 1.2 This programme may be subject to change should additional reports/presentations be required, or if items need to be re-arranged for alternative dates.
- 1.3 Review Scopes submitted will be agreed within Informal Session in advance of the designated meeting for Member approval to ensure that there is sufficient time to gather the information required by Members and to enable forward planning of questions.
- 1.4 Members may raise queries about the programme at the meeting or at any time with the Scrutiny Officer should they have any queries regarding future meetings.
- 1.5 All Scrutiny Committees are committed to equality and diversity in undertaking their statutory responsibilities and ensure equalities are considered as part of all Reviews. The selection criteria when submitting a topic, specifically asks members to identify where the topic suggested affects particular population groups or geographies.
- 1.6 The Council has a statutory duty under s.149 Equality Act 2010 to have due regard to the need to advance equality of opportunity and to eliminate discrimination.
- 1.7 As part of the scoping of Reviews, consideration is given to any consultation that could support the evidence gathering process.

2. Details of Proposal or Information

- 2.1 Attached at Appendix 1 is the meeting schedule for 2025/26 and the proposed agenda items for approval/amendment.

3. Reasons for Recommendation

- 3.1 This report sets the formal Committee Work Programme for 2025/26 and the issues identified for review.
- 3.2 The Scrutiny Programme enables challenge to service delivery both internally and externally across all the Council Ambitions.
- 3.3 The Scrutiny functions outlined in Part 3.6(1) of the Council's Constitution requires each Scrutiny Committee to set an annual work plan.

4 Alternative Options and Reasons for Rejection

- 4.1 There is no option to reject the report as the Scrutiny functions outlined in Part 3.6(1) of the Council's Constitution requires each Scrutiny Committee to set an annual work plan.

RECOMMENDATION(S)

1. That Members review this report and the Programme attached at Appendix 1 for approval and amendment as required. All Members are advised to contact the Scrutiny Officer should they have any queries regarding future meetings.

IMPLICATIONS:

<u>Finance and Risk</u> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>		
Details: None from this report.		
On behalf of the Section 151 Officer		
<u>Legal (including Data Protection)</u> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		
Details: In carrying out scrutiny reviews the Council is exercising its scrutiny powers as laid out in Part 1A, s9F(2) of the Local Government Act 2000.		
On behalf of the Solicitor to the Council		
<u>Staffing</u> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>		
Details: None from this report.		

On behalf of the Head of Paid Service
<u>Equality and Diversity, and Consultation</u> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Details: None from this report.
<u>Environment</u> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Please identify (if applicable) how this proposal/report will help the Authority meet its carbon neutral target or enhance the environment.
Details: None from this report.

DECISION INFORMATION:

<input checked="" type="checkbox"/> Please indicate which threshold applies:	
Is the decision a Key Decision? A Key Decision is an Executive decision which has a significant impact on two or more wards in the District or which results in income or expenditure to the Council above the following thresholds:	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Revenue (a) Results in the Council making Revenue Savings of £75,000 or more or (b) Results in the Council incurring Revenue Expenditure of £75,000 or more.	(a) <input type="checkbox"/> (b) <input type="checkbox"/>
Capital (a) Results in the Council making Capital Income of £150,000 or more or (b) Results in the Council incurring Capital Expenditure of £150,000 or more.	(a) <input type="checkbox"/> (b) <input type="checkbox"/>
District Wards Significantly Affected: <i>(to be significant in terms of its effects on communities living or working in an area comprising two or more wards in the District)</i> Please state below which wards are affected or tick All if all wards are affected:	All <input type="checkbox"/>

Is the decision subject to Call-In? <i>(Only Key Decisions are subject to Call-In)</i>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If No, is the call-in period to be waived in respect of the decision(s) proposed within this report? <i>(decisions may only be classified as exempt from call-in with the agreement of the Monitoring Officer)</i>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Consultation carried out: <i>(this is any consultation carried out prior to the report being presented for approval)</i>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Leader <input type="checkbox"/> Deputy Leader <input type="checkbox"/> Executive <input type="checkbox"/> SLT <input type="checkbox"/> Relevant Service Manager <input type="checkbox"/> Members <input checked="" type="checkbox"/> Public <input type="checkbox"/> Other <input type="checkbox"/>	

Links to Council Ambition: Customers, Economy, Environment, Housing
All

DOCUMENT INFORMATION:

Appendix No	Title
1.	Climate Change and Communities Scrutiny Committee Work Programme 2025/26

Background Papers
<i>(These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Executive, you must provide copies of the background papers).</i>

Climate Change and Communities Scrutiny Committee

Work Programme 2025/26

Performance Review	Policy Development	Policy/Strategy Programme Monitoring	Review Work	Call-In/Review of Executive Decisions	Petition

Items to add

Date of Meeting	Items for Agenda		Lead Officer
23 June 2025 081	Part A – Formal	• Community Outreach Programme – Member Update	Service Manager (Environmental Health)
		• Review of Council's Approach to Carbon Reduction – Post-Scrutiny Monitoring and update from the Climate Change Officer	Scrutiny Officer; Climate Change Officer
		• Review of the Council's Approach to Environmental Despoilment Education and Enforcement – Formal Approval by Committee	Scrutiny Officer
		• Agreement of Work Programme 2024/25	Scrutiny Officer
	Part B – Informal	• Review work	Scrutiny Officer
8 October 2025	Part A – Formal	• Carbon Reduction Plan: Draft Actions	Climate Change Officer
		• Review of the Council's Energy Policy for Local Housing – Post Scrutiny Monitoring Report (Second Interim Report)	Scrutiny Officer
		• Review of the Council's Approach to Environmental Despoilment Education and Enforcement – Executive Response	Scrutiny Officer
		• Work Programme 2024/25	Scrutiny Officer
	Part B – Informal	• Review work	Scrutiny Officer
3 February 2026	Part A – Formal	• Health and Wellbeing Strategy – Monitoring Update	HR Business Partner
		• Review of Council's Approach to Carbon Reduction – Post-Scrutiny Monitoring	Scrutiny Officer & Climate Chage Officer

Date of Meeting	Items for Agenda		Lead Officer
82 14 April 2026		• Preparation for Annual Review of the Community Safety Partnership	Scrutiny Officer
		• Work Programme 2024/25	Scrutiny Officer
	Part B – Informal	• Review work	Scrutiny Officer
	Part A – Formal	• Review of the Council’s Approach to Environmental Despoilment Education and Enforcement – Interim Post Scrutiny Monitoring Report	Scrutiny Officer
		• Review of the Council’s Energy Policy for Local Housing – Post Scrutiny Monitoring Report (Third Interim Report – if necessary)	Scrutiny Officer
		• Annual Review of the Community Safety Partnership	Assistant Director Streetscene, Community Safety and Enforcement; Community Safety & Enforcement Manager
		• Work Programme 2024/25	Scrutiny Officer
	Part B – Informal	• Review work	Scrutiny Officer

Agenda Item 10

By virtue of paragraph(s) 3, 7 of Part 1 of Schedule 12A of the Local Government Act 1972.

Document is Restricted