The Arc
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To: Chair & Members of the Council

Tuesday, 21 July 2026

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Dear Councillor

COUNCIL

You are hereby summoned to attend a meeting of the Council of the Bolsover District Council to be held in the Council Chamber, The Arc, Clowne on Wednesday, 29th July, 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

J. S. Fieldsend

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

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- **Phone:** 01246 242424
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- **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

COUNCIL
AGENDA

Wednesday, 29th July, 2026 at 10:00 hours taking place in the Council Chamber, The Arc, Clowne

Item No.		Page No.(s)
1.	**Apologies For Absence**	
2.	**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 matters arising out of those items and if appropriate, withdraw from the meeting at the relevant time.	
3.	**Minutes** To approve the minutes of the meeting of Annual Council held on 20th May 2026 as a true record.	5 - 12
4.	**Minutes** To approve the minutes of Council held on 20th May 2026 as a true record.	13 - 20
5.	**Chair's Announcements** To receive any announcements that the Chair of the Council may desire to lay before the meeting.	
6.	**Petitions or Deputations** In accordance with Council Procedure Rule 17, to hear a deputation provided five clear working day's written notice has been provided to the Monitoring Officer.	
7.	**Questions from the Public** In accordance with Council Procedure Rule 8 members of the public are allowed to submit questions relating to the Council's activities. No questions were received.	
8.	**Questions from Members** In accordance with Council Procedure Rule 9, Members are allowed to submit questions about Council activities. No questions were	

received.

9.	**Motions**	
	In accordance with Council Procedure Rule 10, to consider motions on notice from Members. No motions were received.	
10.	**Member Development Annual Report 2025/2026**	21 - 30
11.	**Rent Convergence**	31 - 36
12.	**Bolsover 'The Future' 2024-2028: Mid-Term Review**	37 - 82
13.	**Staff Pressures**	83 - 89
14.	**Councillor Dispensation**	90 - 94
15.	**Local Government Reorganisation - Presentation**	
16.	**Chairman's Closing Remarks**	

ANNUAL COUNCIL

Minutes of a meeting of the Annual Council meeting of Bolsover District Council held in the Council Chamber, The Arc, Clowne on Wednesday, 20 May 2026 at 10:00 hours.

PRESENT:-

Members:-

Councillors Duncan Haywood, Duncan McGregor, David Bennett, Anne Clarke, Rowan Clarke, Amanda Davis, Mary Dooley, Will Fletcher, Steve Fritchley, Justin Gilbody, Donna Hales, Tom Munro, Mark Hinman, Cathy Jeffery, Chris Kane, Lucy King, Tom Kirkham, Clive Moesby, Sandra Peake, Lisa Powell, Jeanne Raspin, John Ritchie, Phil Smith, Emma Stevenson, Janet Tait, Catherine Tite, Rita Turner, Vicky Wapplington, Deborah Watson, Jen Wilson, Carol Wood and Jane Yates.

Officers:- Karen Hanson (Chief Executive), Ian Barber (Strategic Director of Property, Construction & Assets), Steve Brunt (Strategic Director of Services), Jim Fieldsend (Strategic Director of Governance and Legal Services & Monitoring Officer), Theresa Fletcher (Strategic Director of Finance & Section 151 Officer), Sarah Kay (Interim Strategic Director of Economic Growth), Stephen Oliver (Legal Team Manager and Deputy Monitoring Officer), Angelika Kaufhold (Governance and Civic Manager), Coby Bunyan (Scrutiny Officer) and Matthew Kerry (Governance and Civic Officer).

Also in attendance at the meeting was Ruth Jaffray (Independent Co-opted Member).

CL1-26/27 ELECTION OF THE CHAIR OF THE COUNCIL

The Chief Executive sought nominations for the position of Chair of the Council for the 2026/27 Municipal Year.

Moved by Councillor Jane Yates and seconded by Councillor Tom Munro

> **RESOLVED** that Councillor Duncan Haywood be appointed as Chair of the Council for the 2026/27 Municipal Year.

Having signed the Declaration of Acceptance of Office and taken on the Chains of Office, Councillor Duncan Haywood took the Chair.

Councillor Duncan Haywood in the Chair

The Chair thanked Members for the nomination and undertook to be fair and even handed in the role.

Members were informed the Just Good Friends Club would be the Chair’s Chairty for 2026/27.

COUNCIL

CL2-26/27 APPOINTMENT OF VICE-CHAIR OF THE COUNCIL

Moved by Councillor Tom Munro and seconded by Councillor Donna Hales

> **RESOLVED** that Councillor Duncan McGregor be appointed Vice-Chair of the Council for the 2026/27 Municipal Year.

Having made the Declaration of Acceptance of Office and taken the Vice-Chair's medallion, Councillor Duncan McGregor took the Vice-Chair's seat.

CL3-26/27 APOLOGIES FOR ABSENCE

Apologies for absence were received on behalf of Councillors Louise Fox, Rob Hiney-Saunders, Tom Kirkham, Sally Renshaw, Ashley Taylor, and Ross Walker.

CL4-26/27 DECLARATIONS OF INTEREST

There were no declarations made at the meeting.

CL5-26/27 MINUTES

Moved by Councillor Duncan Haywood and seconded by Councillor Duncan McGregor **RESOLVED** that the minutes of a meeting of Council held on 4th March 2026 be approved as a true and correct record.

CL6-26/27 CHANGE ORDER OF THE AGENDA

With the presence of the Independent Co-opted Member of the Council being temporary, it was proposed that Item 11, the Standards Committee Annual Report, be brought forward on the agenda.

Moved by Councillor Duncan Haywood and seconded by Councillor Jane Yates

> **RESOLVED** that the Standards Committee Annual Report be presented as the next item of business.

CL7-26/27 STANDARDS COMMITTEE ANNUAL REPORT 2025/26

Mrs Ruth Jaffray, Chair of the Standards Committee (Independent Co-opted Member) presented the Standards Committee Annual Report 2025/26 to Council. The information presented included:

- During 2025/26 - 16 - Members' Code of Conduct complaints were received, representing a reduction from 22 in the previous year. Most of these complaints were resolved through informal measures and only a limited number progressed to investigation with three breaches of the Members' Code of Conduct being found.

As part of the Committee's wider governance responsibilities the Committee also considered:

- The Government's proposed reforms to strengthen the standards regime and Members' Code of Conduct.
- Changes to the Council's Constitution.
- Policy review work comprising the monitoring and review of the Council's policies and procedures including Whistleblowing, RIPA as well as Gifts and Hospitality registers.
- Member attendance at training provided during 2025/26.

The Annual Report 2025/26 was attached at Appendix 1.

It was noted an incorrect year was detailed in the Whistle-blowing Policy Review – '*10th November 2026*' should have been '*10th November 2025*'. The Monitoring Officer offered to make the amendment.

Moved by Councillor Tom Munro and seconded by Councillor Donna Hales

> **RESOLVED** that (1) the appreciation of the Council for the continued support by Mrs Jaffray be recorded; and
>
> (2) that the Standards Committee Annual Report 2025/26 be noted.

Ruth Jaffray left the meeting at 10:27 hours.

CL8-26/27 APPOINTMENT OF THE DEPUTY LEADER AND MEMBERS OF THE EXECUTIVE

Councillor Jane Yates, Leader of the Council, stated that the Members of the Executive would be:

Councillor Donna Hales	Deputy Leader and Portfolio Holder for Corporate Performance and Governance
Councillor Tom Munro	Portfolio Holder for Growth
Councillor Rob Hiney-Saunders	Portfolio Holder for Environment
Councillor Jeanne Raspin	Portfolio Holder Without Specific Portfolio
Councillor Phil Smith	Portfolio Holder for Housing
Councillor Mary Dooley	Portfolio Holder for Partnerships, Health and Wellbeing
Councillor Clive Moesby	Portfolio Holder for Resources
Councillor John Ritchie	Portfolio Holder for Devolution

The Members of the Junior Executive would be:

Councillor Duncan Haywood	Junior Portfolio Holder for Resources
Councillor Catherine Tite	Junior Portfolio Holder for Housing
Councillor Catherine Jeffery	Junior Portfolio Holder for Partnerships, Health and Wellbeing

It was proposed that some of the Junior Portfolio Holder positions remain vacant to save costs in light of Local Government Reorganisation (LGR) and the position be reviewed in 2027.

CL9-26/27 ESTABLISHMENT OF COMMITTEES AND PROPORTIONALITY 2026/27

Council considered a report relating to the establishment of Committees and Proportionality for 2026/27 presented by the Monitoring Officer and the key points included:

- Annual Council was required to: appoint at least 1 Scrutiny Committee and other such committees as the Council considered appropriate to deal with matters which were neither reserved to the Council Meeting nor were Executive Functions; decide the size and terms of reference for those committees; and decide the allocation of seats to political groups in accordance with the Political Balance rules.

- The political make-up of the Council was: Labour – 22 Councillors; Independent Group – 11 Councillors; Reform Bolsover – 2 Councillors; 1 Conservative Councillor; and 1 Independent Councillor.

The report brought forward the proposed allocation of seats to political groups in accordance with the Political Balance rules and sought Annual Council's approval. The appendices comprised:

- The size and establishment for each Committee as set out in the document attached at Appendix 1 to the report.

- The terms of reference of the new Committees proposed as set out in Appendix 2.

- The allocation of Committee seats which best met the requirements of Section 15 of the Local Government and Housing Act 1989 (as far as was reasonably practicable) was attached at Appendix 3.

- Councillor Wood confirmed at the meeting that one of the Reform Bolsover committee places was 'gifted' to Councillor Fletcher who would sit on the Licensing Committees.

Moved by Councillor Tom Munro and seconded by Councillor Donna Hales

RESOLVED that: (1) the Council's Committees, their terms of reference and size as set out in Appendix 1 and Appendix 2 be established for the 2026/27 Municipal Year in accordance with Council Procedure Rule 1.1(k);

(2) Council agreed the allocation of seats on committees as set out in Appendix 3 and the nominations received at the meeting, in accordance with the political balance rules; and,

(3) that authority be delegated to the Monitoring Officer in consultation with the Leader of the Council and relevant Committee Chair (when appointed) to make amendments to the terms of reference for committees arising within the 2026/27 municipal year.

CL10-26/27 APPOINTMENTS TO COMMITTEES

Council considered the report relating to the appointments to Committees and Advisory Groups for 2026/27 as presented by the Monitoring Officer. The key information presented included:

- Political Groups were requested to nominate Members to serve on Committees and Advisory Groups (as set out in the document attached at Appendix 1) for the 2026/27 Municipal Year.
- Councillor Carol Wood confirmed that the Licensing Committees seat would be gifted to Councillor Fletcher and that she would be sitting on the Climate Change and Communities Scrutiny Committee.

During discussion it was confirmed that:

Where substitutes were allowed, for example the newly established committees, they didn't have to be named at today's meeting but notification to the Governance and Civic Team was needed in the event of such a meeting being called.

Gratitude was also expressed to the Monitoring Officer and Governance and Civic Manager for producing the political balance proposals given the complex nature of the task.

Moved by Councillor Tom Munro and seconded by Councillor Donna Hales

RESOLVED that the appointments to Committees and Advisory Groups for the 2026/27 Municipal Year, as set out in Appendix 1 with the additions nominated at the meeting, be agreed.

CL11-26/27 NOMINATIONS OF CHAIRS AND VICE-CHAIRS OF COMMITTEES

Consideration was given to a report relating to the Nominations to Chairs and Vice-Chairs as presented by the Monitoring Officer. The Chair of Council asked for further nominations as each position was considered individually. Where the nominations detailed in Appendix 1 were uncontested they were automatically appointed. Where positions were contested votes were held.

The following table details the uncontested appointees and those elected following a vote:

COUNCIL

Committee	Position	Additional nominations	Appointed/elected
Audit Committee	Chair Vice-Chair	None N/A	Councillor Tom Kirkham Independent Member
Climate Change and Communities Scrutiny Committee	Chair Vice Chair	None Councillor Anne Clarke	Councillor Ashley Taylor Councillor Amanda Davis
Customer Services Scrutiny Committee	Chair Vice-Chair	Councillor Emma Stevenson Councillor Emma Stevenson	Councillor Vicky Wapplington Councillor Amanda Davis
Local Growth Scrutiny Committee	Chair Vice-Chair	Councillor Justin Gilbody Councillor Justin Gilbody	Councillor Sally Renshaw Councillor Tom Kirkham
Finance & Corporate Overview Scrutiny Committee	Chair Vice-Chair	Councillor Rowan Clarke Councillor Rowan Clarke	Councillor David Bennett Councillor Duncan McGregor
Licensing Committee(s)	Chair Vice-Chair	Councillor Emma Stevenson Councillor Emma Stevenson	Councillor Duncan McGregor Councillor Amanda Davis
Planning Committee	Chair Vice-Chair	None Councillor Deborah Watson	Councillor Catherine Tite Councillor Duncan McGregor
Safety Committee	Chair Vice-Chair	Appointed at first meeting Appointed at first meeting	
Standards Committee	Chair Vice-Chair	N/A Councillor Justin Gilbody	Mrs Ruth Jaffray Councillor Clive Moesby
Union / Employee Consultation Committee	Chair Vice-Chair	Appointed at first meeting Appointed at first meeting	
Member Development Working Group	Chair Vice Chair	Councillor Cathy Jeffery Appointed at first meeting	
Local Plan Implementation Advisory Group	Chair Vice Chair	Councillor Catherine Tite Councillor Duncan McGregor	

Moved by Councillor Steve Fritchley and seconded by Councillor Donna Hales

RESOLVED that the appointments for Chairs and Vice-Chairs as detailed in the table above be approved.

CL12-26/27 APPOINTMENTS TO OUTSIDE BODIES

Council considered a report relating to the Appointments to Outside Bodies as introduced by the Monitoring Officer who confirmed that the nominations were included in Appendix 1 to the report.

Clarity was sought on the proposed substitute of the Derbyshire Police and Crime Panel. The Leader of the Council informed the Council's representative was the Portfolio Holder for Resources and so it was appropriate the Junior Portfolio Holder for Resources be the Council's substitute representative.

Moved by Councillor Tom Munro and seconded by Councillor Donna Hales

RESOLVED (1) that the nominations detailed in Appendix 1 to the report be appointed as Council representatives to the listed Outside Bodies; and

(2) the term of office for each appointment will be from the date of the Annual Council meeting (20th May 2026) until the next Annual Council meeting, unless otherwise specified.

CL13-26/27 OPERATION OF URGENCY RULES AND THRESHOLDS FOR KEY DECISIONS

Consideration was given to a report relating to the Operation of Urgency Rules and Thresholds for Key Decisions as presented by the Monitoring Officer who highlighted:

- The purpose of the report was to advise of Key Decisions taken under statutory Urgency Rules in the past 12 months and those decisions taken under Urgency Rules within the Council's Scrutiny Rules; and

- to set the Key Decisions thresholds for the forthcoming year.

Moved by Councillor Steve Fritchley and seconded by Councillor Clive Moesby

RESOLVED that (1) the decisions taken over the past 12 months under Special Urgency Rules be noted;

(2) the decisions that have been taken over the past 12 months under Urgency provisions in the Council's Scrutiny Rules be noted; and,

(3) that the financial thresholds for Key Decisions be maintained at £75,000 (Revenue) and £150,000 (Capital) be agreed.

CL14-26/27 SCHEME OF DELEGATION

Council considered a report relating to the Scheme of Delegation for Officers for 2026/27 presented by the Monitoring Officer who summarised the report as follows:

- It was a requirement under Council Procedure Rule 1.1 (o) of the Councils' Constitution Part 3 that the Scheme of Delegation was agreed at Annual Council each year.

