



You are hereby summoned to attend the meeting of Nettleham Parish Council which will be held on
Tuesday 20 October 2026 commencing at 7.15 pm at the Mulsanne Pavillion.

The business to be dealt with at the meeting is listed in the agenda.

Members of the public may make representations, answer questions and give evidence at a meeting which they are entitled to attend in respect of the business on the agenda. This must be done in the Public Questions item, and members of the Public cannot interrupt the business of the meeting at other times, unless Standing Orders are suspended by the Chair of the Council.

This council supports the rights of anyone to record this meeting but advises that anyone so recording cannot disrupt the meeting, by means of the recording, and expresses the hope that the person (or persons) carrying out the recording have obtained the necessary legal advice, for themselves, to ensure they understand the rights of anyone present who does not wish to be filmed or recorded.

Carl Thomas
Clerk to the Council
15/10/2026

AGENDA

- 1 Public session (15 minutes)
- 2 To receive apologies and reasons for absence
- 3 To receive declarations of interest under the Localism Act 2011 - being any pecuniary or non pecuniary interest in agenda items not previously recorded on Members Register of Interests.
- 4 To approve draft minutes of the Parish Council Meeting held on 08/09/26
- 5 To approve draft minutes of the Parish Council Meeting (closed session) held on 08/09/26
- 6 To approve draft minutes of the Extraordinary Parish Council Meeting held on 08/10/26
- 7 To discuss Co-Option application from Simon Dear
- 8 To note the Clerk to the Council's report
- 9 Planning Matters & Applications
 - a) Planning: WL/2026/ 00849 - Land at Ash Tree Farm, Sudbrooke Lane, Nettleham
Planning application to remove existing agricultural building and erect 5no. dwellings including the change of use of land from agricultural to residential and upgrade of the existing access being variation of condition 4 of planning permission WL/2024/00947 granted 17 October 2025 - amended dwelling designs and site layout.
 - b) Planning: WL/2026/ 00920 - 27 Larch Avenue, Nettleham, LN2 2GB
Planning application for extension & alterations to dwelling(25264)
 - c) Any other planning matters, including any applications received after the agenda was published
- 10 Financial Matters
 - a) To approve accounting statements for the period ending 30/09/26
 - b) To approve the schedule of payments
 - c) Grant Application: Nettleham Woodland Trust(25229)
 - d) Nettleham Tennis Club
 - e) To note national pay award effective 01/04/26
- 11 Committee Reports



- 12 Working Groups
- 13 Parish Matters
 - a) To consider an electric charge point
 - b) Refuse Bin Stickers(25254)
 - c) To discuss request for footpath on Lodge Lane to A158 and traffic island.
- 14 Next meeting will be Tuesday 17/11/26 at 7.15 pm
Items for the agenda by 10/11/26
- 15 To resolve to go into closed session in view of the confidential nature of matters ot be discussed.
- 16 To discuss the lease renewal/purchase of Bishops Meadow.
- 17 To discuss recruit of handyperson



Minutes of the Nettleham Parish Council held at 7.15 pm at the Small Hall, Old School on 8 September 2026

Present: Cllr A. White, Cllr P. McNeill, Cllr D. Newsam, Cllr A. Simpson, Cllr P. Lidbury,
In Attendance: C. Thomas (Clerk),
Members of public present: 16

1 Public session (15 minutes) - Ref: 390

2 members of the public spoke in respect of The Beck and removed weeds being left alongside The Beck - Councillors and attending Officers were unaware of this and would investigate.

3 members of the public voiced concerns regarding flooding risk, one in particular experiencing and providing photographic evidence of recent flooding. The appropriate authorities were involved and actively assisting. The Parish Council would support the individual. See item 6c

1 member of the public spoke about the BMX Track - See item 10b

2 members of the public spoke about the Lincolnshire Rapid Relief Team - The Clerk would contact the team after the meeting.

2 members of the public spoke about planning application - see item 6a, one in support and one against.

2 To receive apologies and reasons for absence - Ref: 391

Cllrs C. Johnson, A. Crook and C. Payne

3 To receive declarations of interest under the Localism Act 2011 - being any pecuniary or non pecuniary interest in agenda items not previously recorded on Members Register of Interests. - Ref: 392

Cllr A. Simpson in item 6a

4 To approve draft minutes of the Parish Council Meeting held on 21/07/26 - Ref: 393

It was resolved to approve the minutes as a true record

5 To note the Clerk to the Council's report - Ref: 394

The Clerk's report was noted.

