

**Meeting of TIBSHELF PARISH COUNCIL held at  
7:00 pm on TUESDAY 20 JULY 2021 in Tibshelf Village Hall**

**MINUTES**

**Present:**

Councillors A Beckett, P Billington, I Brentnall, M Coupe, G Foley, R Heffer, K Salt MBE,  
R Vaughan, C Whitehead

**In attendance:**

The Locum Clerk / RFO  
Communication and Projects Officer  
Derbyshire County Councillor James Barron  
6 members of the public

**1 0721/2527 To receive apologies for absence**

Apologies were sent to the Locum Clerk from Cllrs S Wood and D Watson

Cllr S Wood – Working commitments

Cllr D Watson – Self isolation due to the pandemic

Cllr I Brentnall moved that the apologies be accepted. Cllr M Coupe seconded. All in favour

The Locum Clerk provided members with a written statement by Cllr D Watson. Members debated if this should be discussed under Exempt items. Cllr K Salt said that it should be exempt because it contained information about staff members. Cllr M Coupe said that it should not be exempt because it doesn't mention staff by name. Further, Cllr D Watson should be afforded the right of natural justice and should be here to defend accusations contained within an agenda item in the Exempt section. Cllr A Beckett said it was for Tibshelf Parish Council to decide to consider the statement when they arrive at the Exempt item.

**2 0721/2528 Declaration of Members Interests**

Cllr R Vaughan declared an interest in item 7 f) – Tibshelf Band

Cllr C Whitehead declared an interest in item 6 h) – Activities for Young People

**3 0721/2529 Public Speaking**

A resident raised matters regarding the roles and responsibilities of the Parish Rangers. The Locum Clerk explained that they had already answered all questions via email and the Freedom of Information Request the resident had made. Cllr A Beckett explained that the protocols regarding staff are exempt items, unlike the services provided which are non-exempt. The Locum Clerk had already given information in a confidential manner to protect GDPR. Cllr M Coupe said the Locum Clerk should offer job descriptions, which are already public information. The Locum Clerk said they had already done so and would follow regulations if any further questions are received via email. Cllr K Salt questioned why those specific job roles were asked for when Tibshelf Parish Council employs other staff. The resident said these stood out as having unknown roles and tasks.

Another resident asked Cllr M Coupe if majority verdicts of Tibshelf Parish Council were final. Cllr M Coupe confirmed that they were. The resident then asked why the Wizard of Oz cut-outs were taken down despite Tibshelf Parish Council approving them. Cllr M Coupe said they needed Bolsover District Council's approval and needed a risk assessment. Tibshelf Parish Council could be liable if there was an accident. Cllr K Salt stated that false accusations had been made about instructing staff and there were no permission or risk issues when the Tommie silhouettes were placed on that land for the previous Remembrance day. The resident asked if any costs were incurred by taking down the Wizard of Oz. The Locum Clerk said it cost £500 to place them on the Village Hall railings. Cllr A Beckett said they needed some extra brackets fitted.

The resident asked a second question to Cllr M Coupe regarding political statements on the Historic and Civic Society Facebook page. Cllr M Coupe said political comments are taken down. The resident said a lot of political comments had been made recently by Tibshelf Parish Councillors discussing staff. Such discussions should only take place at meetings. Cllr M Coupe said this was how democracy works and people have a right to comment freely. The resident said staff had no right of reply and could feel bullied and harassed. Cllr M Coupe asked who had made those negative comments. The resident said it was Cllr M Coupe regarding matters such as the social isolating of staff last year. Cllr M Coupe replied that there were no issues with 2-weeks isolation, but that staff at other councils had started going back to work. Cllr A Beckett said not all staff had returned at Bolsover District Council. The pandemic was a brand-new scenario and Tibshelf Parish Council couldn't meet, so the Chair and Clerk had powers to make decisions. Another resident said they had seen numerous Facebook posts about staff, mentioning them by job role so they were identifiable. They had taken screen shots and sent them to the Locum Clerk. The resident recommended that if members see issues, go straight to the Locum Clerk on Monday morning and not comment on Facebook. Cllr K Salt said that as Chair of the Personnel Committee, dignity at work should mean things are not discussed on Facebook. Cllr A Beckett said there was a split in Tibshelf Parish Council that had become farcical. Negative Facebook comments have been aimed at staff and other elected members. Tibshelf Parish Council was becoming untenable for staff and councillors to work. If members couldn't behave properly, they should hand in their notice. Cllr A Beckett also said four frivolous standards complaints had been made against her. Another resident said the village had a good chance to work well together if everyone worked as a team.