- At its meeting on 21st May 2025, Council had approved a change to the Constitution to enable the Monitoring Officer to make changes arising from new legislation, administrative errors or administrative changes / conflicts in interpretation.

- The only changes to the Scheme of Delegation for 2026/2027 related to administrative changes (e.g., job titles following the transfer in-house of the Dragonfly Companies' staff or where there had been a change to the title of an existing post within the Council's structure).

Moved by Councillor Jane Yates and seconded by Councillor Donna Hales

> **RESOLVED** that the Scheme of Delegation for Officers 2026/27 as set out in Appendix 1 to this report, be approved.

CL15-26/27 CLOSING OF ANNUAL COUNCIL AND COMFORT BREAK PRIOR TO COMMENCEMENT OF ORDINARY COUNCIL

The Chair informed Members that there would be a 20 minute comfort break before commencing with the Ordinary Council meeting at 11:40 hours.

The meeting concluded at 11:18 hours.

COUNCIL

Minutes of a meeting of the Council of Bolsover District Council held in the Council Chamber, The Arc, Clowne on Wednesday, 20 May 2026 at 11:40 hours.

PRESENT:-

Members:-

Councillor Duncan Haywood in the Chair

Councillors Duncan McGregor (Vice-Chair), David Bennett, Anne Clarke, Rowan Clarke, Amanda Davis, Mary Dooley, Will Fletcher, Steve Fritchley, Justin Gilbody, Donna Hales, Mark Hinman, Cathy Jeffery, Chris Kane, Lucy King, Tom Kirkham, Clive Moesby, Tom Munro, Sandra Peake, Lisa Powell, Jeanne Raspin, John Ritchie, Phil Smith, Emma Stevenson, Janet Tait, Catherine Tite, Rita Turner, Vicky Wapplington, Deborah Watson, Jen Wilson and Jane Yates.

Officers:- Karen Hanson (Chief Executive), Ian Barber (Strategic Director of Property, Construction & Assets), Steve Brunt (Strategic Director of Services), Jim Fieldsend (Strategic Director of Governance and Legal Services & Monitoring Officer), Theresa Fletcher (Strategic Director of Finance & Section 151 Officer), Sarah Kay (Interim Strategic Director of Economic Growth), Victoria Dawson (Assistant Director of Housing Management) (from Minute No. CL29-26/27), Ollie Fishburn (HR and Payroll Manager), Chris McKinney (Senior Devolution Lead for Planning Policy, Strategic Growth and Housing), Stephen Oliver (Legal Team Manager and Deputy Monitoring Officer), Peter Wilmot (HR Business Partner), Angelika Kaufhold (Governance and Civic Manager), Coby Bunyan (Scrutiny Officer) and Matthew Kerry (Governance and Civic Officer).

CL16-26/27 APOLOGIES FOR ABSENCE

Apologies for absence were received on behalf of Councillors Louise Fox, Rob Hiney-Saunders, Tom Kirkham, Sally Renshaw, Ashley Taylor, Ross Walker and Carol Wood.

CL17-26/27 DECLARATIONS OF INTEREST

There were no declarations made at the meeting.

CL18-26/27 QUESTIONS FROM THE PUBLIC

There were no questions from the public received.

CL19-26/27 QUESTIONS FROM MEMBERS

There were no questions from Members received.

CL20-26/27 MOTIONS

In accordance with Council Procedure Rule 10 no Motions on Notice were submitted by Members for consideration.

CL21-26/27 PETITIONS OR DEPUTATIONS

No petitions or deputations were received.

CL22-26/27 COLIN HAMPTON - DERBYSHIRE UNEMPLOYED WORKERS CENTRE - TO ADDRESS COUNCIL

Colin Hampton addressed the Council on the work undertaken by the Derbyshire Unemployed Workers Centre (the 'Workers Centre').

A Member expressed great thanks to the Workers Centre on behalf of Langwith Ward Members and residents. Other Members echoed their thanks for the life changing levels of support shown towards residents of the District by the Workers Centre.

Colin Hampton left the meeting at 12:01 hours.

CL23-26/27 CHAIR'S COMMUNICATIONS

Minutes' Silence

The Chair asked Council to stand (if able) for a minute's silence in remembrance of the passing of former Alderman Ray Brooks.

Derbyshire Police and Crime Commissioner – bravery awards

The Chair invited Councillor Donna Hales to present this item and introduce the recipients of the awards namely: Thomas Smith, Sarah Bryan, Beverly Daniels, David Daniels and Kieran Daniels to the Council.

They had shown great courage when they had intervened during a head-on-collision on the B6417 Mansfield Road, off Ramper Avenue, Clowne and had extinguished the blaze, helped 5 casualties safely away from the wreckage and warned on-coming vehicles of the incident. Following this accident, they had successfully campaigned with a long-running appeal to introduce safety measures and speed restrictions in that area.

The Derbyshire Police and Crime Commissioner had acknowledged their bravery and campaigning and had asked the Council to present the awards to the 5 residents.

The Chair of the Council presented the awards on behalf of the Council and the Derbyshire Police and Crime Commissioner and commended their bravery and actions.

Councillors Donna Hales and Rita Turner, and Thomas Smith, Sarah Bryan, Beverly Daniels, David Daniels and Kieran Daniels left the meeting at 12:05 hours.

CL24-26/27 AUDITOR'S ANNUAL REPORT 2024/25

Council considered a report and appendix relating to the Auditor's Annual Report in respect of 2024/25 as presented by Councillor Clive Moesby, Portfolio Holder for Resources.

Moved by Councillor Jane Yate and seconded by Steve Fritchley

> **RESOLVED** that the report from the Council's External Auditor, Forvis Mazars at Appendix 1, be noted.

Councillor Donna Hales returned to the meeting at 12:07 hours.

CL25-26/27 MEDIUM-TERM FINANCIAL PLAN 2026/27 TO 2029/30

Council considered a report which provided updates to the General Fund element of the Council's Medium-Term Financial Plan 2026/27 to 2029/30 following receipt of the Government's finance settlement for 2026/2, presented by Councillor Clive Moesby, Portfolio Holder for Resources.

- The report detailed the final settlement received from the UK Government and the impact of the significant reductions in funding for the Council and subsequent impact on the use of reserves as outlined in 1.8 of the report.

Moved by Councillor Clive Moesby and seconded by Councillor Jane Yates

> **RESOLVED** that the changes to the Medium-Term Financial Plan as detailed at 1.8 of the report, for 2026/27 to 2029/30 years, be approved.

CL26-26/27 APPOINTMENT OF MEMBER CHAMPIONS

Council considered a report relating to the appointment of Member Champions 2026/27 as presented by the Monitoring Officer who drew members' attention to the nominations received at Appendix 1. During discussion it was proposed that 2 Domestic Abuse Champions and Neurodiversity Champions be appointed which was agreed by Members.

Domestic Abuse Champions	Councillor Mary Dooley Councillor Emma Stevenson
Neurodiversity Champions	Councillor Rowan Clarke Councillor Donna Hales

Moved by Councillor Mary Dooley and seconded by Councillor Donna Hales

> **RESOLVED** that the Member Champions nominated in Appendix 1 to the report with the additional aforementioned nomination be appointed for the 2026/27 Municipal Year.

CL27-26/27 REVISION TO MEMBERS' ALLOWANCES SCHEME - MEMBERS ACCESS TO THE LOCAL GOVERNMENT PENSION SCHEME

Council considered a report relating to the proposed changes to the Members' Allowances Scheme which would enable Members to access the Local Government Pension Scheme as presented by the Monitoring Officer. It was confirmed that:

- From May 2026, Members would be able to join the Local Government Pension Scheme on an opt-in basis.
- The revised Members' Allowance Scheme was attached at Appendix 1.
- The Monitoring Officer sought approval for an additional recommendation for Council to approve the amendments to the Members' Allowances Scheme.

Moved by Councillor Clive Moesby and seconded by Councillor Phil Smith

RESOLVED that (1) it be noted that with effect from 11th May 2026 Members were able to opt-in to the LGPS provided by Derbyshire Pension Fund; and,

(2) that the potential additional costs to the Scheme as set out in paragraphs 2.6 and 2.7 (based on a 100% opt-in) be noted; and

(3) that approval be given for the Members' Allowances Scheme to be updated as shown in Appendix 1 of the report.

CL28-26/27 COUNCIL CONSTITUTION PART 4.8 - CONTRACT PROCEDURE RULES

Council considered a report relating to Part 4.8 of the Council's Constitution, Contract Procedure Rules as presented by the Monitoring Officer. It was confirmed that:

- The Council's Contract Procurement Rules provided a framework for the procurement of all goods, services and works for the Council. The Council's Contracts Manager had been in post since February 2025, during which time the Council's existing Contract Procurement Rules had been assessed and a set of revised rules produced to reflect the Local Government Act, Public Contract Regulations 2015 and the Procurement Act 2023.
- The Revised Contract Procurement Rules were attached at Appendix 1 to the report.

Moved by Councillor Donna Hales and seconded by Councillor Jane Yates

RESOLVED that the revised Contract Procurement Rules as attached in Appendix 1 be adopted.

CL29-26/27 HISTORIC ENVIRONMENT SUPPLEMENTARY PLANNING DOCUMENT

Consideration was given to a report relating to the Historic Environment Supplementary Planning Document as presented by Councillor Tom Munro, Portfolio Holder for Growth.

- The Planning Committee had recommended at its meeting on 15th April 2026 that Council adopt the Historic Environment Supplementary Planning Document as a material consideration in planning decisions.

Moved by Councillor Tom Munro and seconded by Councillor Jeanne Raspin

RESOLVED that the Historic Environment Supplementary Planning Document as contained in Appendix 1 be adopted as a material consideration in planning decisions.

CL30-26/27 PEOPLE STRATEGY AND ACTION PLAN

Council considered a report relating to the delivery of the People Strategy as presented by Councillor Jane Yates, Leader of the Council. Council was informed that:

- The Executive had approved the Council's new People Strategy for 2026-28 (the 'Strategy') at its meeting on 2nd March 2026. The Strategy included proposals for:
    - An uplift in the Council's Annual Leave entitlement to align with Derbyshire Peer authorities.
    - Introduction of paid compassionate leave.
    - Moving employees of Bolsover District Council from its own independent pay spine to the National Joint Council (NJC) pay spine in readiness for Local Government Reorganisation.

- The Strategy set out the need to ensure the Council was able to continue to attract and retain high quality employees over the following 2 years against the backdrop of Local Government Reorganisation.

- To commit to the Armed Forces Covenant and assist with the Council's ambition to achieve the Armed Forces Covenant Silver Award.

- The proposed People Strategy was attached at Appendix 1 to the report.

Councillor Clive Moesby, Portfolio Holder for Resources stated the Council's staff were its greatest resource and as noted in the table in the report detailing the annual leave entitlements across other lower-tier local authorities Derbyshire, Bolsover District Council was currently the least generous.

Moved by Councillor Jane Yates and seconded by Councillor David Bennett

RESOLVED that subject to consultation and agreement with Trade Unions approval be given to: (1) the uplift of the Council's annual leave to 25 days on appointment and 30 days after five years' service, effective 1st June 2026 (pro rata);

(2) confirm the Council's commitment to the Armed Forces Covenant Policy at Appendix 2 and aim to achieve 'Silver' status;

(3) the introduction of a maximum five day paid compassionate leave entitlement for employees who have completed six months' continuous service with the Council;

(4) the alignment of the Council’s pay spine back to National Joint Council Pay Spine as set out within the report and financial implications; and,

(5) the Medium-Term Financial Plan being updated with the financial implications of this report as part of the 2026/27 budget refresh in the Autumn of 2026. This to include the increased annual leave cover, and the movement to the NJC pay spine.

CL31-26/27 MILL LANE - BOLSOVER

Council considered a report which sought approval to update the schemes included in the Bolsover Homes pipeline funding envelope of £36.2m and add the Mill Lane, Bolsover to the scheme. The report was presented by Councillor Phil Smith Portfolio Holder for Housing and it was confirmed that:

- The Executive had agreed to proceed with pre-construction works at Mill Lane, Bolsover, and this report sought approval from Council to include Mill Lane, Bolsover within the Bolsover Homes funding pipeline.

Moved by Councillor Phil Smith and seconded by Councillor John Ritchie

RESOLVED that approval be given for the inclusion of Mill Lane, Bolsover development within the previously approved £36.2m funding envelope for Bolsover Homes.

Councillor Will Fletcher left the meeting at 12:48 hours.

CL32-26/27 PURCHASE OF SECTION 106 PROPERTIES FROM FORGE HOMES LIMITED - PARK AVENUE, GLAPWELL

Council considered a report relating to the proposed purchase of S106 Properties from Forge Homes Limited, Park Avenue, Glapwell as presented by Councillor Phil Smith, Portfolio Holder for Housing.

- Forge Homes were. were building 49 properties at Park Avenue, Glapwell, including 5 affordable semi-detached houses as a Section 106 planning condition.

- It was proposed to purchase 6 properties at Park Avenue, Glapwell, to be added to the Capital Programme to be funded by capital receipts.

Moved by Councillor Phil Smith and seconded by Councillor John Ritchie

RESOLVED that approval be given to add the 6 properties at Park Avenue, Glapwell to the Capital Programme utilising 141 Right to Buy receipts and that these would be let at affordable rent within the Housing Revenue Account.

CL33-26/27 PLAY AREA REFURBISHMENT PROGRAMME

Council considered a report relating to the proposed Play Area Refurbishment Programme as presented by Councillor Mary Dooley, Portfolio Holder for Housing presented the report to the Council.

- During discussions it was suggested that the Council assist some Parish Council's in funding improvements to their play areas over which the Council had no responsibility. It was confirmed that funding was finite and that the Council had to focus on its own areas of responsibility. It was suggested that this also be brought back to a future meeting if Local Government Reorganisation was confirmed to ascertain whether there was funding still available in the reserves.

- Some specific issues were raised and it was suggested that further information be forwarded to the Leader and Leisure Facilities Planning & Development Manager.

Moved by Councillor Mary Dooley and seconded by Councillor Cathy Jeffery

RESOLVED that (1) approval be given for the use of NNDR Growth Protection Reserve to carry out the play area refurbishments shown in Appendix 1; and

(2) the capital programme be updated to include the capital elements of this refurbishment programme.

CL34-26/27 CREATION OF CORPORATE ASSET MANAGER POST

Council considered a report presented by Councillor Tom Munro, Portfolio Holder for Growth which sought approval for the creation of a full-time Corporate Asset Manager post to deliver the Council's Corporate Asset Management Plan.

Moved by Councillor Tom Munro and seconded by Councillor Donna Hales

RESOLVED that: (1) approval be given for the creation and budget for a full-time Corporate Property Asset Manager post following job evaluation; and

(2) authority be delegated to the Chief Executive Officer to agree the grade of the post following completion of the job evaluation process.

CL35-26/27 PLEASLEY VALE BUSINESS PARK - REQUEST FOR BUDGET APPROVAL

Councillor Tom Munro Portfolio Holder for Growth presented a report which sought approval for a budget of £2.5m (to include £82,082.80 requested for scaffolding subject of a separate report) to address urgent and foreseeable risks associated with Council-owned assets at Pleasley Vale Business Park.

