

## **COUNCIL**

Minutes of a meeting of the Council of the Bolsover District Council held in the Council Chamber, The Arc, Clowne on Wednesday, 21 May 2025 at 10:00 hours.

### **PRESENT:-**

Members:-

Councillor Duncan Haywood in the Chair

Councillors David Bennett, Anne Clarke, Rowan Clarke, Amanda Davis, Mary Dooley, Will Fletcher, Louise Fox, Steve Fritchley, Justin Gilbody, Donna Hales, Tom Munro, Rob Hiney-Saunders, Mark Hinman, Cathy Jeffery, Chris Kane, Tom Kirkham, Clive Moesby, Sandra Peake, Jeanne Raspin, John Ritchie, Emma Stevenson, Janet Tait, Ashley Taylor, Catherine Tite, Rita Turner, Vicky Waplington, Deborah Watson and Jen Wilson.

Officers:- Karen Hanson (Chief Executive), Theresa Fletcher (Director of Finance & Section 151 Officer), Jim Fieldsend (Director of Governance and Legal Services & Monitoring Officer), Pam Brown (Director of Executive and Corporate Services), Mark Giles (Assistant Director Streetscene, Community Safety and Enforcement), Victoria Dawson (Assistant Director Housing and Enforcement), Angelika Kaufhold (Governance and Civic Manager), Thomas Dunne-Wragg (Scrutiny Officer) and Matthew Kerry (Governance and Civic Officer).

### **CL16-25/26 APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors Duncan McGregor, Lisa Powell, Sally Renshaw, Phil Smith and Carol Wood.

### **CL17-25/26 DECLARATIONS OF INTEREST**

There were no declarations made at the meeting.

### **CL18-25/26 CHAIR'S ANNOUNCEMENTS**

The Chair confirmed he had nothing further to add.

### **CL19-25/26 RECOMMENDATIONS FROM EMPLOYMENT AND PERSONNEL COMMITTEE**

Council considered a report of the Employment and Personnel Committee presented by the Monitoring Officer, which sought agreement for budget increases associated with the establishment of three new posts as recommended by the Employment and Personnel Committee held on 12<sup>th</sup> May 2025.

The proposals agreed at the Employment and Personnel Committee required an increase to the Council's General Fund budget as follows:

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- a new Career Graded Planning Policy Officer Post in the Planning Policy and Housing Strategy Team. The total cost of the additionality for this post based on established posts job evaluation at Grade 4, 6 and 7 were as follows;

Grade 4 - £33,329.90 - £35,014.88

Grade 6 - £40,546.76 - £43,627.35

Grade 7 - £44,768.37 - £48,393.09

- the funding of a new full time permanent Housing Performance Manager position from existing Housing Revenue Account (HRA) budget for year 1 and approve an increased cost to the HRA from year 2 onwards. The Housing Revenue Account additional expenditure to be £52,799 (bottom of Grade 8) to £59,162 (top of Grade 8) from May 2026; and
- a permanent post for Temporary Accommodation Officer with effect from 1<sup>st</sup> May 2026. The post to be funded through the General Fund at a cost of £47,147 (subject to pay awards and increments) with effect from May 2026 and until then be funded out of an existing Domestic Abuse Burdens grant.

Moved by Councillor Tom Munro and seconded by Councillor Mary Dooley **RESOLVED** that the increases in salary budgets as recommended by the Employment and Personnel Committee be approved.

### CL20-25/26      AUDITOR'S ANNUAL REPORT 2023/24

Council considered a report presented by Councillor Clive Moesby Portfolio Holder for Resources which summarised the Auditor's Annual Report 2023/24 prepared by Forvis Mazars attached as Appendix 1 to the report.

It had been reported to the Audit Committee on 12<sup>th</sup> March 2024 the plans to address local audit delays in the public sector. The Auditor's report was presented by Forvis Mazars to an Extraordinary meeting of the Audit Committee held on 20<sup>th</sup> February 2025.

Councillor Tom Kirkham highlighted that the Auditors had raised issues in respect of material errors on the group accounts on page 33 and that residents were concerned about the perceived rising costs and issues with big building projects such as the Crematorium and regeneration projects. In view of the Dragonfly Review being almost complete and need to review this report Councillor Tom Kirkham questioned whether it would be possible to arrange an Extraordinary meeting to review and discuss these together with the Auditors.

Councillor Jane Yates confirmed that an Extraordinary Council meeting would be called to discuss the outcome of the Dragonfly Review report and review of the Dragonfly companies but added that any decisions relating to the Dragonfly Companies arising from the report would be an executive decision and not one taken at full Council. The report would be published with the recommendations and options appraisal being done as part of the report.

Councillor Clive Moesby moved and Councillor John Ritchie seconded **RESOLVED** that the Forvis Mazars Auditors report be noted.

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### CL21-25/26      **UPDATING THE COUNCIL'S PAY AGREEMENT**

Council considered a report presented by Councillor Clive Moesby, Portfolio Holder for Resources relating to updates on the Council's Pay Agreement which had not been updated for many years. Feedback had been received from staff and management highlighting that the document was out of date and a request received to review the enhanced overtime limits.