A resident stated that they supported the Wizard of Oz cut-outs as a work of art and were worth doing. As an ex-first responder, the resident was concerned the defibrillator has been out of action for months. Cllr A Beckett explained that the previous defibrillator had been stolen and so a new one had been bought. It also needed to be recalibrated. The Administration Assistant had previously informed the Chair that they also couldn't be stored below 0°C and needed a heated box and a power source. The Locum Clerk said the Administration Assistant will be looking at this and gathering quotes from electricians. The resident asked if some could be installed at the Pavilion and White Hart pub too. Cllr A Beckett said this can be placed on an agenda. The resident also said their wife could offer free courses on how to use the devices properly.

Cllr K Salt firstly said the public had praised the Wizard of Oz cut-outs and secondly raised the matter of no dog bins on Chesterfield Road. There was a dedicated dog bin post, but no bin was on it. Cllr R Heffer said that Bolsover District Council were trying to resolve the matter. Cllr K Salt also raised the matter of needing two new seats in the village. Cllr M Coupe asked if these were on our land or Derbyshire County Council. Cllr R Heffer said it was Derbyshire County Council's. Cllr A Beckett said the benches were Tibshelf Parish Council's responsibility. Cllr I Brentnall said one of the benches was for Dr Graham and didn't need permission to repair it.

Cllr R Heffer raised the matter of overgrown hedges on Doe Hill Lane causing people to walk on the road. Cllr A Beckett said this was the responsibility of Derbyshire County Council. Cllr R Heffer said Tibshelf Parish Council had cut it before. Cllr M Coupe said this had been reported to Derbyshire County Council and to the Derbyshire County Councillor James Barron. Cllr J Barron confirmed it would be looked into. Cllr A Beckett confirmed it was not the Parish Rangers job and they should stick to their defined role. This was a Derbyshire County Council matter and it would be better in terms of health and safety also.

There was no representative from the Police present.

Derbyshire County Councillor report Cllr K Salt expressed concern at climate change and extreme heat. Any trees that were going to be cut down at Glapwell should not be. Cllr K Salt also asked how much the Casa Hotel had cost Derbyshire County Council to hold meetings there. Cllr J Barron said all meetings were socially distanced and they recently held the last one before 'freedom day', but the total costs were unknown. Derbyshire County Council does want to protect trees, but the case at Glapwell was a Bolsover District Council matter as they deal with planning applications. Cllr J Barron did agree there is a climate emergency and would write to Bolsover District Council about the matter of trees.

In the report, Cllr J Barron said a meeting would be held with the Highways Officer about parking outside of Tibshelf Community School. 'Passing places' were being considered to enhance child safety, but a proper crossing would be preferred. Cllr J Barron stated that the acting Head Teacher of the school was doing a great job in trying to improve transport links to reduce traffic by parents. It was confirmed that Seven Trent were currently looking at a leak and this could cause disruption. Cllr I Brentnall and Cllr M Coupe were thanked for an excellent Miners to Medics event Cllr J Barron had attended.

Cllr A Beckett asked Cllr J Barron for an update regarding Derbyshire County Council's plans for the Infant School. Cllr J Barron said matters were confidential and sensitive at the moment, but Tibshelf Parish Council would be informed as soon as sensitivity is lifted.