Moved by Councillor Tom Munro and seconded by Councillor Steve Fritchley

RESOLVED that approval be given to establish a budget of £2.5m (less the £82,082.80 outlined in the Scaffolding Report) to enable urgent works, associated follow-on investment and related mitigation measures to be undertaken in a controlled, proportionate, and legally compliant manner.

CL36-26/27 LOCAL GOVERNMENT REORGANISATION - VERBAL UPDATE

Councillor John Ritchie, Portfolio Holder for Devolution provided an update on progress of Local Government Reorganisation and letter received from Government relating to the drafting of the Structural Changes Order.

Councillor John Ritchie left the meeting at 13:15 hours.

CL37-26/27 EXCLUSION OF THE PUBLIC

Moved by Councillor Duncan Haywood and seconded by Councillor Duncan McGregor

> **RESOLVED** 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.

CL38-26/27 PLEASLEY VALE BUSINESS PARK - SCAFFOLD PURCHASE

Council considered a restricted report as presented by Councillor Tom Munro, Portfolio Holder for Growth.

Moved by Councillor Tom Munro and seconded by Councillor Clive Moesby

> **RESOLVED** that (1) that approval be given allow the purchase of the existing scaffold as detailed in the report; and
>
> (2) an allowance be made from the General Fund to continue the mandatory weekly inspection regime and annual inspection by a structural engineer.

Councillor Sandra Peake left the meeting at 13:18 hours.

CL39-26/27 CHAIRMAN'S CLOSING REMARKS

The Chief Executive thanked the Governance Team for their work before and during the meeting.

The Chair thanked Members for attending and closed the meeting.

The meeting concluded at 13:21 hours.

BOLSOVER DISTRICT COUNCIL

Meeting of Council on 29th July 2026

Member Development Annual Report 2025/26

Report of the Member Development Working Group

Classification	This report is Public
Contact Officer	Governance and Civic Manager
Is this a Key Decision?	**Yes**☐ **No** ☒

PURPOSE/SUMMARY OF REPORT

To enable Council to consider the Member Development work that was undertaken during 2025/26.

REPORT DETAILS

1. Background

1.1 An annual report of Member Development is considered by Council annually.

1.2 The annual report sets out the member development activities that took place during 2025/26, opportunities that were made available to Members and information on the evaluation of member development activities that took place.

2. Details of Proposal or Information

2.1 The Annual Report of the Member Development Working Group is attached at **Appendix 1**.

3. Reasons for Recommendation

3.1 To enable the Council to consider the Annual Report on Member Development during 2025/26.

4. Alternative Options and Reasons for Rejection

4.1 Council could determine to no longer receive a Member Development Annual Report however this option is not recommended as the Annual Report publicises to all Members the activities that have been undertaken and provides an opportunity for them to consider any future issues that may arise that they would like to see included in future programmes.

RECOMMENDATION(S)

1. That the Member Development Annual Report 2025/26 be noted.

Approved by the Member Development Working Group (2025/26)– Cllr Cathy Jeffery

IMPLICATIONS

A. Finance and Risk Yes☐ No ☒
Details: There are no financial or risk implications arising from this report. **On behalf of the Section Officer**

B. Legal (including Data Protection) Yes☐ No ☒
Details: There are no legal or data protection issues arising from this report. **On behalf of the Solicitor to the Council**

C. Staffing Yes☐ No ☒
Details: There are no human resource issues implications arising from this report. **On behalf of the Head of Paid Service**

D. Local Government Reorganisation (LGR) Yes☐ No ☒
Please identify (if applicable) how you have considered LGR impact in relation to this item. **Details:** This reports details of Member training for the 2025/26 Municipal Year for the cohort of Councillors elected in 2023.

E. Environment Yes☐ No ☒
Please identify (if applicable) how this proposal/report will help the Authority meet its carbon neutral target or enhance the environment. **Details:** There are no environmental implications arising from this report.

F. Equality and Diversity	
You can assess the impact by considering whether the equality evidence indicates potential differential impact on each protected characteristic group or provides an opportunity to improve equality in an area.	

We ask colleagues to do an Equality Impact Assessment (EIA) when refreshing policies/guidance/plans or creating new ones. **Have you considered equality impacts in relation to the topic of this report?** **If this is a new or refresh of a policy, guidance or plan, have you carried out an EIA?**	 **Yes☐ No ☒** **Yes☐ No ☒**

DECISION INFORMATION

G. Is the decision a Key Decision?	**Yes☐ No ☒**
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 below thresholds: -	

☒ ***If the decision is a key decision, please indicate which threshold applies:***	
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) ☐ (b) ☐**
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) ☐ (b) ☐**

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 which wards are affected or tick **All** if all wards are affected.	**All ☐** **Wards:**

All key decisions are subject to Scrutiny call-in unless the call-in period is to be waived, however, exemption from call-in is only with the agreement of the Monitoring Officer.	
Is this Key Decision subject to Scrutiny Call-In? ***(leave blank if not a key decision)***	**Yes☐ No ☐**
If No, has the Monitoring Officer agreed?	**Yes☐**

Consultation carried out: *(this is any consultation carried out prior to the report being presented for approval)* **Leader ☐ Deputy Leader ☐ Executive ☐ SLT ☐** **Relevant Service Manager ☐ Members ☐ Public ☐** **Other ☒** **Details:** - Member Development Working Group on 8th April 2026.	**Yes☐ No ☐**

Links to Council Ambition: Customers, Economy, Environment, Housing
Member development activities are designed to support the learning and development of Members so that they have the appropriate knowledge, skills and confidence to carry out their various roles and represent the public they were elected to serve.

DOCUMENT INFORMATION

Appendix No	Title
1	Member Development Annual Report 2025/26

Background Papers
(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).

July 2026

Appendix 1

Member Development

Annual Report 2025/26

Member Development Annual Report 202526

Foreword from the Chair of the Member Development Working Group

I am pleased to present this annual report on Member Development for 2025/26. The Council is dedicated to fostering a culture of continuous learning and professional growth among our Councillors, recognising that their development is crucial to the effective governance and representation of the community.

The report highlights the various training sessions that have been conducted throughout the year, including refresher training where required for Statutory Committees such as Planning and Licensing.

The Member Development Working Group regularly considers feedback from training sessions and reviews the training opportunities available.

I would like to thank all those involved in delivering the Councillor training programme for 2025/26.

Councillor Cathy Jeffery

Chair of Member Development Working Group (2025/26)

1. Introduction

The purpose of this annual report is to provide a summary of member development work undertaken in the municipal year 2025/26.

Member development activities are designed to support the learning and development of Members so that they have the appropriate knowledge, skills and confidence to carry out their various roles and represent the public they were elected to serve.

The Annual Report covers the following subjects:

- Member Development Working Group
- Member Development Sessions
- Committee Specific Training and Other Training and Development Events
- Other Member Development Opportunities

Part of the Members' Roles and Responsibilities includes that Members 'be responsible for continuous personal development, engaging in available opportunities for training and development to build on understanding and knowledge, and to develop relevant skills.'

2. Member Development Working Group

The Council has a cross-party working group to oversee, monitor and make recommendations on member development. The Group is committed to supporting the development of Councillors and to enable them to engage effectively in the modernisation of local government and to deliver the Council's statutory functions and corporate objectives, and to represent the people of Bolsover District.

The Working Group was chaired by Councillor Cathy Jeffery and its membership in 2025/26 was as follows:

Councillor Mary Dooley
Councillor David Bennett
Councillor Louise Fox
Councillor Sandra Peake
Councillor Jeanne Raspin
Councillor Deborah Watson

3. Member Learning, Development and Information Sessions

The purpose of the Member Learning, Development and Information Sessions is to provide a framework to support the achievement of members' objectives.

The sessions offer an opportunity for Members and officers to discuss the latest developments in local government in terms of policy, legislation and initiatives from

Government and to undertake development work in an informal environment which supports learning.

The sessions held during 2025/26 are listed in the table below. The sessions comprised of refresher training courses and topics requested by members.

Date of Session	Topics	Attendance
3 June 2025	TPAS – Councillors Guide to Social Housing	12
4 June 2025	Planning Committee Training	13
4 June 2025	Predetermination and Bias in Planning	11
5 June 2025	Licensing Committee Training	10
9 June 2025	Planning Committee Training	1*
26 June 2025	Licensing Committee Training	1*
4 July 2025	Licensing Committee Training	2*
1 October 2025	Successful Healthy Places – Supplementary Planning Document Training	7
15 October 2025	Complaints Handling Training Conference	2
20 – 21 November 2025	LGA Planning Leadership Essentials , Programme 5 Planning Committee – Chairs	1
22 – 23 November 2025	LGA Planning Leadership Essentials, Programme 2 Leading the Local Plan	1

Date of Session	Topics	Attendance
10 December 2025	Viability in Planning	8

these were additional sessions provided as the Member(s) were unable to attend the scheduled training event

SkillGate e-learning

In June 2025, a new online learning platform SkillGate was launched which offered a range of e-learning courses available to staff and Members. Mandatory training courses for Members included:

- Safeguarding
- Health & Safety
- Equalities
- Data Protection & FOI
- ICT

The level of training completed by Members included:

Training	Number of Councillors Who Have Completed	Number of Councillors Outstanding
Data Protection and Freedom of Information: Compliance Following GDPR	27	10
Managing Information Securely	27	10
Introduction to Data Protection	27	10

*it was confirmed that members who had participated in the in-person Freedom of Information and Data Protection training session delivered on 17 March 2025 were not required to complete the online training.

External courses and webinars

External courses by the Local Government Association (LGA), Centre for Governance and Scrutiny (CfGS) and East Midlands Councils (EMC) were also advertised to Councillors and places were booked as requested by individual Councillors.

Training is particularly important for certain subjects and there are a number of sessions that are set out as mandatory training sessions in the Members' Code of Conduct. Training for members of committees such as Planning and Licensing are vital due to the nature of the decisions the committees take and it is essential that Members are trained prior to sitting on such committees. This is set out in Appendix A to the Members' Code of Conduct.

Encouraging attendance at training sessions can be challenging and previous options such as offering a number of training sessions on one day will continue to be offered. This enables members to attend a number of different events on the same day as well as providing a good notice period so members can plan (especially for those needing to make caring or work arrangements).

The Member Development Working Group regularly considers the attendance of Councillors at training sessions.

4. Member Development Evaluation

The Working Group receives reports on a regular basis detailing evaluation, together with Members' comments, on training and development events. All training events in 2025/26 received positive feedback.

5. Member Development Programme Development

Member Development and Training Courses are arranged on an ongoing basis with training arranged as needs are identified including changes in legislation. The training programme is also discussed at each meeting of the Member Development Working Group.

BOLSOVER DISTRICT COUNCIL

Meeting of Council on 29th July 2026

Rent Convergence

Report of the Portfolio Holder for Housing

Classification	This report is Public
Contact Officer	Assistant Director Housing
Is this a Key Decision?	**Yes☐ No ☒**

PURPOSE/SUMMARY OF REPORT

The purpose of this report is for Council to consider and approve implementing rent convergence as set out by Government.

REPORT DETAILS

1. Background

1.1 On 30 June 2025, the Government announced a 10 year social housing rent settlement from April 2026 at Consumer Price Inflation (CPI) +1%.

1.2 Alongside the 10-year rent settlement, the Government announced consultation would follow on how to implement Rent Convergence to bring all social rents into line with a standard formula rent creating greater fairness for tenants.

1.3 The Rent Convergence consultation ended on 27 August 2025 and the Governments Policy Statement on rent for social housing was published in January 2026, confirming that rent convergence could be implemented from April 2027.

1.4 The Government directed the Regulator of Social Housing to set a rent standard from 1st April 2024 which reflected the Governments 10 year rent settlement. Social landlords must comply with the requirements and expectations set out in the rent standard and the rent policy statement. The standard sets out that;

- Social landlords will generally be allowed to increase rents for social and affordable rent homes by up to CPI Plus 1% each year.
- Landlords will be able to further increase the weekly rent on social homes that are current below formula rent by an additional £1 per week from April

2027 and an additional £2 per week from 1 April 2028 until formal rent is reached.

2. Details of Proposal or Information

2.1 The Council applies two types of rents on its housing stock: Social Housing Rents (Formula) and Affordable Rent.

2.2 Formula rents consider various attributes such as post code area, type of property, local earnings, and number of bedrooms; this ensures similar rents are charged for similar properties. The rents for new tenants letting existing stock are set using formula rent and it is proposed that this policy continues.

2.3 Affordable Rents are set at 80% of the market rent, inclusive of service charges. Affordable rent is charged on new builds under the affordable homes programme and any additional stock such as buy backs from previous Right to Buy or private acquisitions, or appropriated stock from the general fund.

2.4 The Council has properties which are not at formula rent under the previous rent convergence system and properties which remain reduced due to previous capped rent increases in 2023/24. This is mainly because of the low rents we've historically charged on our properties. The caps and limits on the previous rent convergence system prevented many of our properties increasing sufficiently enough each year to reach formula rent.

2.5 As at 1st January 2026 we had 4,909 Council properties, 3731 tenants have a rent which is less than the formula rent. More importantly we have tenants on the same street in 3-bedroom properties, paying less rent than tenants on the same street occupying a 2-bedroom property. Once all tenants are paying formula rent there will be greater fairness for tenants.

2.6 The Council is currently undertaking analysis to calculate the additional income that will be received if rent convergence is approved to be include in the rent setting proposals form 1 April 2027. Initial estimates suggest the rent convergence at £1 would generate approximately £216,112 additional HRA revenue each year. Initial calculations suggest it would be more than 5 years before a property reaches formula rent if we applied rent convergence at £1 per week.

2.7 It is estimated that 40% of our tenants are in receipt of full benefit. This represents a mix of customers on Housing Benefit and Universal Credit. These would not be adversely affected by this additional increase, however those on partial benefit or who pay their rent in full would be.

2.8 The Council must achieve the right balance between supporting tenants to mitigate the continued cost of living pressures and protecting the Housing Revenue Account (HRA) to ensure we can continue to provide affordable social housing for our residents. However, we have multiple addresses across the district where neighbours are paying different rents yet receiving the same service. In most instances the difference is 7%.

2.9 The rental income is vital to the financial well-being of the HRA. Rental income offsets operational costs and financial charges incurred as part of financing the capital improvements on the housing stock. Any surplus is used to fund emergency expenditure or extra capital work through the Development Reserve. HRA funds are essential in enabling the Council to respond to regulatory requirements of the Decent Homes Standards as well as fund the Council's affordable homes new build project.

2.10 The HRA has high priority capital investment to achieve and maintain housing decency levels, we must have Energy Performance Certificate (EPC) rating C by 2030 (in accordance with Government requirements), ensure compliance with Awaabs Law around damp and mould, as well as be able to deliver an ongoing Stock Condition Survey programme to meet Regulator Social Housing Consumer Standards, by ensuring our stock is maintained at a good standard for tenants.

2.11 As well as addressing the unfairness between the different rents being paid, any additional income generated from implementing rent convergence will contribute to the upkeep of our existing stock as well as enabling us to build more high-quality housing to meet the needs of our residents.

3. Reasons for Recommendation

3.1 Moving all rents to formula rent will eventually be fairer for our tenants. In addition, the Council must achieve the right balance between supporting tenants to mitigate the continued cost of living pressures and protecting the Housing Revenue Account (HRA), to ensure the Council can continue to provide affordable social housing for our residents. Rent convergence would mean we can achieve all of this.

4. Alternative Options and Reasons for Rejection

4.1 Not applying rent convergence in additional to CPI+1% would mean the current unfairness between properties at formula rent and not, remains.

