

14 February 2025

Our Ref Council 27 February 2025  
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To: The Chair and Members of North Hertfordshire District Council

**NOTICE IS HEREBY GIVEN OF A**

**MEETING OF THE COUNCIL**

to be held in the

**COUNCIL CHAMBER, DISTRICT COUNCIL OFFICES, GERONON  
ROAD, LETCHWORTH GARDEN CITY, SG6 3JF**

on

**THURSDAY, 27TH FEBRUARY, 2025**

at

**7.30 PM**

Yours sincerely,

Jeanette Thompson  
Service Director – Legal and Community

**\*\*MEMBERS PLEASE ENSURE THAT YOU DOWNLOAD ALL AGENDAS AND REPORTS VIA THE MOD.GOV APPLICATION ON YOUR TABLET BEFORE ATTENDING THE MEETING\*\***

## **Agenda** **Part I**

<b>Item</b>		<b>Page</b>
<b>1.</b>	<b>APOLOGIES FOR ABSENCE</b>	
<b>2.</b>	<b>MINUTES - 15 JANUARY AND 23 JANUARY 2025</b> To take as read and approve as a true record the minutes of the meeting of the Committee held on the 15 January and 23 January 2025.	5 - 46
<b>3.</b>	<b>NOTIFICATION OF OTHER BUSINESS</b> Members should notify the Chair of other business which they wish to be discussed at the end of either Part I or Part II business set out in the agenda. They must state the circumstances which they consider justify the business being considered as a matter of urgency.  The Chair will decide whether any item(s) raised will be considered.	
<b>4.</b>	<b>CHAIR'S ANNOUNCEMENTS</b> <u>Climate Emergency</u>  The Council has declared a climate emergency and is committed to achieving a target of zero carbon emissions by 2030 and helping local people and businesses to reduce their own carbon emissions.  A Cabinet Panel on the Environment has been established to engage with local people on matters relating to the climate emergency and advise the council on how to achieve these climate change objectives. A Climate Change Implementation group of councillors and council officers meets regularly to produce plans and monitor progress. Actions taken or currently underway include switching to green energy, incentives for low emission taxis, expanding tree planting and working to cut food waste.  In addition the council is a member of the Hertfordshire Climate Change and Sustainability Partnership, working with other councils across Hertfordshire to reduce the county's carbon emissions and climate impact.  The Council's dedicated webpage on Climate Change includes details of the council's climate change strategy, the work of the Cabinet Panel on the Environment and a monthly briefing on progress.  <u>Ecological Emergency</u>  The Council has declared an ecological emergency and is committed to addressing the ecological emergency and nature recovery by identifying appropriate areas for habitat restoration and biodiversity net gain whilst ensuring that development limits impact on existing habitats in its process.	

The Council has set out to do that by a) setting measurable targets and standards for biodiversity increase, in both species and quantities, seeking to increase community engagement, b) to work with our partners to establish a Local Nature Partnership for Hertfordshire and to develop Nature Recovery Networks and Nature Recovery Strategy for Hertfordshire and c) to investigate new approaches to nature recovery such as habitat banking that deliver biodiversity objectives and provide new investment opportunities.

#### Declarations of Interest

Members are reminded that any declarations of interest in respect of any business set out in the agenda, should be declared as either a Disclosable Pecuniary Interest or Declarable Interest and are required to notify the Chair of the nature of any interest declared at the commencement of the relevant item on the agenda. Members declaring a Disclosable Pecuniary Interest must withdraw from the meeting for the duration of the item. Members declaring a Declarable Interest, wishing to exercise a 'Councillor Speaking Right', must declare this at the same time as the interest, move to the public area before speaking to the item and then must leave the room before the debate and vote.

#### **5. PUBLIC PARTICIPATION**

To receive petitions, comments and questions from the public.

#### **6. ITEMS REFERRED FROM OTHER COMMITTEES**

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6A) Cabinet – Budget 2025/26 (Revenue Budget and Investment Strategy) –  
to be considered with Item 10.

#### **7. COMMUNITY GOVERNANCE REVIEW - DRAFT PROPOSALS FOR PUBLIC CONSULTATION**

51 - 140

REPORT OF THE DEMOCRATIC SERVICES MANAGER

To consider and agree the Draft Proposals for the second stage of public consultation of the Community Governance Review.

#### **8. LEADERSHIP TEAM AND SENIOR MANAGEMENT RESTRUCTURE**

141 -

REPORT OF THE HEAD OF PAID SERVICE

158

This report sets out proposed changes to the structure of the Council's Leadership Team and Senior Management, to create additional capacity to support the delivery of the Council Plan whilst also ensuring staff are supported, work is delivered, and strategic leadership is provided.

#### **9. PAY POLICY STATEMENT 2025/26**

159 -

REPORT OF THE SERVICE DIRECTOR – RESOURCES

168

This report sets out a draft Pay Policy Statement 2025/26 (Appendix 1) for Council's consideration and approval in accordance with the requirements of Section 38 of the Localism Act 2011 (the Act), associated guidance issued under Section 40 of the Act, the Local Government Transparency Code 2015 and any other relevant legislation.

- 10. BUDGET 2025/26 (REVENUE BUDGET AND INVESTMENT STRATEGY)** 169 -  
REPORT OF THE SERVICE DIRECTOR – RESOURCES 256

Cabinet recommends a budget for 2025/26 to Council for their consideration and approval.

- 11. COUNCIL TAX RESOLUTION 2025/26** 257 -  
REPORT OF THE SERVICE DIRECTOR – RESOURCES 268

The purpose of this report is to obtain approval for the Council Tax requirement and the overall Council Tax rates for the district of North Hertfordshire for 2025/26.

**12. QUESTIONS FROM MEMBERS**

To consider any questions submitted by Members of the Council, in accordance with Standing Order 4.8.11 (b).

**13. NOTICE OF MOTIONS**

To consider any motions, due notice of which have been given in accordance with Standing Order 4.8.12.