Bolsover District Councillor report Cllr R Heffer said there was nothing to report for Tibshelf. There would be a Bolsover District Council meeting on Wednesday 21<sup>st</sup> July.

Cllr A Beckett asked about the Brooke Street car park being in a state of disrepair. There were overgrown bushes, damaged walls, metal pieces sticking out and the bins were in a bad state. Cllr R Heffer said the matter would be looked into.

Cllr K Salt asked how much it had cost to demolish the High Street flats, and why hadn't they been done up instead. Members of the public were considering a Freedom of Information request for information. Cllr K Salt also said people wanted a new Infant School but not more houses. Cllr R Heffer expressed the view that the flats shouldn't be pulled down, but Bolsover District Council had voted for it. It was confirmed that once someone had been contracted to do the job, the costings would be released to the public. Cllr A Beckett said it was unusual for Bolsover District Council to make the decision to demolish without knowing the costs. Costings would be needed to make a business case and compare all options. There is already high demand for 1-bed flats and doing them up would have been ideal. Cllr P Billington asked why Tibshelf Parish Council wasn't consulted when the Bolsover Executive made the decision. Cllr R Heffer said it wasn't obligated to consult Tibshelf Parish Council and Bolsover District Councillors didn't get a say at that stage. Cllr K Salt said it was not democratic for 6 people to make the decision on the Executive without asking Tibshelf Parish Council. Cllr I Brentnall said there was pressure to demolish the flats so it could provide an access to the land at the back and suggested Tibshelf Parish Council could take on some land and extend the Village Hall. A resident suggested Tibshelf Parish Council write to Bolsover District Council and ask that the flats be replaced with 1-bed flats because there will not be any left in Tibshelf.

Cllr K Salt then asked if money had been given to each resident in the flats. Cllr R Heffer was unaware of this. Cllr K Salt again stated that people were concerned by the possibility of 90 more houses in the village and that facilities couldn't cope with more people. People did want a new school, but on the old school site. Cllr R Heffer said it was Derbyshire County Council who wanted houses to pay for a school, and Cllr J Barron confirmed this. It was suggested that a resident meeting would be needed to discuss this further. Cllr M Coupe said that it was not right to say the whole village didn't want housing for the school. Cllr R Vaughan pointed out that the shutting of Pilsley Staffa Health would place a lot of pressure on Tibshelf Staffa Health. A resident said that the village needs to think of the bigger picture and if the school doesn't go through, what would the village do. Cllr K Salt said that sources of funding do exist and so the school shouldn't be based on the sale of land. Cllr A Beckett said Derbyshire County Council hadn't been asked about alternative sources of funding without housing. The flats had been demolished before these facts were known. A resident said the s.106 monies from the developer could be used to extend the Staffa Health surgery. Cllr A Beckett said Tibshelf Parish Council is already looking at regeneration of the High Street and facilities based on s.106 money from previous developments. Cllr A Beckett agreed with previous comments about holding a public meeting and having an open debate.

### **Recording Commence**

#### **4 0721/2530 Announcements from the Chairman**

- A) Cllr A Beckett had no items on the agenda which have not already been added to item 10
- B) Any other announcements from the Chairman  
None

**NON-EXEMPT ITEMS**

**5 0721/2531 To approve the Minutes of the Parish Council meeting held on the 15 June 2021**

Cllr A Beckett asked for the minutes of item 10 C) to be amended because the minutes did not reflect what had been said. Cllr A Beckett declared an interest and so made only brief comments before opening the discussion up to the floor. The Locum Clerk agreed to listen to the recording and write the exact words spoken. Cllr P Billington moved to approve the minutes with this amendment, Cllr R Vaughan seconded. All in favour.