RECOMMENDATION(S)

1. That Council agrees to implement rent convergence at £1 per week from 1st April 2027, and £2 per week from April 2028 and for all subsequent years, until formula rent is achieved.

Approved by Councillor Smith, Portfolio Holder for Housing

IMPLICATIONS

A. Finance and Risk Yes☐ No ☒
Details: The implications are written throughout the report. **On behalf of the Section Officer**

B. Legal (including Data Protection) Yes☒ No ☐
Details: When rent setting, Local authorities must set rents in accordance with the Regulator of Social Housing's Rent Standard and the Government's current Policy Statement on Rents for Social Housing. From 1 April 2026, the Direction on the Rent Standard 2026 and the accompanying Policy Statement on Rents for Social Housing replaced the previous 2019 and 2023 Directions and the policy statement issued on 14 December 2022. The Council must comply with all requirements and expectations set out in the Rent Standard and the Government's current rent policy. Failure to do so could result in regulatory action by the Regulator of Social Housing and may expose the Council to legal challenge **On behalf of the Solicitor to the Council**

C. Staffing Yes☐ No ☒
Details: There are no staffing implications arising from this report. **On behalf of the Head of Paid Service**

D. Local Government Reorganisation (LGR) Yes☒ No ☐
Please identify (if applicable) how you have considered LGR impact in relation to this item. **Details:** Following LGR, housing stock from different districts may have significantly different rent levels due to historic policies. Implementing convergence can help reduce anomalies between similar properties, create a more equitable rent structure across the new authority and simplify future rent setting and tenant communications.

E. Environment Yes☐ No ☒
Please identify (if applicable) how this proposal/report will help the Authority meet its carbon neutral target or enhance the environment. **Details:**

F. Equality and Diversity	
Have you considered equality impacts in relation to the topic of this report?	**Yes☒ No ☐**
If this is a new or refresh of a policy, guidance or plan, have you carried out an EIA?	**Yes☐ No ☐**

DECISION INFORMATION

G. Is the decision a Key Decision?	**Yes☐ No ☒**
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 below thresholds: -	

☒ ***If the decision is a key decision, please indicate which threshold applies:***	
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) ☐ (b) ☐**
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) ☐ (b) ☐**

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 which wards are affected or tick **All** if all wards are affected.	**All ☐** **Wards:**

All key decisions are subject to Scrutiny call-in unless the call-in period is to be waived, however, exemption from call-in is only with the agreement of the Monitoring Officer.	
Is this Key Decision subject to Scrutiny Call-In? *(leave blank if not a key decision)*	**Yes☐ No ☐**
If No, has the Monitoring Officer agreed?	**Yes☐**

Consultation carried out: *(this is any consultation carried out prior to the report being presented for approval)* **Leader ☐ Deputy Leader ☐ Executive ☒ SLT ☐** **Relevant Service Manager ☐ Members ☐ Public ☐** **Other ☒** **Details: Housing Stock Management Group**	**Yes☒ No ☐**

Links to Council Ambition: Customers, Economy, Environment, Housing
Ambition: Housing Priority: o Building more, good quality, affordable housing, and being a decent landlord

DOCUMENT INFORMATION

Appendix No	**Title**

Background Papers
(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).

July 2026

BOLSOVER DISTRICT COUNCIL

Meeting of the full Council on 29th July 2026

Bolsover 'The Future' 2024-2028: Mid-Term Review

Report of the Portfolio Holder for Corporate Performance and Governance

Classification	This report is Public
Contact Officer	Major Projects and Programme Manager
Is this a Key Decision?	**Yes☐ No ☒**

PURPOSE/SUMMARY OF REPORT

To present the findings of the mid-term review of Bolsover 'The Future'(2024–2028) and seek approval for a refreshed corporate plan to cover the period 2026–2028 and its associated performance framework.

The report outlines the strategic context, drivers for change, and proposed approach to performance monitoring to ensure continued delivery of high-quality services.

The review confirms strong progress to date and introduces a shift towards more insight-driven performance management with enhanced measures and the implementation of a corporate dashboard for reporting purposes.

REPORT DETAILS

1. Background

1.1 *Bolsover – The Future 2024–2028* sets out the Council's long-term vision across four strategic aims: Customers, Environment, Economy, and Housing. Progress has been consistently monitored and reported through quarterly governance processes. This is performance managed quarterly across 33 targets, 93 KPIs and Service Plans with good progress to date overall.

1.2 Key achievements over the past two years demonstrate effective delivery across the Council's corporate aims. Some highlights include:

Customers: Achieved a 97% or higher on-track completion rate for corporate plan targets and responded quickly to Freedom of Information Act requests and complaints.

Economy: Secured major funding packages, including a £15m regeneration boost and continued rollout of the UK Shared Prosperity Funding £2,767,016 to support local people, community groups, skills, and businesses.

Environment: Outperformed yearly targets for health intervention programmes, such as providing adults with personal exercise plans, and successfully began weekly food waste collections.

Housing: Commissioned a Local Housing Needs study to better understand affordable housing requirements and consistently overachieved against homelessness targets on both preventing and relief cases.

1.3 At the halfway point, a structured review has been undertaken to ensure the Council remains responsive within a complex and evolving external environment.

1.4 This includes incorporating audit feedback, organisational change, policy changes, financial environment and alignment with the Local Outcomes Framework (LOF).

1.5 The review also introduces the use of Power BI and a dashboard as a strategic enhancement to performance management and associated reporting. This will improve data visibility, strengthen analytical capability, and support a longer-term move towards real-time performance reporting.

1.6 The review consisted of:

- Analysis of corporate plan performance data and LOF alignment
- Service areas undertaking a review of service plans, Council targets and KPIs
- Engagement with SLT, Members, and service managers

1.7 The output from this review concludes a refresh to the corporate plan entitled Bolsover: 'Our Legacy Ambition' 2026-2028 which will monitor on 48 Targets, 95 KPIs and 18 Service Plans. The below table summarises the number of KPIs against each corporate aim.

Corporate Aims	KPIs	Targets
Customers Customer Services, Finance, HR, ICT, Leisure, Information & Engagement, Planning, Revenues & Benefits.	36	18
Environment Streetscene, Environmental Health	10	6
Economy Property Construction & Assets	7	12
Housing Housing, Property Construction & Assets, Housing	42	12
Total	95	48

Service Plans

Of the 18 Service Plans, 13 have been updated and 5 have remained unchanged.

Local Outcomes Framework (LOF)

- Prevent and reduce homelessness and rough sleeping (2 KPIs)
- Everyone has access to a decent, safe, secure, and affordable home (7 KPIs)
- People live healthier lives for longer and health inequalities are reduced (2 KPIs)
- Support a healthier, more resilient natural and built environment, including responding to the risks and impacts of climate change to the benefit of communities (4 KPIs)
- Foster local economic growth and prosperity (3 KPIs
- Transport & local infrastructure (2 Targets)
- Multiple Disadvantage (1 Target)
- Health & wellbeing (2 Targets)
- Environment, circular economy & climate change (6 Targets)
- Economic prosperity & regeneration (7 Targets)
- Housing Supply (6 Targets)
- Housing Quality & Safety (6 Targets)
- Homelessness & rough sleeping (1 Target)

2. Details of Proposal or Information

2.1 The proposal is for Council to consider and provide feedback on the reviewed corporate plan, Bolsover: ‘ Our Legacy Ambition’(2026–2028), and associated performance framework, Targets and KPIs and contribution to the Local Outcomes Framework; and

2.2 That the use of the corporate dashboard as the primary mechanism for quarterly performance monitoring be considered.

3. Reasons for Recommendation

3.1 The mid-term review ensures the Council’s strategic direction remains relevant, deliverable, and aligned with internal and external expectations.

3.2 The refreshed plan for 2026–2028 updates targets and strengthens performance management arrangements for the remainder of the plan period and responds to the 2025 audit recommendations.

3.3 The adoption of improved performance tools represents an important step towards a more insight-driven and responsive organisation with steps to enhancing our organisational digital capabilities.

4. Alternative Options and Reasons for Rejection

4.1 Do nothing. This option was rejected due to the significant risk of strategic drift and reduced accountability. It would also weaken the Council’s ability to respond to changing customer demand and external pressures, negatively impacting organisational performance and reputation.

4.2 Partial refresh. This option was rejected as it would not sufficiently address the issues identified particularly in relation to performance consistency. A more comprehensive and integrated approach has delivered the necessary improvements and aligned to the relevant outcomes.

RECOMMENDATION(S)

1. That Council approves the refreshed corporate plan, *Bolsover: 'Our Legacy Ambition' (2026–2028)* and associated performance framework, Targets and KPIs and contribution to the Local Outcomes Framework; and

2. That Council endorses the corporate dashboard as the primary mechanism for quarterly performance monitoring.

Approved by Councillor Hales, Portfolio Holder for Corporate Governance and Performance

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IMPLICATIONS

A. Finance and Risk Yes☐ No ☒
Details: **On behalf of the Section 151Officer**

B. Legal (including Data Protection) Yes☐ No ☒
Details: **On behalf of the Solicitor to the Council**

C. Staffing Yes☐ No ☒
Details: **On behalf of the Head of Paid Service**

D. Local Government Reorganisation (LGR) Yes☒ No ☐
Please identify (if applicable) how you have considered LGR impact in relation to this item. **Details:** The mid-term review has enabled the Council to consider and re-define its ambitions in the context of the LGR.

E. Environment Yes☐ No ☒
Please identify (if applicable) how this proposal/report will help the Authority meet its carbon neutral target or enhance the environment. **Details: N/A**

F. Equality and Diversity	
You can assess the impact by considering whether the equality evidence indicates potential differential impact on each protected characteristic group or provides an opportunity to improve equality in an area. *We ask colleagues to do an Equality Impact Assessment (EIA) when refreshing policies/guidance/plans or creating new ones.* **Have you considered equality impacts in relation to the topic of this report?** **If this is a new or refresh of a policy, guidance or plan, have you carried out an EIA?**	**Yes☒ No ☐** **Yes☐ No ☒**

DECISION INFORMATION

G. Is the decision a Key Decision?	Yes☐ No ☒
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 below thresholds: -	

☐ ***If the decision is a key decision, please indicate which threshold applies:***	
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) ☐ (b) ☐**
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) ☐ (b) ☐**

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 which wards are affected or tick **All** if all wards are affected.	**All ☒** **Wards:**

All key decisions are subject to Scrutiny call-in unless the call-in period is to be waived, however, exemption from call-in is only with the agreement of the Monitoring Officer. **Is this Key Decision subject to Scrutiny Call-In? *(leave blank if not a key decision)*** **If No, has the Monitoring Officer agreed?**	**Yes☐ No ☐** **Yes☐**

Consultation carried out: *(this is any consultation carried out prior to the report being presented for approval)* **Leader ☒ Deputy Leader ☒ Executive ☒ SLT ☒** **Relevant Service Manager ☒ Members ☒ Public ☐** **Other ☐** **Details: -**	**Yes☒ No ☐**

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

DOCUMENT INFORMATION

Appendix No	**Title**
1	”Bolsover: Our Legacy Ambition” Mid-term Review – Glossy Document DRAFT
2	Targets and KPIs 2026-2028
3	Performance Dashboard – to be presented

Background Papers
(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).

July 2026

Appendix 1

Bolsover District Council

Bolsover Together

BOLSOVER DISTRICT

OUR LEGACY AMBITION 2024 – 2028

2026 Mid term review

Our vision

Working together to make Bolsover a thriving, inclusive and sustainable place where people are proud to live, businesses can grow, communities flourish, and everyone has the opportunity to succeed.

Welcome
from the Council Leader

The impact of the work we do as a Council is felt by everyone who lives, works and visits the district. From emptying bins, to building Council houses to regenerating the area, we are involved in a huge number of projects and deliver services daily from Whitwell to Pinxton and everywhere in between.

When I became Leader, I wanted to ensure Bolsover District Council built a legacy before Local Government Reorganisation comes into effect.

This document highlights the achievements we have made so far, half-way through the Council's plan.

The plan was developed with communities in mind. We understand our residents are at the heart of what we do and we have focussed our ambitions around helping people gain new skills, delivering value for money projects and improving access to our services.

2026 will see work start on a green skills hub which will bring essential, future-proof skills to the area, benefitting young people and securing their future. Our regeneration programme is in full swing, bringing out of use buildings back to life, and we are investing in improving access to our essential services.

Councillor Jane Yates

Leader of the Council

We are always looking at ways to improve our District, with work taking place to increase biodiversity, create a cultural strategy, increase sporting opportunities, provide more options to recycle and build more council homes.

When you read this document, you will see that our priorities are flexible, allowing us to adapt to changes that come to us from regional and national policies.

Our aims remain certain. We want our residents to be able to access our services without barriers, we want to grow our economy and encourage growth by being business and visitor friendly. We care about the environment, want to tackle environmental challenges and enhance the area's biodiversity, and we want to deliver growth in social housing, providing good quality homes where there is a need.

The district is changing, and we are changing with it. This document outlines where our priorities lie and details how we will work to achieve our goals.

Ultimately, we want the best for the people of our district, and I believe these priorities will help make the Bolsover District a better place for us all.

Challenge

The introduction of the East Midlands Combined County Authority and elected mayor will bring significant changes as the mayor will hold devolved powers in areas such as transport, regeneration, housing and skills.

Opportunity

We have put in place structures and mechanisms to ensure we have 'shovel ready' projects to implement as and when any funding becomes available from the East Midlands Combined County Authority to ensure Bolsover District gets the best possible deal.

Welcome

from the Chief Executive

Karen Hanson

Chief Executive Officer

As we reach the midpoint of our Corporate Plan 2024–2028, I am delighted to reflect on the significant progress we have made and the positive impact we continue to have across our district.

Over the last two years, I have been immensely proud of what Bolsover District Council has achieved. Through the dedication, professionalism and commitment of our employees, elected members and partners, we have delivered high-quality services, supported our communities, invested in our places, and maintained a clear focus on improving the lives of our residents. From supporting economic growth and creating new housing opportunities, to protecting our environment and ensuring accessible, customer-focused services, we have continued to deliver on the promises we made within this Corporate Plan. These achievements are a testament to the hard work and shared ambition of everyone involved in serving our district.

We have delivered this progress during a period of significant change and challenge. As local government evolves and preparations continue for Local Government Reorganisation, we remain firmly focused on what matters most: creating positive outcomes for the people, businesses and communities we serve. Whilst organisational structures may change in the future, our commitment to delivering excellent services and making a difference to local lives remains constant.

Over the next two years, we are determined to build on our successes and create a lasting legacy for residents, businesses and visitors. This Mid-Term Review demonstrates both the progress we have made and our ambition for the years ahead. Whilst there is still much to achieve, I am confident that by working together we will continue to deliver meaningful improvements and realise our vision of a thriving, inclusive and sustainable district where everyone has the opportunity to succeed.

I would like to thank our residents, businesses, partners, elected members and colleagues for their continued support and commitment. Together, we have already achieved a great deal, and together we will ensure that the legacy we leave is one of ambition, achievement and pride.

Ambitions

This plan responds to issues like the housing crisis, protecting our natural environment and helping young people meet their potential. It will help us meet our sustainability targets, including our commitment to achieving net-zero carbon status by 2050 and increasing our recycling and composting rates.

The importance of review

from the Deputy Leader of the Council

Councillor Donna Hales

Deputy Leader of the Council

This mid-term review is a vital step for us to understand how we are progressing towards the goals we set ourselves two years ago.

We set ourselves ambitions that fell into four categories: Economy, Environment, Housing and Customers.