Consultation had taken place with Union Employee Consultation Committee with changes proposed to:

- The lifting of the grade limit on enhanced overtime from the top of grade 6 to the top of grade 7 to provide greater equity and flexibility for employees to one grade higher.
- Updates to the terminology, post titles and removal of time specific rates which would reduce the need for constant revisions.

Councillor David Bennett queried why on page 7 a paragraph stating that allowances would not continue to be paid referenced page 27 in a 21 page document. It was confirmed that this was an oversight and the document had been reduced and adjusted and that paragraph should have been removed. It was also confirmed that Council already had a pay protection policy which lasted for 12 months for affected employees.

Moved by Councillor John Ritchie and seconded by Councillor Rob Hiney-Saunders **RESOLVED** that approval be given for the revised pay agreement, including the changes to the overtime grade limit, updated terminology and post titles, and removal of time-specific clauses.

### CL22-25/26      **PREVENTING SEXUAL HARASSMENT POLICY**

Council considered a report presented by Councillor Clive Moesby, Portfolio Holder for Resources relating to the revised Preventing Sexual Harassment Policy. A review had been undertaken in response to the new 2024 UK legislation, Worker Protection (Amendment of Equality Act 2010) Act 2023, which aimed at combatting workplace sexual harassment. The legislation obligated employers to take proactive measures to prevent sexual harassment and imposed stricter penalties for non-compliance and included increased compensation awards by up to 25%.

Formal consultation had taken place at the Council's Union Employee Consultation Committee with the key components in the revised policy including:

- A Zero-Tolerance stance.
- Preventative measures including regular awareness campaigns and training.
- Clear reporting and investigation procedures and support for victims.
- Legal compliance, accountability and managerial responsibility.

Moved by Councillor Clive Moesby and seconded by Councillor Mary Dooley **RESOLVED** that approval be given for the adoption of the policy to ensure compliance, enhance workplace culture and minimise legal and

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reputational risks.

### **CL23-25/26      HOUSING MANAGEMENT SYSTEM**

Council considered a report presented by Councillor John Ritchie, Portfolio Holder for Devolution which sought approval for a 5 year contract with Capita Business Services for the ongoing annual support of the Housing Management System and One System upgrade. The Open Housing IT system went live in September 2020 and provided the management and maintenance of the Council's housing stock and tenancies which comprised 5,000 properties, garage sites and leasehold properties.

The more stringent requirements of the Social Housing (Regulation) Act 2023 imposed a greater governance and data driven approach to the safety, maintenance and improvement of the Council's Housing Stock and assets. In response "Open Housing" had been upgraded and rebranded as "One Housing" and included the additional modules to ensure greater evidence of compliance with the latest legislative requirements and for the Regulator for Social Housing Consumer Standards.

The Executive on 14<sup>th</sup> April 2025 approved the new 5 year contract with Capita Business Services for the ongoing annual support of the Housing Management System and for One System upgrade. However, Council was required to approve the inclusion of the this on the capital programme.

The cost of the 5-year contract included the annual licence and maintenance support, purchase and implement of additional modules and the upgrade to "One Housing" was £464,599.65. The ongoing annual support of £274,879.65 could be contained within existing revenue budgets and the Capital expenditure of £189,720 could be funded by available capital receipts however, this needed to be approved by Council to be added to the capital programme.

Councillor Deborah Watson queried why a 5 year contract was being approved by the Executive when it was likely that Bolsover District Council was unlikely to exist and that it was a large commitment from the capital programme. Councillor John Ritchie stated that the dissolution of Bolsover District Council within that period of time was not a certainty and it was likely that the decision for a 5 year contract provided better terms than shorter periods. Councillor Steve Fritchley added that whilst he understood Councillor Deborah Watson's concerns it was likely to take longer than 5 years to make the proposed changes to the authority and that housing services would still continue even if Bolsover District Council ceased to exist.

Moved by Councillor John Ritchie and seconded by Councillor Rob Hiney-Saunders  
**RESOLVED** that approval be given for the capital programme to be updated to include the capital costs of the One Housing system upgrade.

### **CL24-25/26      APPOINTMENT OF MEMBER CHAMPIONS**

Council considered a report of the Director of Governance and Legal Services presented by the Monitoring Officer, which sought Council approval for the appointment of Member Champions for the 2025/26 Municipal Year.

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The nominations for Member Champions were as follows:

Armed Forces Champion (s)	Councillor David Bennett Councillor Tom Munro
Domestic Abuse Champion	Councillor Donna Hales
Local Nature Recovery Champion	Councillor Rob Hiney-Saunders
Member Development Champion	Councillor Catherine Jeffery
Safeguarding Champion	Councillor Jane Yates

Councillor Emma Stevenson queried why there was not a Member Champion for Neurodiversity Champion which she had proposed previously at Council and asked that this be brought back to Council for approval. It was confirmed that this would be checked.

Moved by Councillor Donna Hales moved and seconded by Councillor Jane Yates  
**RESOLVED** that the Member Champions be appointed for the  
2025/26 Municipal Year.

### **CL25-25/26      CHAIRMAN'S CLOSING REMARKS**

The Chair thanked people for attendance and their forbearance with the new equipment and closed the meeting.

The meeting concluded at 12:40 hours.