**6 0721/2532 Locum Parish Clerk Report**

**a) *Remembrance Service 2021 Planning***

Cllr A Beckett confirmed Tibshelf Parish Council was going ahead with a Remembrance Service this year and asked if the Council was happy to begin planning it and stick to the normal format. Cllr C Whitehead would organise the wreaths. Cllr R Heffer would help the Locum Clerk with contact details for the normal marching band. Cllr M Coupe asked that appropriate approval be sought before erecting the Tommie silhouettes. Cllr A Beckett said the company Ellis Whittam would perform the assessments. Cllr I Brentnall proposed planning begin for the 14<sup>th</sup> November 2021. Tibshelf Parish Council sponsor the event, secure a band and get wreaths. Cllr I Brentnall would liaise with the Vicar of St John the Baptist's Church. All be done in accordance with COVID rules. Cllr A Beckett seconded. All in favour.

**b) *Bench seat at Rock House Corner***

Cllr A Beckett said Tibshelf Parish Council were responsible for the bench. It has been taped off. The decision was to either remove, replace or repair. Cllr C Whitehead said it didn't need removing. Cyclists do like to sit on there. Cllr A Beckett felt it could be a dangerous location because of the number of drivers that have hit signposts. Cllr M Coupe said a seat had been there for many years. Cllr R Heffer said it was agreed with Derbyshire County Council to put it there many years ago and it is well used. Cllr P Billington said it should be demolished and move further up the street. Cllr R Heffer suggested getting recyclable plastic to repair the seat. This can be also painted to match the existing seat.

Cllr M Coupe left the room at 8:25pm.

Cllr K Salt left the room at 8.27pm.

Cllr R Heffer proposed the plastic is sourced after speaking with the Locum Clerk and the seat is repaired with it. Cllr P Billington seconded. All in favour.

**c) *Bench issue raised by CCS from recent placement in Cemetery***

Cllr A Beckett said a bench had already been approved, but had been placed without following the proper protocol. The Locum Clerk will send a letter informing the owner of this. Cllr I Brentnall moved that the Locum Clerk write to them and ask they follow the rules set about benches. Cllr R Vaughan seconded. All in favour.

Cllr A Beckett left the room at 8:30pm.

Cllr A Beckett returned at 8:30pm.

Cllr M Coupe returned at 8:31pm.

Cllr K Salt returned at 8:31pm.

**d) *Date for Resources Committee meeting scheduled for Tuesday 14 September***

The Locum Clerk invited members to submit agenda items for the meeting. The Locum Clerk wanted things organised early in case a new Clerk had been appointed.

**e) *Queen's Platinum Jubilee 2022 Planning***

Cllr A Beckett drew members' attention to a letter in their agenda pack. Cllr A Beckett suggested organising an event to commemorate the Jubilee be placed on the next agenda.

**f) Community links with schools**

Cllr A Beckett drew members' attention to a letter from Tibshelf Community School in their agenda pack. Cllr A Beckett suggested Tibshelf Parish Council link up with the school on any Jubilee events organised.

**g) Planning Application 21/00333**

Cllr A Beckett drew member's attention to the planning application. Cllr M Coupe suggested Tibshelf Parish Council raises no objections to it because the old abattoir does need work on it and is an important building in the conservation area. Cllr M Coupe did suggest an addition that appropriate noise conditions are adhered to if industrial activity occurs on the land. Cllr M Coupe also expressed concern about the proposed one-way system of access, and so could one-way ramps be installed to stop this becoming used as a quick access to Tiree Close. Cllr I Brentall presumed the one-way access was private and not a public access. Cllr M Coupe would provide the Locum Clerk with appropriate wording for Tibshelf Parish Council to make a formal response.

**h) Appeal for more activities for young people aged 11-17**

Cllr A Beckett proposed that Standing Orders were suspended to allow residents to speak. Cllr C Whitehead seconded. All in favour.