In the last two years we have achieved a lot.

Under the banner of economy we have secured £15million of Government regeneration money with funds from that pot going to different places in the district. Public realm improvements will be seen across the district with major projects taking place in Bolsover, Pinxton and Shirebrook.

In terms of Housing we are pleased to have approved a comprehensive Housing Strategy which aligns with the corporate plan. This will ensure good quality housing is built and there is support in place for vulnerable residents.

A decision was made to replace outdated, poor quality housing with better homes and we have invested £20million in modernising independent living schemes.

When it comes to the environment we invested in low-emission refuse collection vehicles and developed design guidance to promote low-carbon development, climate resilience and healthy, walkable communities.

We have worked on instilling community pride as well with the launch of the Community and Place Grant Programme which provides funding for local projects and helps focus on improving the visitor economy and promoting community cohesion.

For our customers and communities we have directly invested into infrastructure (car parks, facilities) and supported community initiatives like food pantries and cultural events.

We are also proud to have delivered a balanced budgets throughout the time this plan has been in force.

Overall, we are pleased to say we have delivered major capital investment and regeneration, strengthened our housing strategy, invested in sustainability and environmental improvements, built strong partnerships and community engagement and maintained financial stability in a difficult context.

The most standout achievement is clearly: The scale and breadth of regeneration funding and delivery, which directly supports economic growth, skills, placemaking, and community outcomes across the district.

I am proud to present this report and look forward to seeing what the next two years brings.

Bolsover District

our Legacy Ambition

As Bolsover District Council enters the final phase of delivery for the 2024 to 2028 Corporate Plan, the focus now shifts from sustained performance to the longer-term impact of that delivery. In the context of Local Government Reorganisation (LGR), it is essential that progress made to date is consolidated and translated into a clear and lasting legacy. The following section therefore sets out how the Council will build on the achievements outlined in this mid-term review, ensuring that its priorities are fully delivered and leave a strong, sustainable foundation for the future.

We know that LGR will establish new unitary authorities by April 2028, replacing existing councils. Within this context, Bolsover District Council will focus its remaining period of operation on delivering a clear and purposeful legacy.

The Council will ensure that:

- Its priorities are delivered in full
- Services, assets and programmes are positioned for long-term success
- Local priorities are clearly articulated and embedded within future arrangements
- Communities, businesses and partners benefit from a strong and sustainable foundation for the future

The Council's approach to legacy is rooted in its four Corporate Plan priorities. Our Legacy Ambition ensures these priorities are not only delivered but leave a lasting impact beyond LGR transition.

Customers
Excellence, Accessibility and Trust

The Council will leave a legacy of high-performing, accessible and responsive services. The focus will be on embedding continuous improvement, expanding digital access while maintaining inclusivity, strengthening engagement and maintaining high standards of responsiveness and organisational effectiveness.

Economy
Growth, Investment and Opportunity

The Council will ensure that the local economy is well-positioned for future growth. This includes supporting business growth, strengthening place promotion, developing skills and employment opportunities, and unlocking employment land and regeneration opportunities.

Environment
Quality, Resilience and Sustainability

The Council will leave a legacy of environmental stewardship. This includes progress on climate action, maintaining clean and safe environments, enhancing green spaces and biodiversity, and supporting sustainable development.

Housing
Supply, Quality and Support

The Council will deliver a strong housing legacy through increasing supply, improving standards and supporting residents. This includes delivering new homes, maintaining high service standards, improving housing quality and preventing homelessness.

Influencing the Future

The Council will ensure local priorities are reflected in future governance through a strong place-based narrative, strengthened partnerships and clear articulation of community needs.

Delivery and Impact

The Council's Legacy Ambition will be delivered through a structured and prioritised programme aligned to the Corporate Plan and the LGR timetable. This programme will focus on the successful delivery of key investments, regeneration activity and service improvements that will provide a lasting benefit beyond transition.

This includes the delivery of significant capital and strategic projects such as the **Roseland Park Crematorium**, the projects aligned to the **£15 million regeneration programme**, the ongoing **regeneration and investment in Pleasley Vale**, and the delivery of new homes through the **Bolsover Homes programme**. These flagship schemes, alongside a wider pipeline of activity across the Corporate Plan priorities, will ensure that the Council leaves a balanced and tangible legacy across services, places and communities.

By 31 March 2028, the Council will have delivered its priorities, maximised the impact of its major investments, ensured that services and assets are prepared for transition, and embedded strong and sustainable foundations to support the new unitary authority.

In addition to its physical and programme-based legacy, the Council will invest in its workforce to ensure a strong organisational legacy. Through the delivery of its People Strategy ambitions, the Council will continue to develop a skilled, adaptable and resilient workforce that is equipped to operate effectively within new governance arrangements. This will include a focus on organisational development, leadership capacity, workforce planning and staff wellbeing, ensuring that employees are supported through transition and that their knowledge, skills and experience are retained wherever possible to benefit future service delivery.

Conclusion

Through this approach, Bolsover District Council will leave high-quality services, a strong economy, a sustainable environment and improved housing outcomes, providing a solid platform for the future.

From 2024 to 2026, the Council has consistently delivered against its Corporate Plan, with strong performance across key KPIs and targets, which include:

- The brand-new Roseland Park and Crematorium will be fully operational imminently, providing a peaceful and dignified facility within 8 acres of carefully landscaped parkland

We continue to be accessible and responsive to the needs of our residents and businesses, with

- Our website consistently scoring in the high 90%s for content, accessibility, marketing and user experience
- Over 75% of telephone calls received being answered within 20 seconds
- Over 99% of emails received being answered within 8 working days
- Face to Face customers consistently being acknowledged within 20 seconds

We strive to make the lives of our residents better, with:

- The majority of fly tipping incidents being resolved within target timescales
- Over 90% of housing repairs being completed within target timescales
- 100% of domestic blocked drains cleared within 24 working hours
- At least 80% of cases involving potential homelessness being successfully prevented
- Our health, leisure and wellbeing centre consistently exceeding yearly attendance targets – with over 446,000 visitors in the last financial year alone

Corporate Plan Mid Term Review 2024 - 2028

We are proud of Bolsover District. And we want to create a future where our children can grow up and thrive, where there is good quality, highly paid jobs available, where there is cultural and social activities to enjoy, where urban meets rural and the built environment complements the natural environment.

To do this we have developed four main aims:

Values

To support our ongoing aim of being a flexible, adaptable and efficient organisation, we have adopted the following values:

- will show respect, honesty, care, and compassion in everything we do
- will challenge ourselves and change for the better
- will be open and transparent
- are proud and passionate about what we do
- will continue to work as a team and with partners to provide quality services.

Customers

Providing excellent and accessible services.

Economy

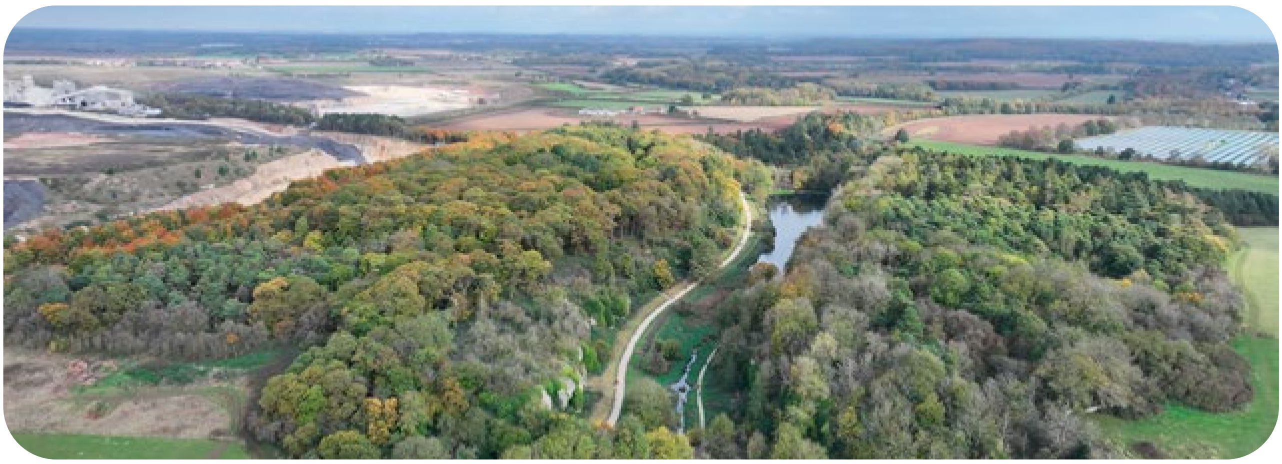
Driving growth, promoting the district and being business and visitor friendly.

Environment

Protecting the quality of life for residents and businesses, meeting environmental challenges, and enhancing biodiversity.

Housing

Delivering social and private sector housing growth.



Priority

Customers

providing excellent and accessible services

Our priorities

We are committed to:

- **Customer Experience and Insight**
  We listen to our residents and use their feedback to continually improve our services.

> *We will use technology to improve our services, where appropriate, but not to the detriment of customer service*

- **Digital Access and Inclusive Communications**
  We make it easy for everyone to access our services and information, ensuring it is clear, accessible, and available in the ways people need.
- **Community Engagement and Social Impact**
  We work with our communities and partners to create opportunities, reduce inequalities, and support strong, inclusive neighbourhoods.
- **Health, Wellbeing and Active Communities**
  We help residents live healthy, active lives by increasing opportunities to take part in sport, leisure, and wellbeing activities.
- **Trust, Reputation and Organisational Effectiveness**
  We build trust by being open, responsive and reliable; supported by a skilled workforce and effective communication.

Website

To help us improve the accessibility of our website we will talk to local organisations such as the Equalities Group to get their views and feedback.

Sports participation

We will provide a more diverse range of activities, both in our leisure facilities and as part of our outreach programmes, to help increase participation in sport, leisure and social activities.

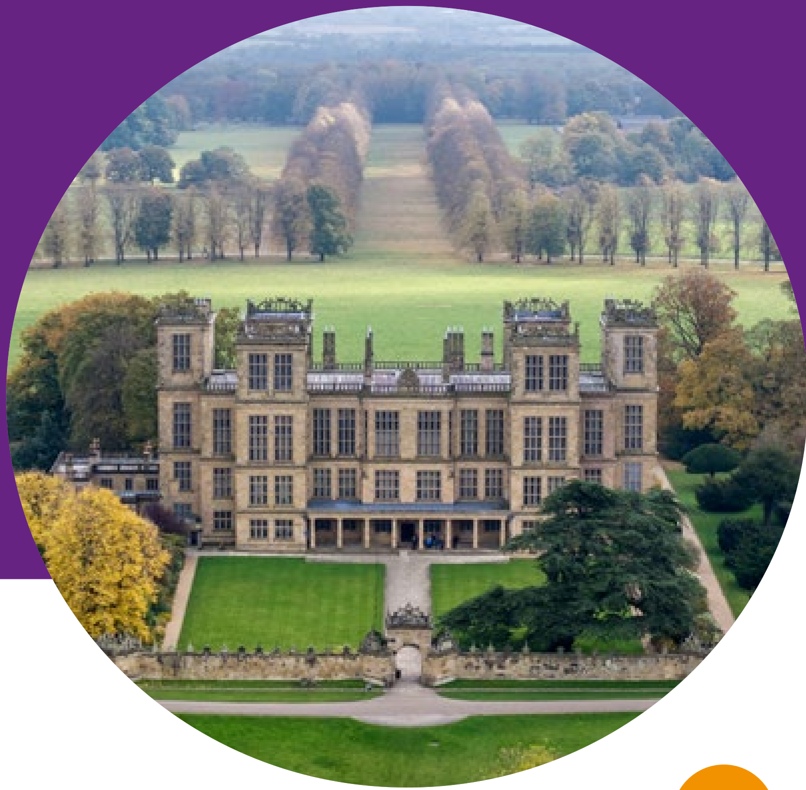
Some of the initiatives that will help us achieve our priorities over the next two years include:

- **Real-Time Customer Insight**
Implement real-time customer satisfaction measurement across contact centres to improve responsiveness and service quality.
- **Excellent Communications**
Achieve and sustain a 90%+ (Excellent) website rating across content, accessibility, marketing, and user experience. Our communication will be clear, inclusive, and accessible to all residents, maintaining quality and accessibility standards.
- **Insight and Engagement**
Deliver a district -wide survey to inform service improvement and strengthen evidence-based decision-making.
- **Informed and Engaged Communities**
Increase reach and accessibility of communications by 5% year-on-year, ensuring major service changes are communicated clearly across multiple channels.
- **Trust, Reputation and Responsiveness**
Strengthen public trust by improving satisfaction with communications and ensuring timely responses to media enquiries (within 3 hours).
- **Provide fast, reliable communication during emergencies,** with activation within 30 minutes and consistent multi-channel updates.
- **Active Communities and Participation**
Increase participation in sport, leisure, and social activities by 3,000 additional attendances per year.
- **Health Improvement Programmes**
Support 500 adults annually through exercise referral programmes, with 50% sustaining activity beyond 12 weeks.

Priority

Economy

Drive growth, promote the district and be business and visitor friendly



Our priorities

We are committed to:

- **Growing the Local Economy**
  We will grow a strong local economy by supporting businesses, attracting investment, and making the best use of our assets and funding opportunities.

> *It's important that we are flexible and adaptable to help meet our business goals and grow the local economy*

- **Promoting Bolsover as a Place to Invest and Visit**
  We will raise Bolsover's profile as a great place to invest, visit and experience, building on our heritage, culture and unique identity.

- **Skills, Jobs and Opportunity for All**
  We will work with partners to improve skills, create better-paid jobs, and connect residents of all ages to training, careers and local opportunities.

- **Business Growth, Innovation and Infrastructure**
  We will support business growth and innovation by developing modern workspaces, enabling new industries, and improving transport and connectivity.

- **Sustainable Growth and Social Value**
  We will deliver sustainable growth by unlocking land for jobs, enhancing our natural environment, strengthening communities, and embedding social value where we can.

Place narrative

To help us attract more visitors and inward investment to the area our focus for a new place narrative will centre around three priority areas: improving visitor experience, promoting great value living and supporting businesses to thrive.

Pleasley Vale

We will work with existing businesses to develop the site into a unique business, leisure and visitor experience where the past meets the future and tradition meets innovation.

Some of the initiatives that will help us achieve our priorities over the next two years include:

- **Business Growth and Investment Strategy**
  Refresh and deliver a Business Growth Strategy to maximise use of council assets, attract inward investment, and secure external funding to support economic growth.
- **Place Promotion and Visitor Economy**
  Develop and promote a strong place narrative to increase tourism, visitor spend, and engagement with Bolsover's heritage and cultural assets.
- **Skills, Education and Workforce Development**
  Work with education providers and partners to expand post-16 provision, improve skills, and connect residents to better-paid jobs and career opportunities.
- **Business Support and Enterprise Growth**
  Create the right environment for businesses to start, grow and invest, supporting SMEs, innovation, and employer-led skills development.
- **Employment Land, Infrastructure and Regeneration**
  Unlock commercial land, improve business estates, and deliver new workspace (including Pleasley Mills), alongside better transport and connectivity.
- **Culture, Creativity and Inclusive Growth**
  Support growth in cultural and creative sectors, develop key partnerships, and invest in initiatives such as creative networks, hubs, and corridors.
- **Sustainable Growth and Commercial Opportunities**
  Promote sustainable development by embedding social value, enhancing green infrastructure and biodiversity, and delivering income-generating assets such as the crematorium.