6 Planning Matters & Applications - Ref: 395

a) Planning: WL/2026/00713 - The Old Vicarage, Vicarage Lane, Nettleham - Ref: 396

Planning application for removal of existing double garage and construction of single storey extension (25162)

Two members of the public spoke in respect of this application, one being the applicant to support his application addressing concerns raised and the other with various concerns around the application.

It was resolved to take a neutral stance whilst highlighting the standard flooding statement, seeking clarification on the trees and highlighting whether a zinc roof is appropriate in a conservation zone.

b) Planning: WL/2026/ 00759 - 2 Ridgeway, Nettleham, LN2 2TL - Ref: 397

Planning application for rear extension to form a bedroom includes the removal of existing conservatory(25173)

No objections whilst highlighting the standard flooding statement.

c) Any other planning matters, including any applications received after the agenda was published - Ref: 398

Following concerns raised by a resident in respect of flooding it was resolved to write to West Lindsey District Council (planning authority) seeking a suspension of all new building planning applications until the flooding issues area addressed. Maintenance of attenuation ponds on estates will also be addressed within the correspondence.

d) To update following meeting with Truelove Developments - Ref: 399

The Chair updated Councillors on a recent meeting with Truelove Developments where no immediate developments are planned and discussions took place around footpath support from Truelove in any future plans.

7 Financial Matters - Ref: 400

These are draft minutes and have not been formally approved and adopted



a) To approve accounting statements for the period ending 31/08/26 - Ref: 401

It was resolved to approve the accounting statements ending 31/08/26 as a true record

b) To approve the schedule of payments - Ref: 402

It was resolved to approve the schedule of payments as follows:-

August 2026 - £24826.70

September 2026 - £18913.11

c) To note conclusion of external audit - Ref: 403

This was noted

d) To note funding status for Borehole project - Ref: 404

The Clerk updated Councillors on the project. Further funding to parties is expected to complete the project. It may be possible that the Council could assist and the Clerk will make contact.

8 Committee Reports - Ref: 405

a) To note Properties Committee meeting 01/09/26 - Ref: 406

This was noted

9 Working Groups - Ref: 407

a) To note Conservation Area WG meeting - Ref: 408

This was noted

b) To consider future structure of The Beck and Conservation Area Working Group - Ref: 409

It was resolved to combine The Beck and Conservation Working Group into one reporting to the Properties Committee with an updated Terms of Reference.

10 Parish Matters - Ref: 410

a) Tree walk leaflet - Ref: 411

It was resolved to approve expenditure of up to £600 to produce sufficient leaflets to be distributed with Nettleham Matters.

b) To discuss proposals for BMX bike track - Ref: 412

A proposal had been received from 5 youths within the village who spoke in support of the application.

The proposal comes to Full Council with the support of the Properties Committee

It was resolved to support the proposal with a feasibility study to look at potential locations, design and costs. This feasibility study would include input from the youths who were also keen to take an active part in any project.

The Chairman supported by Councillors commended the youths on their presentation.

11 Next meeting will be Tuesday 20/10/26 at 7.15 pm - Ref: 413

Items for the agenda by 13/10/26

Meeting closed at 9.05 pm



Minutes of the Nettleham Parish Council - Extraordinary held at 7.00 pm at the Mulsanne Pavillion on 8 October 2026

Present: Cllr A. White (Chair), Cllr P. McNeill, Cllr C. Payne, Cllr A. Simpson, Cllr T. Crook, Cllr C. Johnson,
Cllr P. Lidbury,
In Attendance: C. Thomas (Clerk),
Members of public present: 9

1 Public session (15 minutes) - Ref: 419

Cllr A. White opened the meeting and gave an explanation as to why the meeting had been called and a brief chronology of events to date.

Cllr J. Barrett (ELDC) spoke on the scheme both of the benefits for residents as a whole and the quality of work to date and had received overwhelmingly positive comments.

One resident spoke whilst fully supporting the footpaths expressing serious concerns around flooding and that the work was against the Nettleham Neighbourhood Plan.

One resident spoke expressing concerns around the involvement of the Conservation Officer.

Cllr A. Simpson spoke as a resident expressing concerns around the overall design, that a significant amount of grass had been lost and he felt a more permeable solution instead of tarmac should have been used.

2 To receive apologies and reasons for absence - Ref: 420

Cllr D. Newsam - Whilst not present Cllr Newsam did prior to the meeting email comments in respect of the business to be discussed which was noted.