A resident said there weren't many outlets in the village for people their age, nor secondary school aged children. They asked that Tibshelf Parish Council put something in place to rectify this. After being asked, the resident suggested a skate park which other areas had. Cllr A Beckett explained that Tibshelf Parish Council had looked at them in the past, but restrictions made it difficult to place one in a suitable location. Cllr A Beckett suggested a sub-committee be created to look specifically at youth issues and invite young people along to give their input. The resident agreed this was a good idea. Cllr M Coupe asked if Blackwell Parish Council could be contacted for information about the Blackwell skate park. Another resident said concerns of anti-social behaviour should not prevent any such project. This could be managed if it lead to higher incidents, but surrounding parishes have not seen rises. The resident supported the idea of a youth meeting. Cllr K Salt suggested setting up a youth council that would function as a working group and interested councillors could also attend. Cllr R Heffer suggested Tibshelf Parish Council looks at something other than a skate park. If all areas have one, they won't be used as much. If Tibshelf has a unique facility, then it will attract children from surrounding areas. Cllr A Beckett said Tibshelf Parish Council has over £100,000 of s.106 money sitting with Bolsover District Council from recent housing developments. This needs to be spent on sports and recreation. Cllr A Beckett proposed that a youth meeting is arranged for mid-to-late September and young people can run it themselves with Council oversight. Cllr M Coupe cautioned that past failed youth council attempts should be learned from. Cllr M Coupe seconded. All in favour.

**i) Allotment holder complaint process**

Cllr A Beckett explained a dispute has arisen between the Allotment Society and a plot holder. The Allotment Society had asked if Tibshelf Parish Council, as owners of the land, could mediate between the two sides. Cllr A Beckett would speak with the chair of the Society to begin the process.

**j) Recruitment of the Clerk/R.F.O. – Process update**

Cllr A Beckett drew members' attention to information in the agenda pack outlining the process so far. Once it was known how many applications had been received, a shortlisting meeting date could be set.

**k) Minutes of the meeting of Tibshelf Village Hall Management Committee approved at the meeting held on 4 May 2021**

Cllr A Beckett drew members' attention to the meeting minutes for information.

**l) Meeting held of Tibshelf Village Hall Management Committee – Decisions made**

Cllr A Beckett drew members' attention to a bullet point list of decisions made at the last meeting for information only. Full meeting minutes would be presented at the next committee meeting for approval.

**m) Opening times of play areas**

Cllr A Beckett explained that the gentleman who locked the play areas was having difficulty in getting children to leave when it was locking up time. Cllr A Beckett suggested from April to October a closing time of 6pm and November to March a closing time of 4:30pm. Cllr R Heffer said there are already rules in place that say it closes an hour before sundown and an hour after sunset. Cllr A Beckett proposed a sign be made to be placed on the park gates displaying the rules outlined by Cllr R Heffer. Wording would be sent to the Locum Clerk.

**7 0721/2533 Responsible Finance Officer Report**

**a) Internal Audit Report for Council and Village Hall 2020/21**

Cllr A Beckett drew members' attention to the report in their agenda pack by the internal auditors.

**b) Minutes of the Extra Ordinary Meeting held on 22/06/21**

Cllr A Beckett proposed these were an accurate account of the meeting. Cllr C Whitehead seconded. All in favour.

**c) Budget 2021/22**

The Locum Clerk explained that this document accurately reflects the budget agreed by Tibshelf Parish Council and should go on the website for the public to view. Cllr A Beckett moved that it goes on the website. Cllr R Vaughan seconded. All in favour.

**d) Extreme Wheels**

Cllr A Beckett said Tibshelf Parish Council had booked Extreme Wheels from Bolsover District Council. This will cost £1,800. Cllr C Whitehead moved that the booking is confirmed and the £1,800 is paid. Cllr M Coupe seconded. All in favour.

**e) Extra Activities for Young People by Bolsover District Council**

Cllr A Beckett explained that a list of activities had been received and suggested this should be discussed at the youth meeting in September.

**f) Use of the Pavilion for Tibshelf Band Practice**

Cllr A Beckett said that a request had been received and that Tibshelf Band had used the Pavilion for a long time.

Cllr A Beckett declared an interest in this item due to the Tibshelf COVID-19 Support Group using the Pavilion for their food bank.