Priority

Environment

Protect the quality of life for residents and businesses, meet environmental challenges and enhance biodiversity

Our priorities

We are committed to:

- **Climate Action and Net Zero**
  We will take action on climate change by reducing emissions, improving energy use, and supporting communities to transition to a low-carbon future.

> *We have to find a way to make sure what we do complements how nature works and how people think*

- **Clean and Safe Environment**
  We will keep our district clean and safe by tackling fly-tipping and environmental crime.
- **Green Spaces and Quality Places**
  We will protect and improve our parks and green spaces so they are safe, accessible and of good quality for everyone.
- **Nature Recovery and Biodiversity**
  We will protect and enhance our natural environment, supporting wildlife, habitats and biodiversity across the district.
- **Sustainable Growth and Resilience**
  We will support sustainable development that strengthens environmental resilience, promotes green infrastructure, and prepares for future challenges.

Recycling

To help us achieve a better rate of recycling across the district, more targeted promotion will be undertaken to help educate people on the benefits of recycling.

Tree planting

We will continue with our tree planting schemes to help reduce the impact on the environment and increase the biodiversity of our district.

Some of the initiatives that will help us achieve our priorities over the next two years include:

- **Climate Planning and Energy Transition**
  Transition Adopt a Climate Resilience Plan by November 2026 and collaborate with the Local Area Energy Partnership to guide the district's transition to net zero.
- **Tackling Fly-Tipping**
  Reduce levels of fly-tipping across the district and improve monitoring of incidents per 1,000 residents.
- **Environmental Enforcement**
  Strengthen enforcement by increasing the number of actions taken against fly-tipping offences.
- **Improving Green Space Quality**
  Improve parks and green spaces to achieve at least 60% of quality standards.
- **Nature Recovery and Conservation**
  Increase the proportion of Local Wildlife Sites and key woodland areas in positive conservation management.
- **Biodiversity Net Gain Delivery**
  Expand the availability of Biodiversity Net Gain (BNG) sites to support nature recovery and sustainable development.
- **Green Growth and Low-Carbon Infrastructure**
  Drive progress towards Net Zero by investing in green skills, clean technology, active travel, and access to affordable low-carbon energy.

Priority

Housing

We are determined to respond effectively to local housing needs, one brick at a time

Our priorities

We are committed to:

- **Building More Affordable Homes**
  We will increase the supply of good quality, affordable homes to meet the needs of our growing communities.

> *We are determined to solve the local housing crisis, one brick at a time*

- **Being a Good Landlord**
  We will provide high-quality housing services, maintaining safe, well-managed homes and high levels of tenant satisfaction.
- **Preventing and Tackling Homelessness**
  We will prevent homelessness wherever possible and provide timely, effective support to those in need.
- **Raising Housing Standards Across All Tenures**
  We will improve housing quality and standards across council, private rented, and affordable housing sectors.
- **Partnership Working for Housing Growth**
  We will work with partners to plan, deliver, and enable the right homes in the right places.

New council homes

We will continue with our Bolsover Homes programme by building new council properties where there is an identified demand, and it meets the needs of the local community.

Private sector housing

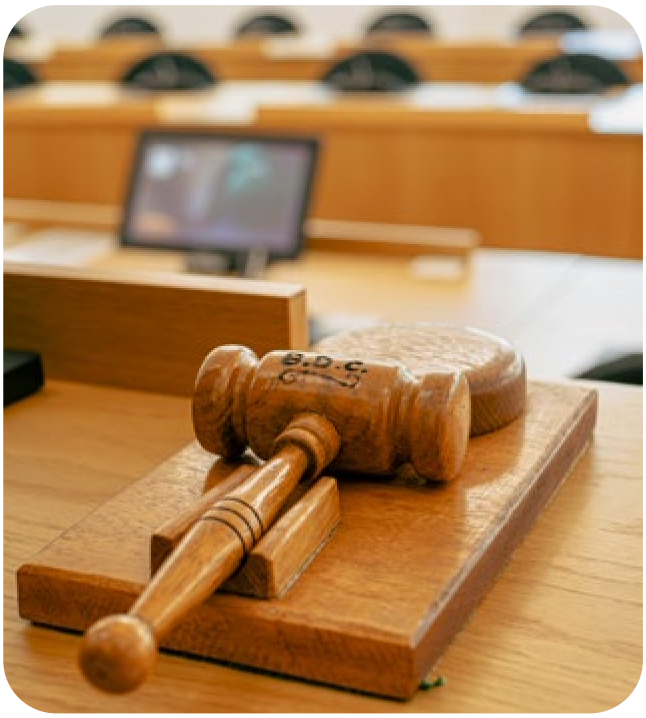
We will adopt a new private sector housing strategy to help us work with landlords to improve the condition and quality of properties and develop good management practices, ultimately reducing homelessness.

Some of the initiatives that will help us achieve our priorities over the next two years include:

- **New Council Homes Programme**
  Deliver 200 new homes through the Bolsover Homes Programme by March 2028.
- **Tenant Satisfaction and Engagement**
  Maintain tenant satisfaction levels above the national average and ensure tenant voice shapes services, policies, and improvements.
- **Housing Standards and Compliance**
  Work towards full compliance with Social Housing Consumer Standards, strengthening service quality and accountability.
- **Asset Management and Property Investment**
  Implement a rolling programme of property inspections to inform repairs, maintenance, and long-term investment in housing stock.
- **Housing Supply and Delivery**
  Monitor housing delivery and take action to ensure the district meets its annual housing targets.
- **Affordable Housing and Private Sector Support**
  Work with partners to increase the supply, quality, and range of affordable housing and support improvements in the private rented sector.
- **Homelessness Prevention and Support**
  Deliver the Homelessness Strategy, focusing on early intervention and personalised support.

Monitoring and review

We will carry out regular monitoring and reporting of our council plan progress as part of our ongoing monitoring framework and we will report on the newly introduced Local Outcomes Framework (LOF).



We will ensure we are transparent with the key performance measures we put in place to measure outputs and outcomes. Each year we will undertake an annual review on our delivery of the plan and present a report for consideration by elected members.

Information will also be published on our website and in our InTouch magazine for our residents and customers.

The plan will be monitored through our performance management framework in several ways:

CABINET MEMBERS

Cabinet members will oversee performance for their areas of responsibility.

SCRUTINY MEMBERS

Scrutiny members will review performance through quarterly reports including high level targets and key performance indicators.

SENIOR LEADERSHIP TEAM

Senior Leadership Team and Service Managers will oversee performance (for their areas of responsibility and collectively) through quarterly reporting, cabinet member briefings, appraisals, team meetings and one to one meetings.

AUDIT

Sample targets and performance indicators will be audited to ensure data quality.

Equalities Statement

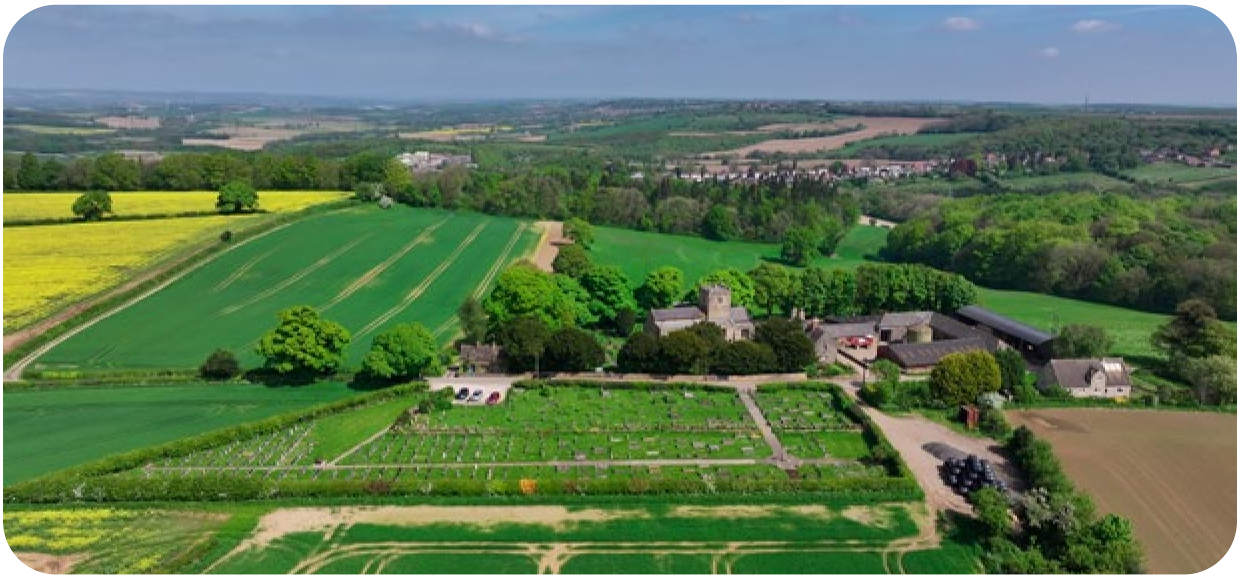
Bolsover District Council is committed to equalities as an employer and when delivering the services it provides to all sections of the community.

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
- **Email** – enquiries@bolsover.gov.uk
- **BSL Video Call** – a three way video call with us and a BSL interpreter. It is free to call the Council with **Sign Solutions** or call into one of our Contact Centres.
- Call with **Relay UK** via textphone or app on **0800 500 888** - a free phone service.
- **Visiting** one of our offices at Clowne, Bolsover, Shirebrook and South Normanton.



Bolsover District Council,
The Arc, High Street, Clowne,
Derbyshire S43 4JY.

For further information about this plan or any of our services, please telephone 01246 242424, email enquiries@bolsover.gov.uk or visit www.bolsover.gov.uk

26-2354

Appendix 2 - Targets

Priority – Our Customers

Target Code	Target Date	LOF	Target
CUS 01	31/03/2028		Develop real-time customer satisfaction measurement for our Contact Centres by March 2028
CUS 02	31/12/2027		Ensure we achieve a score of 90% or above (Excellent) on all 4 categories (Content, Accessibility, Marketing & User Experience) for our website using the Silktide software by December 2027
CUS 03	31/03/2028	14 Transport & local infrastructure	Stakeholder engagement with regional & local partnerships to produce: - A Skills Action plan contributing to the increases in employment & training rates by March 2028 - Deliver Community Rail Strategy by March 2028 100% Annual Rail Report delivered 100% of community rail initiatives delivered - Migration & Inclusion - Continue to reduce repeat crisis cases by March 2028 & increase community groups - Commissioning 100% compliant monitoring returns 100% of funding risks monitored & mitigated 100% of Grants to Voluntary Organisations delivered - Climate Change 100% engagement with sub regional, County & Regional Climate Change Groups - Bolsover Partnership Annual Report 100% delivered

CUS 04	31/03/2027	4 Multiple Disadvantage	Monitor progress against the Equity Plan & objectives for 2023-2027 & publish information annually
CUS 05	Dec-26		Deliver a Citizen Survey in 2026
CUS 06	31/03/2028	8 Health & wellbeing	Increase participation in sport, leisure & social activities by 3k attendances per year through the delivery of several physical activity interventions (Active Schools/Communities/Holidays/Clubs/Interventions/Leisure)
CUS 07	31/03/2028	8 Health & wellbeing	Deliver a health intervention programme which provides 500 adults per year with a personal exercise plan via the exercise referral scheme & aims to retain at least 50% into continued exercise after 12 weeks
CUS 08	31/03/2028		Reduce sickness absence to an average of 9.3 days lost per FTE. Supports wellbeing, productivity, & corporate performance targets.
CUS 09	31/03/2028		Time Taken to Hire – 25 calendar days.Ensures workforce capacity & labour market competitiveness.
CUS 10	31/03/2028		80% of employees compliant (Current level across all mandatory training areas – 58%). Support legal compliance, health & safety & governance.
CUS 11	31/03/2027		Apprenticeship Levy Utilisation. 100% of available levy drawn down or committed. The Council continues in co-investment status throughout 2026/27. Supports workforce development & value for money.

CUS 12	31/03/2028		Informed, Engaged Communities by improving reach & accessibility of council information. Targets • Increase total reach of council communications (across measurable channels) by 5% year on year. In Touch (Citizens Survey) – baseline: 53% Social Media analytics – baseline: Facebook (past 90 days) 1,116,076 • Deliver outreach communications (e.g., In Touch, tenants – Bolsover Homes – e-newsletters) • Ensure 100% of major service changes are communicated through at least 2 channels (digital + non digital).
CUS 13	31/03/2028		Customer Experience & Accessibility by ensuring communications are clear, timely, & accessible to all residents. Targets • Maintain an accessibility score of 90% or above for content, accessibility, marking & user experience
CUS 14	31/03/2028		Strong Council Reputation & Trust Objective: Strengthen public trust & positive perception of the authority. Targets • Improve resident satisfaction with council communication in the annual perception survey. In Touch – segment – feedback from targeted residents (age group) • 18% are very satisfied, 33% are fairly satisfied, 18% are neither satisfied or dissatisfied, 7% are fairly dissatisfied, 2% are very dissatisfied & 22% N/A • Respond to all press enquiries within 3 working hours of request for comment

CUS 15	31/03/2028		Effective Internal CommunicationsObjective: Support staff engagement, cohesion, & organisational culture.Targets• Achieve at least 4000 click throughs on intranet news per monthDeliver 4 internal campaigns aligned with corporate priorities (e.g., wellbeing, values, customer focus, Net Zero).
CUS 16	31/03/2028		Digital Communications & Innovation Objective: Strengthen digital presence, improve user experience, & increase online participation. Targets • Grow social media followers across channels by 5% while maintaining or improving engagement quality. Facebook – 2616 Instagram – 1388 LinkedIn – 2315 YouTube – 544 Bluesky – 117 • Maintaining digital content formats (video, explainers, infographics) • Accessibility -website score quality check
CUS 17	31/03/2028		Crisis & Emergency Communications Objective: Provide timely, accurate, multi channel public messaging during emergencies. Targets • Respond to emergencies with a communications activation time of under 30 minutes. In & out of office responses • Provide at least two channel updates per major incident (web, social, local radio). • Achieve 95% accuracy across real time updates (measured by post event debrief).
CUS 19	31/03/2027		Work towards achieving Armed Forces Covenant Silver Status 2026/27. ensuring required criteria are met & evidenced through an agreed action plan

Priority – Our Economy

ECO 01	30/09/2026	15 Economic prosperity & regeneration	Refresh the Business Growth Strategy to enable the Council to make best use of assets, support growth in the local economy, attract inward investment to the district & maximise the district's share of potential funding streams from the Government & the East Midlands Combined County Authority
ECO 02	31/03/2028	15 Economic prosperity & regeneration	Work with partners to develop a place-based narrative to encourage inward investment, increase engagement with our key heritage assets & grow the visitor economy, the number of tourists & the amount of tourism spending in the district
ECO 03	31/03/2028	15 Economic prosperity & regeneration	Work with partners to develop innovation & growth in the Council's cultural & creative sectors through active support of an investment in a creatives' network, cultural corridor, & makers' hub.
ECO 04	31/01/2028	6 Every child achieving & thriving	Work with Higher Education & Further Education providers & other partners to develop post 16 provision within the district to enable & empower more of our local workforce to find better paid, skilled jobs.
ECO 05	31/03/2028	15 Economic prosperity & regeneration	Secure investment in improvement of the existing business estate & delivery of new commercial space, including regeneration of Pleasley Mills, to meet the needs of local business, encourage inward investment & support growth throughout the local economy.