3 To receive declarations of interest under the Localism Act 2011 - being any pecuniary or non pecuniary interest in agenda items not previously recorded on Members Register of Interests. - Ref: 421

Cllr A. Simspon declared an interest and in accordance with the Code of Conduct left the meeting.

All matters relating to ongoing works on The Green, Nettleham - Ref: 422

4 Survey of land affected and verification of LCC footprint methodology - Ref: 423

This motion failed with no proposer

5 Surface-water drainage, surfacing and flood-risk mitigation - Ref: 424

This motion failed with no proposer

6 Conservation area consultation and materials - Ref: 425

The substantive motion failed with no proposer

An amended motion was proposed and seconded that the Clerk to communicate to Lincolnshire County Council that a more permeable solution could have been used instead of tarmac which would have assisted with flood mitigation.

7 Finished levels and trip hazards - Ref: 426

The motion failed with no proposer

It was noted that the path levels including trip hazards are regularly checked by Facilities Staff in accordance with existing policies.

8 Authority for any encroachment onto Parish Council land - Ref: 427

The motion failed with no proposer

The Chair on behalf of the Council wished to thank Lincolnshire County Council for undertaking the work on The Green together with other highway work in the Village which is bringing great improvement to the Village. Councillors generally felt that The Green scheme needed 2-3 months for settlement and growth.

These are draft minutes and have not been formally approved and adopted



Minutes of the Nettleham Parish Council - Extraordinary held at 7.00 pm
at the Mulsanne Pavillion on 8 October 2026

Meeting closed at 7.50 pm

These are draft minutes and have not been formally approved and adopted



Public Tracking Report

New Allotments**Ref:** 24280**Created:** 07/08/2025

Electrical work completed in building. Groundworks completed.
Building work and plot marking completed w/c 19/10/26.

Dropped Kerbs Co-Op Vicarage Lane**Ref:** 24473**Created:** 20/10/2025

TRO implemented. Dropped kerbs not installed.
Works order for dropped kerbs raised 01/10/26. Timeline not available.

Reduction of Speed Limit on A158**Ref:** 24714**Created:** 21/02/2026

TRO request submitted for a review of A158 between Greetwell and Sudbrooke.
Sudbrooke, North Greetwell & Reapham PC and relevant district councillors invited to support the request.
Reapham PC, Cllr. J. Brockway agreed to support.

Bus Shelter - Waskdyke Lane**Ref:** 24726**Created:** 25/02/2026

Shelter approved by LCC. Work on construction in progress. Expected to be completed by end of October.

Bishops Meadow Lease**Ref:** 24727**Created:** 25/02/2026

Matters in progress.

Yu Energy Query**Ref:** 24840**Created:** 24/03/2026

Yu Energy now accept invoicing error. Credits of £12k+ received.
Energy Ombudsman issued decision notice to Yu Energy to refund/compensate.
Court summons issued for balancing payment.