Cllr A Beckett explained that it would be difficult for the food bank to move the large amount of stock and there was still a need for its services. It would also not be practical to move the stock into another part of the Pavilion to then move it back after practise. Cllr A Beckett suggested Tibshelf Band use the Parish Meeting Room for its practise instead. The Village

Hall toilets would be opened for them. A resident from Tibshelf Band said the Parish Meeting Room would not be suitable for a band. However, the Village Hall itself would be ideal but only on Thursday nights. Cllr A Beckett said the Hall was not available on Thursdays.

Cllr C Whitehead suggested the Mission be used. A resident said the Mission was being used by Girl Guides on Thursdays. The Locum Clerk explained that the Village Hall not only was booked up, but there was a waiting list for Thursday night slots also. Cllr R Heffer said decisions about the Village Hall should go to that committee. Cllr A Beckett suggested speaking with Tibshelf Band and see if the food bank could be moved to the Parish Meeting Room. Cllr I Brentnall suggested Tibshelf

Parish Council move its meetings to the Pavilion to allow for more time slots at the Village Hall to be used and generate revenue. Cllr M Coupe said it would be better for the food bank to be centrally located in the village.

Cllr A Beckett proposed Standing Orders be suspended to allow for the meeting to continue beyond 9:00pm to 9:30pm. Cllr I Brentnall seconded. All in favour.

**g) Flooring in the Village Hall**

Cllr A Beckett explained there was a severely uneven section of the flooring in the Hall that needed urgently addressing. Cllr R Heffer suggested this be dealt with by the Village Hall Management Committee. Cllr A Beckett explained that there were no scheduled meetings during the school holidays when this needed to be fixed. The Locum Clerk had received quotes that they would circulate. This quote was passed over to the Chairman of the Village Hall Management Committee, Cllr R Vaughan as fixing the floor was a H & S issue.

**h) Notice boards in the Village**

Cllr A Beckett explained the boards had been in disrepair for some time and new ones would be needed. The one outside of the Village Hall was particularly bad. The Locum Clerk said they would get quotes for replacement boards and Tibshelf Parish Council could decide at a future meeting how many to replace.

**i) Poppies on Lampposts**

The Administration Assistant had submitted a report asking if Tibshelf Parish Council wanted to replace broken poppies and add to more lampposts. Cllr M Coupe suggested the poppies are not placed on lampposts for four years until the 80<sup>th</sup> anniversary of the end of the Second World War. This would create a greater impact. Cllr I Brentnall suggested stringing them together and placing them at the Church. This could remove the need for risk assessments. Cllr A Beckett said the lampposts had already been assessed as part of the hanging baskets preparation. Cllr C Whitehead and Cllr K Salt agreed they should still be put onto lampposts as normal. Cllr C Whitehead moved that 150 poppies be purchased costing £3 each. Cllr K Salt seconded. All in favour.

**j) Agreement on Payments from and to the Village Hall 2021/22**

Cllr A Beckett explained that the funding for the caretaker and the cleaners should come out of the Village Hall accounts. This was agreed at previous Tibshelf Parish Council and Village Hall Management Committee meetings. Cllr A Beckett moved and Cllr C Whitehead seconded. All in favour.

**k) Tree Survey Report**

Cllr A Beckett explained that two tree surveys had been completed; one for the cemetery and one for the Shetland Road Recreation Ground. A number of trees would continue to be monitored and one will need to be felled. Cllr K Salt expressed concern at chopping down trees for environmental reasons. Cllr A Beckett confirmed the trees to be felled are diseased and this would prevent other trees in the immediate area developing the same problems. The Locum Clerk said one tree needed action taking within one month, four within six months and thirteen within one year. Cllr R Heffer said the report should be followed because it had been commissioned. It was also important for safety to fell diseased trees because branches could fall on people. Cllr A Beckett said any trees removed would provide the opportunity to plant new ones, such as for the 'Plant a tree for Jubilee' initiative. Cllr M Coupe agreed that trees should be replaced because they are important for the ecology of the area. Tibshelf Parish Council would follow the recommendations of the Tree Survey reports and ask known individual to do the work. Cllr I Brentnall raised the issue of Japanese knotweed on the Shetland Road Recreation Ground. Cllr A Beckett said this was regularly being treated to keep it at bay.