ECO 06	Summer 2026	15 Economic prosperity & regeneration	Deliver a fully operational crematorium & manage this facility to generate income from 2026
ECO 07	31/03/2028		Review procurement rules to meet public procurement regulations & social value requirements

Priority – Our Environment

ENV 01	30/11/2026	13 Environment, circular economy & climate change	• Climate Resilience Plan adopted by Nov 2026 • Local Area Energy Partnership implemented by Nov 2026
ENV 02	31/03/2028	13 Environment, circular economy & climate change	Reduce fly-tipping incidents by 6% per 1,000 people in Bolsover District over the plan period (equates to 13 incidents)
ENV 03	31/03/2028	13 Environment, circular economy & climate change	Record Fly tipping enforcement actions per incident (26/27 being the Baseline Year)
ENV 04	31/03/2028	13 Environment, circular economy & climate change	Increase the percentage of Local Wildlife Sites & Key Woodland Assets across the District in positive conservation management.
ENV 05	31/03/2028	13 Environment, circular economy & climate change	Increase the availability of Biodiversity Net Gain receptor sites across the District to help deliver Local Nature Recovery.
ENV 06	31/03/2028	13 Environment, circular economy & climate change	Drive progress towards Net Zero by investing in green skills & clean technology, advancing nature recovery, improving active travel infrastructure, & expanding affordable, low-carbon energy access for communities.

ENV 07	31/03/2028	13 Environment, circular economy & climate change	Carry out 155 targeted proactive littering dog fouling patrols per year

Priority – Our Housing

HOU 01	31/03/2028	1 Housing Supply	Deliver 200 new homes through a new Bolsover Homes Programme by March 2028
HOU 02	31/03/2028	2 Housing Quality & Safety	Maintain high levels of tenant satisfaction with council housing & associated services as assessed under the annual Tenant Satisfaction Measures (TSM) with the aim to be above the national average
HOU 03	31/03/2028	2 Housing Quality & Safety	Work towards compliance with the Social Housing Consumer Standards, ensuring tenants' voice is key when developing new council housing policies, procedures & improvements
HOU 04	31/03/2028	2 Housing Quality & Safety	Implement improved Council housing stock rolling programme of inspections, to inform future repairs & maintenance programme.
HOU 05	31/03/2028	1 Housing Supply	Monitor housing delivery in the district & take steps if required to continue to meet the District's annual housing target
HOU 06	31/03/2028	1 Housing Supply	Work with partners to increase the supply, quality, & range of affordable housing to meet identified local needs.
HOU 07	31/03/2028	1 Housing Supply	Develop strategies to support the private rented sector in supporting the Council in its duties
HOU 08	31/12/2027	3 Homelessness & rough sleeping	Deliver the actions within the Council's Homelessness Strategy by December 2027

HOU 09	31/03/2028	1 Housing Supply 2 Housing Quality & Safety	Monitor housing delivery in the district and take steps if required to continue to meet the District's annual housing target.
HOU 10	31/03/2028	1 Housing Supply	Building &/or acquiring more good quality, affordable housing & being a decent landlord
HOU 11	31/03/2028	2 Housing Quality & Safety	Preventing & responding to homelessness through early intervention & personalised solutions.
HOU 12	31/03/2028	2 Housing Quality & Safety	Maintaining & improving property & housing management standards & ensuring that standards & living conditions in the district contribute towards better health outcomes for all.

Priority – Our Customers

LOF	KPI Code	KPI Title	Q1 Target	Q2 Target	Q3 Target	Q4 Target
	CSP 01	% Calls answered within 20secs	75%	75%	75%	75%
	CSP 02	% of Abandoned Calls Negative Target Capped	3%	3%	3%	3%
	CSP 03	Average wait time to not exceed 30seconds Negative Target Capped	30	30	30	30
	CSP 04	% of emails answered within 8 working days	100%	100%	100%	100%
	CSP 05	% of Live Chats answered within 20secs	90%	90%	90%	90%
	CSP 06	Face to Face customers seen within 20sec and not kept waiting more than 20 mins (Annual)	100%	100%	100%	100%
	CSP 07	% of External Satisfaction (Realtime)	85%	85%	85%	85%
	CSP 10	% Stage 1 Complaints answered within 10 working days	100%	100%	100%	100%
	CSP 11	% Stage 2 Complaints answered within 20 working days	100%	100%	100%	100%

	CSP 12	% of all stage complaints acknowledged within 5 working days	100%	100%	100%	100%
	FIN 01	% Sundry debtor arrears collected (quarterly)	75%	80%	85%	90%
	FIN 02	% Invoices paid within 30 days (quarterly)	98%	98%	98%	98%
	HR 01	Days sickness per full-time employee Capped	2.325	2.325	2.3	2.325
	IT 01/11	Incidents & service requests resolved within target time (quarterly)	80%	80%	80%	80%
	IT 02/11	Incidents & service requests fixed at first point of contact (quarterly)	40%	40%	40%	40%
8 Health & Wellbeing	LE 01	Deliver a health intervention programme which provides 500 adults per year with a personal exercise plan via the exercise referral scheme (quarterly)	125	125	125	125
8 Health & Wellbeing	LE 02	Retain at least 50% of health referral clients into continued exercise after 12 weeks	63	63	63	63
	CP 02	% of SARS administered within one calendar month (Quarterly)	90%	90%	90%	90%

	CP 03	No of Data Breaches CAPPED	12	12	12	12
	CSI 19	% FOI/EIR requests responded to in 20 working days (Quarterly)	95%	95%	95%	95%
	PLA 01	Determining 'Discharge of Condition' applications within national target deadlines	80%	80%	80%	80%
15 Economic Prosperity & Regeneration	PLA 157a	Determining major applications within target deadlines (quarterly)	70%	70%	70%	70%
15 Economic Prosperity & Regeneration	PLA 157b	Determining minor applications within target deadlines (quarterly)	80%	80%	80%	80%
15 Economic Prosperity & Regeneration	PLA 157c	Determining other applications within target deadlines (quarterly)	80%	80%	80%	80%
	RS 01	% Council tax arrears collected - (Quarterly Profiled Target)	8%	15%	20%	27%
	RS 02	% NNDR arrears collected - (Quarterly Profiled Target)	20%	30%	40%	65%
	RS 03	% Council tax collected (Quarterly)	96.5%	96.5%	96.5%	96.50%
	RS 04	% NNDR collected (Quarterly)	98.5%	98.5%	98.5%	98.50%

	RS 05	Benefit overpayments as a % of benefit awarded (Quarterly) - Negative Target Capped	8%	8%	8%	8%
	RS 06	% Recovery of overpayments excluding from ongoing HB (Quarterly)	20%	20%	20%	20%
	RS 07	% Telephone Abandonment: Revenues (Quarterly) - Negative Target Capped	8%	8%	8%	8%
	RS 08	% Calls answered within 20 seconds: Revenues (Quarterly)	70%	70%	70%	70%
	RS 09	% Telephone Abandonment : Benefits - Negative Target Capped	3%	3%	3%	3%
	RS 10	% Calls answered within 20 seconds: Benefits (Quarterly)	80%	80%	80%	80%
	RS 11	% HB overpayment arrears collected	5%	7.5%	10%	15%
	RS 12	Time taken to process Housing Benefit/Council Tax Benefit new claims and change events (days - 1/4ly) Capped	10	10	10	10

Priority – Our Economy

LOF	KPI Code	KPI Title	Q1 Target	Q2 Target	Q3 Target	Q4 Target
	PCA 22	Bolsover Homes Building Programme.	TBA	TBA	TBA	TBA
	PCA 23	Commercial Building Compliance in against Fire	100%	100%	100%	100%
	PCA 24	Commercial Building Compliance against Asbestos	100%	100%	100%	100%
	PCA 25	Commercial Building Compliance against Water Safety	100%	100%	100%	100%
	PCA 26	Commercial Building Compliance against Lifts	100%	100%	100%	100%
	PCA 27	PAT testing to all equipment available for testing	100%	100%	100%	100%
	PCA 31	Engineering - Attend dangerous structures within 1 working day. when requested by DBCP	100%	100%	100%	100%

Priority – Our Environment

LOF	KPI Code	KPI Title	Q1 Target	Q2 Target	Q3 Target	Q4 Target
12 Neighbourhoods 13 Environment, Circular Economy and Climate Change	SS 01	Remove 95% of hazardous Fly Tipping within 24 hours of being reported (Quarterly)	95%	95%	95%	95%
12 Neighbourhoods 13 Environment, Circular Economy and Climate Change	SS 02	Remove 95% of non-hazardous Fly Tipping within 5 working days of being reported (Quarterly)	95%	95%	95%	95%
12 Neighbourhoods 13 Environment, Circular Economy and Climate Change	SS 03	Undertake Local Environmental Quality Surveys Detritus (Quarterly) Capped	12%	12%	12%	12%

12 Neighbourhoods 13 Environment, Circular Economy and Climate Change	SS 04	Undertake Local Environmental Quality Surveys Weeds (Quarterly) Capped	14%	14%	14%	14%
13 Environment, Circular Economy and Climate Change	EH 01	Percentage of EH service requests resolved within the reporting period that were resolved within set target time	90%	90%	90%	90%
	EH 02	Percentage of planned food premises inspections carried out against programme (High Risk Cat A, B, C's)	100%	100%	100%	100%
13 Environment, Circular Economy and Climate Change	EH 03	Percentage of planned LA-PPC inspections carried out against programme	100%	100%	100%	100%
	EH 04	Percentage of planned Animal Licensing inspections carried out against programme	100%	100%	100%	100%

12 Neighbourhoods 13 Environment, Circular Economy and Climate Change	EH 05	Number of targeted proactive littering/dog fouling patrols carried out	39	39	39	38
12 Neighbourhoods 13 Environment, Circular Economy and Climate Change	EH 06	Number of proactive community patrols or events focussing on litter, waste and dog fouling	3	7	11	15

Priority – Our Housing

LOF	KPI Code	KPI Title	Q1 Target	Q2 Target	Q3 Target	Q4 Target
2 Housing Quality & Safety	HOU 01	Proportion of rent collected as a % of rent due in the financial year	92%	92%	92%	92%
2 Housing Quality & Safety	HOU 02	Percentage of rent lost through LA dwellings becoming vacant (void rent low) Capped	3.50%	3.50%	3.50%	3.50%

2 Housing Quality & Safety	HOU 03	Former tenants arrears as a % of rent due in the financial year Capped	2%	2%	2%	2%
2 Housing Quality & Safety	HOU 04	Current tenants arrears as a % of rent due in the financial year Capped	4%	4%	4%	4%
2 Housing Quality & Safety	HOU 05	Allocations - handover to relet - 14 working days Capped	14	14	14	14
3 Homelessness & Rough Sleeping	HOU 06	Homelessness successful prevention cases	75%	75%	75%	75%
3 Homelessness & Rough Sleeping	HOU 07	Homelessness successful relief cases	45%	45%	45%	45%
2 Housing Quality & Safety	HOU 08	% of Stage 1 housing complaints responded to within 10 working days	100%	100%	100%	100%
2 Housing Quality & Safety	HOU 09	% of Stage 2 housing complaints responded to within 20 working days	100%	100%	100%	100%
	HOU 10 (DF 34)	Emergency Repairs completed within target timescale (TSM RP02)	90%	90%	90%	90%
	HOU 11 (DF 35)	Non-Urgent Repairs completed within target timescale (TSM RP02)	80%	80%	80%	80%
	HOU 12 (DF 36)	Tenant satisfaction with repair	80%	80%	80%	80%

	HOU 13 (DF 37)	Minor Voids - Av No of days taken to complete works Capped	30	30	30	30
	HOU 14 (DF 38)	Major Voids - Av No of days taken to complete works Capped	60	60	60	60
	HOU 15 (DF 39)	Solid Fuel Servicing % of Target Completed	100%	100%	100%	100%
	HOU 16 (DF 40)	Gas Servicing % of Target Completed	100%	100%	100%	100%
	HOU 17 (DF) 41	Revenue Spend over financial year	25%	50%	75%	100%
	PCA 01	Tenant satisfaction with standard of home improvement (capital programme)	80%	80%	80%	80%
	PCA 02	% of properties non-decent (TSM RP01)	5%	5%	5%	5%
	PCA 03	% of properties made decent during reporting period - 1000	25%	50%	75%	100%
	PCA 04	Domestic Compliance in ILS properties against Fire	100%	100%	100%	100%
	PCA 05	Domestic Compliance in ILS properties against Asbestos	100%	100%	100%	100%
	PCA 06	Domestic Compliance in ILS properties against Water Safety	100%	100%	100%	100%

	PCA 07	Domestic Compliance in ILS properties for Lifts (TSM BS02-05)	100%	100%	100%	100%
	PCA 08	Capital Spend - Welfare Adaptions	100%	100%	100%	100%
	PCA 09	Capital Spend - External Wall Insulation	100%	100%	100%	100%
	PCA 10	Capital Spend - Electrical Upgrades	100%	100%	100%	100%
	PCA 11	Capital Spend - External Door Replacements	100%	100%	100%	100%
	PCA 12	Capital Spend - Heating	100%	100%	100%	100%
	PCA 13	Capital Spend - Unforeseen works	100%	100%	100%	100%
	PCA 14	Capital Spend - Kitchen Contract	100%	100%	100%	100%
	PCA 15	Capital Spend - Soffit & Facias	100%	100%	100%	100%
	PCA 16	Capital Spend - Roof Replacement	100%	100%	100%	100%

	PCA 17	Capital Spend - Flat roof replacement	100%	100%	100%	100%
	PCA 18	Capital Spend - Bramley Vale	100%	100%	100%	100%
	PCA 19	Capital Spend - Void wet rooms	100%	100%	100%	100%
	PCA 20	Capital Spend - Safe & Warm scheme	100%	100%	100%	100%
	PCA 21	Domestic Blocked drains cleared within 24 working hours	90%	90%	90%	90%
	PCA 28	Facilities Management - Number of working days to respond: 1 day for urgent	100%	100%	100%	100%
	PCA 29	Facilities Management - Number of working days to respond: 3 days non urgent	100%	100%	100%	100%
	PCA 30	Facilities Management - Number of working days to respond: 10 days regular maintenance	100%	100%	100%	100%
	PCA 32	New Builds - Attend to defects and tenant operating queries within 2 working days	100%	100%	100%	100%

BOLSOVER DISTRICT COUNCIL

Meeting of the Council on 29th July 2026

Staff Pressures

Report of the Leader of the Council

Classification	This report is Public.
Contact Officer	Chief Executive Officer.
Is this a Key Decision?	**Yes☐ No ☒**

PURPOSE/SUMMARY OF REPORT

To seek Council approval to make changes to the staffing establishment for a number of General Fund services within the Council and increase the budget accordingly.

REPORT DETAILS

1. Background

1.1 Members will be aware that we recently presented the Council's outturn position for the last financial year to Executive, and Finance and Corporate Overview Scrutiny Committee, showing a Net Cost of Service underspend of £1.840m. The salary budget element of the underspend was £0.442m.

1.2 Salary variances arise for a number of reasons such as: posts become vacant after we have set the budget; unsuccessful planned recruitment; unpaid maternity/paternity leave; reductions in hours; purchase of additional annual leave; or as a result of restructures.

1.3 The salary variances for the last five financial years are shown below in **table 1**.

Table 1

Financial Year	Salary Variance
2025/26	£0.442m
2024/25	£0.683m
2023/24	£0.361m
2022/23	£0.668m
2021/22	£0.399m

1.4 As part of the various efficiency regimes, we have had to comply with over the last 10 – 15 years as part of securing our Government funding, we have reduced our staffing structure to be quite lean. However, with the extra workload caused by increased or changed regulation, the general increase in demand for our services, and the effect of preparing for Local Government Reorganisation (LGR), some of the Council's services need additional staff.

1.5 When the Employment and Personnel Committee trial ended, it was removed from the Committee meeting cycle as it was felt there was duplication in time for both Members and Officers. However, it is thought by Officers that the process of grouping all the staff reports together to be presented to Members in one report, worked quite well as it allows Members to understand the position across the services as a whole.

1.6 This report covers five areas of the Council's General Fund services.

2. Details of Proposal or Information

Human Resources & Payroll

2.1 Within the next couple of months, the Employee Engagement Officer will be taking maternity leave. This post is heavily involved in the launch of the Council's new People Strategy, and engagement with staff around LGR and other Council policies will be essential. There is no spare capacity within the rest of the team to cover these duties in her absence.

2.2 The cost of covering the role on a temporary basis for a maximum of 39 weeks will be **£16,336**, which is net of the statutory maternity pay that we can reclaim from the Government of £8,904.

Leisure

2.3 On the 31st of March 2027, the Physical Activity & Sports Development Officer retires from the Council after 24 years. Historically a full-time role, the post holder opted for flexible retirement a couple of years ago, reducing their working pattern to 3 days per week. There is a requirement to restore the role to full-time as it is essential in delivering the new 'On the move – 10-year Strategy for Active Wellbeing', supporting strategic delivery at scale across the district, and ensuring there are no gaps in service as we transition to the new authority under LGR.

2.4 The cost of adding 2 days per week back into this grade 7 post to make it full-time is **£20,378** per annum based on the 2025/26 pay scales which are subject to the Local Government Pay Award.

Finance

2.5 The external auditor gave the capacity of the finance team as a significant deficiency in internal control 2 years' running in their Audit Completion Report. They recommended that the Council ensured the finance team had the necessary capacity to meet its responsibilities. A new Principal Accountant role received approval and was recruited to in May 2025. Unfortunately, the finance apprentice left for a permanent role in October 2025, but we did manage to obtain a temporary Income & Expenditure Officer for the section from January 2026. We now have a member of the team on long-term sick leave undergoing treatment for a serious illness.

2.6 It has therefore become crucial for us to obtain approval to make the temporary post permanent, so we are able to cope with the workload that comes with the final accounts and budget preparation process, as well as continue to provide information required for LGR. There is already 1 Information & Expenditure Officer within the Finance team, so there will be no need for this new role to be job evaluated. The cost of establishing this new full-time permanent position on a grade 5 is a maximum cost of **£41,287** per annum based on the 2025/26 pay scales which are subject to the Local Government Pay Award.

Procurement

2.7 A recent draft internal audit report on procurement has made a number of recommendations which will put added pressure to an already stretched service. It has also been recognised from within the Procurement Team itself that the resources within the team are insufficient to provide the required support to client contracting officers.

2.8 The team currently consists of 1 full-time Manager, a part-time Procurement Assistant, and a full-time Procurement Officer.

2.9 From a service resource perspective, there is a clear requirement for additional resource, and this is recognised in the audit report. Additional staffing resource is required to enable the timely completion of critical administrative functions, including drafting award and standstill letters, preparing, and issuing comprehensive bidder feedback, managing tender processes, and administering the e-tendering portal. These activities are extremely time-consuming and currently divert the attention of the Procurement Manager from the more strategic and complex procurement activities that are essential to delivering a compliant and effective procurement service. For example, the Council needs to strengthen its approach to option appraisals and explore more innovative procurement solutions, including greater market engagement and multi-stage procurement approaches rather than relying solely on open and restricted procedures. In addition, a new Procurement Strategy needs to be developed, and procurement training needs to be provided

2.10 The proposal is to create a role who would undertake the non-strategic functions outlined above and work with the service areas to ensure the Council is fully complying with procurement regulations. In addition, the role would provide support by liaising with contractors and the service areas regarding contract completion, maintaining records, and proactively chasing outstanding actions. The role would also provide support to the service areas in completing standard JCT contracts which will also alleviate pressure from Legal Services.

2.11 In addition, it is proposed to increase the part time (0.5 FTE) Procurement Assistant role to a full-time position.

2.12 The Procurement Manager has benchmarked the procurement resources against her former employee, Chesterfield Borough Council (CBC). Bolsover currently manages approximately £40 million of annual expenditure, with this expected to increase substantially over the coming year due to regeneration programmes and grant-funded activity. By comparison, CBC manages approximately double that spend but currently has a procurement team comprising a Head of Procurement, three Senior Procurement Officers (one of whom is interim but has been in post for almost two years), two Procurement Officers, one Procurement Support Officer, and one Data Analyst. This equates to eight full-time posts compared to Bolsover's current resource of 2.5 FTE.

2.13 The proposal is for a new permanent full-time post which is expected to be job evaluated at a grade 6/7 This would mean a maximum annual cost of **£50,945** (if it achieves a grade 7) per annum, based on the 2025/26 pay scales which are subject to the Local Government Pay Award.

2.14 The proposal to increase the Procurement Assistant post to a full-time post would cost an additional **£20,644** based on the 2025/26 pay scales which are subject to the Local Government Pay Award.

<u>Information & Engagement</u>

2.15 The joint team was split over the 2 Councils a couple of years ago and it has now become apparent that it doesn't have enough staff resource. It is felt there is insufficient resilience within the service to cope with the rise in demand in Freedom of Information Requests, Equality Impact Assessments, and Subject Access Requests. The appetite from other services for consultation support; statistical analysis; survey development and support, is also putting a strain on the team. Again, the team are struggling with capacity as they are involved in LGR across the County.

2.16 The proposal is for a new permanent full-time post which is expected to be job evaluated at a grade 5/6. This would mean a maximum annual cost of **£45,983** (if it achieves a grade 6) per annum, based on the 2025/26 pay scales which are subject to the Local Government Pay Award.

2.17 If the proposals within this report are approved, this will mean the following increase to the General Fund budgets:

Table 2

General Fund Service	Permanent Increase	Temporary Increase
Human Resources & Payroll	-	£16,336
Leisure	£20,378	-
Finance	£41,287	-
Procurement	£71,589	-
Information & Engagement	£45,983	-
Total Increase per Annum	**£179,237**	**£16,336**

2.18 The cost of funding the increases in **table 2** will be a call on the General Fund. This will be offset by any future savings from changes to the establishment for General Fund services and ultimately be an increase in the use of the NNDR Growth Protection Reserve.

3. <u>Reasons for Recommendation</u>

3.1 It has become evident over the last few months that a number of services are short of capacity. Reports from External and Internal Audit have highlighted areas where capacity needs to be increased. In addition, imminent maternity leave in a service has meant a need for temporary arrangements while LGR work is an important element of this post.

3.2 To ensure we are able to maintain the high level of services we provide, it is considered necessary to increase capacity. Unfortunately, as mainly support services (apart from Leisure), there is no option to increase external income to cover the increased cost.

4 Alternative Options and Reasons for Rejection

4.1 There is an option to do nothing, but this will not resolve the issue and increase capacity. External and Internal Audit may both look unfavourably on the Council if we ignored their recommendations/advice, and this might lead to adverse comments on future reports, threatening the Council's reputation.

RECOMMENDATION(S)

1. That Members approve the changes to the establishment and increase to budgets, as per the report.

Approved by Councillor Jane Yates, Leader of the Council

IMPLICATIONS

A. Finance and Risk Yes☒ No ☐
Details: These are covered throughout the report, a summary is provided in paragraphs 2.17 and 2.18. The risks to the Council of not approving the changes are staff sickness, a reduction in the performance of services and potential criticism in future Audit reports. **On behalf of the Section Officer**

B. Legal (including Data Protection) Yes☒ No ☐
Details: Failure to adequately resource certain functions could result in non-compliance of statutory requirements. **On behalf of the Solicitor to the Council**

C. Staffing Yes☒ No ☐
Details: These are covered throughout the report. **On behalf of the Head of Paid Service**

D. Local Government Reorganisation (LGR) Yes☒ No ☐
Please identify (if applicable) how you have considered LGR impact in relation to this item. **Details:** The implications for a new unitary are the same as for Bolsover District Council. There will be an increase in the cost of our General Fund services, but without them we risk taking underperforming services or staff sickness, into the new Council.

E. Environment Yes☐ No ☒
Please identify (if applicable) how this proposal/report will help the Authority meet its carbon neutral target or enhance the environment. **Details:**

F. Equality and Diversity	
You can assess the impact by considering whether the equality evidence indicates potential differential impact on each protected characteristic group or provides an opportunity to improve equality in an area. *We ask colleagues to do an Equality Impact Assessment (EIA) when refreshing policies/guidance/plans or creating new ones.*	
Have you considered equality impacts in relation to the topic of this report?	**Yes☐ No ☒**
If this is a new or refresh of a policy, guidance or plan, have you carried out an EIA?	**Yes☐ No ☒**

DECISION INFORMATION

G. Is the decision a Key Decision?	**Yes☐ No ☒**
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 below thresholds: -	

☒ ***If the decision is a key decision, please indicate which threshold applies:***	
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) ☐ (b) ☐**

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)** ☐ **(b)** ☐

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 which wards are affected or tick **All** if all wards are affected.	**All** ☒ **Wards:**

All key decisions are subject to Scrutiny call-in unless the call-in period is to be waived, however, exemption from call-in is only with the agreement of the Monitoring Officer. **Is this Key Decision subject to Scrutiny Call-In? *(leave blank if not a key decision)*** **If No, has the Monitoring Officer agreed?**	 **Yes**☐ **No** ☐ **Yes**☐

Consultation carried out: *(this is any consultation carried out prior to the report being presented for approval)* **Leader** ☒ **Deputy Leader** ☐ **Executive** ☐ **SLT** ☐ **Relevant Service Manager** ☒ **Members** ☐ **Public** ☐ **Other** ☐ **Details:** - Portfolio Holder for Resources and Statutory Officers.	**Yes**☒ **No** ☐

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

DOCUMENT INFORMATION

Appendix No	**Title**

Background Papers
(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).

BOLSOVER DISTRICT COUNCIL

Meeting of Council on 29th July 2026

Councillor Dispensation

Report of the Strategic Director of Legal, Governance and Monitoring Officer

Classification	This report is Public
Contact Officer	Strategic Director of Legal, Governance and Monitoring Officer
Is this a Key Decision?	**Yes☐ No ☒**

PURPOSE/SUMMARY OF REPORT

To consider whether to a dispensation to a Member of Bolsover District Council from the 'six month rule' requiring them to attend meetings.

REPORT DETAILS

1. Background

1.1 Section 85(1) of the Local Government Act 1972 states that "if a member of a Local Authority fails, throughout a period of six consecutive months from the date of their last attendance, to attend any meeting of the Authority they will, unless the failure was due to some good reason approved by the Authority before the expiry of that period, cease to be a member of the Authority."

1.2 Attendance can be at any committee or sub-committee, or any joint committee, joint board or other body where the functions of the Council are discharged or who were appointed to advise the Council on any matter relating to the discharge of their functions. This requirement can be waived, and the time limit extended if any failure to attend was due to a reason approved by the Council in advance of the six-month period expiring.

1.3 Unfortunately, due to illness Councillor Hiney-Saunders has been unable to attend a meeting since Planning Committee on the 18th February 2026.

1.4 Council can only consider approval of any reasons for non-attendance before the end of the relevant six month period which will be 17th August 2026.

1.5 The Council's Strategic Director of Legal, Governance and Monitoring Officer has received a request for the Council to consider approving an extension to the usual six month attendance rule for Councillor Hiney-Saunders, enabling him to remain in office.

1.6 This is the final Council meeting at which approval could be sought for an extension of the time limit. If approval to any extension is not therefore agreed at this meeting Councillor Hiney-Saunders would, under Section 85(1) of the Local Government Act 1972 be disqualified after 17th August from office as a Bolsover Disitrict Councillor.

2. Details of Proposal or Information

2.1 To consider the approval of a dispensation for Councillor Hiney-Saunders from attending meetings of the Council in order to avoid him potentially ceasing to be a Member of the authority under Section 85 of the Local Government Act 1972.

3. Reasons for Recommendation

3.1 It is for the Council to determine whether it approves the reason for his non-attendance.

4 Alternative Options and Reasons for Rejection

4.1 Council has the option to refuse the application for a dispensation for Councillor Hiney-Saunders.

4.2 The Council could grant an open-ended dispensation which would allow Cllr Hiney Saunders to remain a member of the Council until the end of his office with no further attendance required. District Council elections are due to be held in May 2027, however due to Local Government Reorganisation the elections are highly likely to be deferred. This would mean that Cllr Hiney-Saunder's dispensation would remain in place until 31st March 2028. It is not considered to be good practice to grant a dispensation for such a long period. The recommendation in this report is for a six month dispensation which can be extended on review before it expires.

RECOMMENDATION(S)

That Council:

1. Approves a dispensation to Councillor Hiney-Saunders in accordance with Section 85(1) of the Local Government Act 1972 until 28th January 2027 from attending meetings of the Council and its Committees.

Approved by Councillor Donna Hales, Deputy Leader & Portfolio Holder for Corporate Governance

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A. Finance and Risk Yes☐ No ☒
Details: There are no financial implications arising from this report. On behalf of the Section 151 Officer

B. Legal (including Data Protection) Yes☒ No ☐
Details: Unlike requests for dispensations under S.33 Localism Act 2011, there are no prescribed grounds upon which a dispensation such as the one requested must be granted, save that the reasons upon which the request is based must be considered to be “good” On behalf of the Solicitor to the Council

C. Staffing Yes☐ No ☒
Details: There are no staffing implications arising from this report. On behalf of the Head of Paid Service

D. Local Government Reorganisation (LGR) Yes☐ No ☒

E. Environment Yes☐ No ☒	
Details: There are no Environmental implications arising from this report	
F. Equality and Diversity	
You can assess the impact by considering whether the equality evidence indicates potential differential impact on each protected characteristic group or provides an opportunity to improve equality in an area. *We ask colleagues to do an Equality Impact Assessment (EIA) when refreshing policies/guidance/plans or creating new ones.*	
Have you considered equality impacts in relation to the topic of this report?	**Yes☐ No ☒**
If this is a new or refresh of a policy, guidance or plan, have you carried out an EIA?	**Yes☐ No ☒**

DECISION INFORMATION

G. Is the decision a Key Decision?	**Yes☐ No ☒**
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 below thresholds: -	

☒ ***Please indicate which threshold applies:***	
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.	**Yes☐ No ☐**
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) ☐ (b) ☐**

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 which wards are affected or tick **All** if all wards are affected.	**All ☐** **Wards:**

All key decisions are subject to Scrutiny call-in unless the call-in period is to be waived, however, exemption from call-in is only with the agreement of the Monitoring Officer.	
Is this Key Decision subject to Scrutiny Call-In? *(leave blank if not a key decision)*	**Yes☐ No ☒**
If No, has the Monitoring Officer agreed?	**Yes☐**

Consultation carried out: *(this is any consultation carried out prior to the report being presented for approval)* **Leader ☐ Deputy Leader ☐ Executive ☐ SLT ☐** **Relevant Service Manager ☐ Members ☐ Public ☐** **Other ☐** **Details:** -	**Yes☐ No ☒**

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

DOCUMENT INFORMATION	
Appendix No	**Title**

Background Papers
(*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).*
None.

July 2026