**l) Receipts and Payments during month of June 2021**

Cllr A Beckett drew members' attention to the information in their agenda pack.

**m) Bank Reconciliations for April-June 2021**

Cllr A Beckett drew members' attention to the information in their agenda pack.

**n) Actual against Budget April-June 2021**

Cllr A Beckett drew members' attention to the information in their agenda pack.

**o) External AGAR Part 3 and documents to PKF**

Cllr A Beckett drew members' attention to the information in their agenda pack. The Locum Clerk had been working on these documents and members would receive copies when completed.

**8      0721/2534      To receive a verbal update from the Communication and Projects Officer**

**a) Draft Edition of Parish News circulated 9 July 2021**

The Communication and Projects Officer said the newsletter needed approval. A few changes had been made from the draft seen by members. An advert was retracted by a local business and had been replaced by an article on the Wizard of Oz cut-outs going on the Village Hall railings. Activities for Kids had originally wanted a page but couldn't write one in time due to working commitments. However, they had managed to write something and so this article replaced a poster on mental wellbeing. The article was primarily composed of pictures of children enjoying Easter activity packs. The Tibshelf Historic and Civic Society had sent through additional wording for their article. Cllr C Whitehead asked if permission had been sought to print pictures of the children. The Communication and Projects Officer said the author of the article did have permission from parents, but this would be double-checked before printing. The Communication and Projects Officer then referenced questions members had sent through to the Locum Clerk on the draft newsletter. Wording referring to a COVID Relief Fund had been changed and an explanation was given for including a councillor expenses article. Similar information had gone in past editions of the newsletter within an Annual Report. Cllr A Beckett would send through the Chair's Address article that could now be completed following the Prime Minister's latest address on COVID restrictions.

The publication schedule was as follows:

- 22/07/21: Approved draft sent to the printers
- 31/07/21 to 15/08/21: Delivery by the Scouts to households in the parish

Cllr M Coupe asked if his allowances could be amended to £0 on the councillor expenses article. The Communication and Projects Officer explained that the article showed what people were entitled to receive, and does not explain what individual members chose to do with that money. It is for individual elected members to make that case to the public. Cllr M Coupe said it could paint an incorrect picture by suggesting members received and spent the money. Cllr K Salt said many members give some or all of the allowance away but that is a member's private choice, and it would be burdensome to write a list of how every member spends it. Cllr M Coupe asked that the article clarifies that the money may be given away and many members do the role of parish councillor for motives other than money. Cllr R Heffer asked what inclusion of the article would achieve. Cllr A Beckett said it was about being open and transparent. Cllr R Heffer said members who did not have Facebook could not explain to the public their charitable giving. Cllr A Beckett said members of the public had

asked if being a councillor was a paid role and this would provide that information. Cllr K Salt said Tibshelf Parish Council had been transparent about staffing salaries and job descriptions, and so this adds extra information. Cllr I Brentnall moved the newsletter draft be approved. Cllr K Salt seconded. Eight members were in favour and two against.



**9 0721/2535 Neighbourhood Plan Steering Group**

Cllr A Beckett said the date of the next meeting will be confirmed and the minutes of the meeting on 10 June 2021 will be considered at their next meeting. Cllr M Coupe was in contact with Steering Group members to arrange a date and a Steering Group member was handling the sending of letters to residents.

**10 0721/2536 EXEMPT ITEMS – See item 4) above**

Cllr R Heffer raised the point that the time was now 9.30pm and, after item 7f) it was agreed to extend SO for 30 minutes only.

As there were further items to discuss, Cllr A Beckett proposed that the SO be moved for another 10 minutes maximum. This was then moved to 9.40pm. Cllr G Foley seconded. All in favour.

**1. Update on the contractual requirements for the Locum Clerk following advice from DALC’s HR Advisor – Chris Moses**

- a) To confirm agreement to issue the Locum Clerk with a Fixed Term contract from start of appointment, confirm salary scale and terms & conditions of employment.

Cllr K Salt proposed, Cllr A Beckett seconded. All in favour

A fixed term contract up to 14 September 2021 would be prepared by Cllr A Beckett for the Locum Clerk and her to sign.

- b) Review of and implementation of payment in line with HMRC regulations.

A paper was circulated by the Locum Clerk detailing the basic pay, backdated payments already made and processed on the payroll. This paper also included calculations for Annual Leave entitlement from 15 Feb 21 up to 14 Sep 21 in addition to AL already approved/requested

The Locum Clerk pointed out that this clearly showed there were 49 hours unused annual leave to take and that she could leave mid-August.

Cllr K Salt said this would be discussed and a lot depended on the forthcoming recruitment process.

Cllr K Salt proposed this item be accepted. Cllr I Brentnall seconded. All in favour.

---

**2. Recent social media posting on Facebook relating to the cemetery and staffing matters**

- a) To consider if the Facebook post has breached the Parish Council’s adopted Social Media Policy and Staffing Policy.  
b) To consider whether the Facebook posting should be referred to the Local Authority as a ‘Code of Conduct’ matter.  
c) To consider if the Parish Council’s Disciplinary Policy has been implemented.

- 3. To consider a 'Vote of No Confidence' against 2 Councillors**
  - 4. Overtime paid to staff for July 21\*\***
  - 5. Rangers decorating Village Hall during 2 weeks in August when there are no bookings. Working weekends and bank holiday Monday 30 August (Mon 23 August to Friday 3 September)**
- 

Cllr A Beckett proceeded to move on with the agenda as above from item 2 onwards. However, Cllr R Heffer referred back to the letter discussed at the beginning of the meeting which she said it would be discussed in the Exempt section.

Cllr M Coupe reiterated that, as in the meeting arranged 22 June 21 which did not go ahead, in his opinion, it was unfair to judge someone in their absence.

Cllr A Beckett explained that the meeting planned to be held 22 June 21 with the same agenda items as 2 and 3 could not go ahead due to the fact that the agenda was not displayed with an invitation for members of the public to attend, although all items were exempt. Advice was given by DALC to the Locum Clerk and the Chairman.

After a discussion was held, Cllr A Beckett proposed that item 2a be deferred to the next meeting of the Parish Council. Cllr M Coupe seconded.

Cllr I Brentnall spoke to Members making reference to whether this matter was in the powers of the Councillors and what the discussion may achieve. Cllr I Brentnall has requested that his name is to be withdrawn from any letter reference in item 3 and that the offer of mediation should be taken up so the Council can get on with the business in which they were elected for.

A heated discussion was held between Councillors on difference of opinions and comments made in and out of the Council meeting.

The time was now 9.40pm which was at the end of the 2<sup>nd</sup> amendment to the Standing Orders.

Cllr K Salt had her hand raised for some time and, due to the extension of time, she proposed that, in order for the Councillors to work together whom all have differing skills, that they take up the offer from DALC who can offer neutral consultation and mediation with all Members of the Council.

Cllr M Coupe continued to reiterate his point made earlier. The proposal was not seconded.

At 9.45pm the Locum Clerk pointed out that her husband had telephoned; S.O. had been extended twice already; she will not arrive home until 10.30pm and that, as a 'Duty of Care' to a member of staff, she had to leave the meeting. Cllr K Salt said that she had to leave.

Cllr A Beckett proposed that items 2a) b) and c) be taken to the next meeting which left items 3, 4 and 5 still to discuss.

The Locum Clerk then left the meeting at 9.45pm and took the recorder with her. The meeting therefore closed at 9.45pm.