Nettleham Parish Council

Accounting Statements

Financial Year Ending 31st March 2027

Period Ending 30th September 2026

Month 6

Summary Income & Expenditure by Budget Heading 13/10/2026

Month No: 6

Cost Centre Report

		Actual Current Mth	Actual Year To Date	Current Annual Bud	Variance Annual Total	Committed Expenditure	Funds Available	% Spent
101	ADMINISTRATION							
	Income	387	224,850	233,750	8,900			96.2%
	Expenditure	12,579	96,883	181,721	84,838	254	84,584	53.5%
	Movement to/(from) Gen Reserve	(12,192)	127,967	52,029	(75,938)			
102	OLD SCHOOL							
	Income	2,971	17,843	29,250	11,407			61.0%
	Expenditure	1,294	8,339	13,614	5,275	526	4,749	65.1%
	Movement to/(from) Gen Reserve	1,677	9,504	15,636	6,132			
103	BURIAL GROUNDS							
	Income	225	5,710	13,000	7,290			43.9%
	Expenditure	414	1,643	4,497	2,854		2,854	36.5%
	Movement to/(from) Gen Reserve	(189)	4,067	8,503	4,436			
104	ALLOTMENTS							
	Income	0	0	1,450	1,450			0.0%
	Expenditure	1,899	1,993	4,092	2,099	9	2,090	48.9%
	Movement to/(from) Gen Reserve	(1,899)	(1,993)	(2,642)	(649)			
105	VILLAGE/PARISH FACILITES							
	Expenditure	3,334	46,173	32,146	(14,027)	907	(14,934)	146.5%
	plus Transfer from EMR	0	10,212	0	(10,212)			
	Movement to/(from) Gen Reserve	(3,334)	(35,960)	(32,146)	3,814			
106	MULSANNE PARK							
	Income	342	2,034	11,000	8,966			18.5%
	Expenditure	2,535	26,052	22,534	(3,518)	694	(4,213)	118.7%
	Net Income over Expenditure	(2,193)	(24,018)	(11,534)	12,484			
	plus Transfer from EMR	0	7,342	0	(7,342)			
	Movement to/(from) Gen Reserve	(2,193)	(16,677)	(11,534)	5,143			
107	BISHOPS PALACE SITE							
	Expenditure	1,064	1,212	2,280	1,068		1,068	53.2%
109	PARISH OFFICE							
	Expenditure	40	40	2,691	2,651		2,651	1.5%
112	THE SWATHE							
	Expenditure	0	265	2,300	2,035		2,035	11.5%
120	LCC - GRASS CUTTING							
	Income	0	0	2,646	2,646			0.0%
	Expenditure	1,490	5,977	10,882	4,905		4,905	54.9%
	Movement to/(from) Gen Reserve	(1,490)	(5,977)	(8,236)	(2,259)			
130	CAPITAL EXPENDITURE							
	Expenditure	0	0	219	219		219	0.0%
131	CAPITAL INCOME							
	Income	0	8,345	0	(8,345)			0.0%
201	FIELDPATHS							
	Expenditure	373	1,099	2,800	1,701		1,701	39.2%
Grand Totals:- Income		3,925	258,782	291,096	32,314			88.9%
Expenditure		25,022	189,677	279,776	90,099	2,391	87,709	68.7%
Net Income over Expenditure		(21,097)	69,105	11,320	(57,785)			
plus Transfer from EMR		0	17,554	0	(17,554)			
Movement to/(from) Gen Reserve		(21,097)	86,659	11,320	(75,339)			

Detailed Income & Expenditure by Budget Heading 13/10/2026

Month No: 6

Cost Centre Report

	Actual Current Mth	Actual Year To Date	Current Annual Bud	Variance Annual Total	Committed Expenditure	Funds Available	% Spent	Transfer to/from EMR
101 ADMINISTRATION								
1176 PRECEPT RECEIVED	0	223,350	223,350	0			100.0%	
1177 ADM-WLDC CTAX CONTRIBUTION	0	0	100	100			0.0%	
1184 ADM - INCOME MISC	0	192	300	108			63.9%	
1196 ADM - INTEREST REC'D	387	1,308	10,000	8,692			13.1%	
ADMINISTRATION :- Income	387	224,850	233,750	8,900			96.2%	0
1101 ADM - STAFF SALARIES	11,849	71,886	140,000	68,114		68,114	51.3%	
1104 ADM - CONTRACTOR COSTS	249	2,268	7,872	5,604		5,604	28.8%	
1108 ADM - TRAINING	0	80	1,500	1,420		1,420	5.3%	
1109 ADM - STAFF TRAVEL	0	0	50	50		50	0.0%	
1116 ADM - CLEANING MATERIALS	111	116	328	212	37	174	46.9%	
1117 ADM - CHAIRMAN'S ALL	0	0	177	177		177	0.0%	
1119 ADM - IT MANAGEMENT	242	5,479	8,755	3,276		3,276	62.6%	
1120 ADM - MISC EST COSTS	0	94	461	367		367	20.4%	
1121 ADM - TELEPHONE/BROADBAND	(166)	1,859	3,074	1,215		1,215	60.5%	
1123 ADM - PRINT/STATIONERY	0	(53)	1,000	1,053	217	836	16.4%	
1124 ADM - SUBSCRIPTIONS	0	327	900	573		573	36.4%	
1125 ADM - INSURANCE	0	4,153	5,964	1,811		1,811	69.6%	
1127 ADM - P/COPIER CONTRCT	0	98	132	34		34	74.1%	
1129 ADM - ADVERTISING	102	204	500	296		296	40.8%	
1130 ADM - OFFICE EQUIPMENT	0	0	1,000	1,000		1,000	0.0%	
1137 ADM - ROUTINE REPAIRS/MAINTENC	0	0	300	300		300	0.0%	
1140 ADM - REFUSE COLLECTION	0	262	610	348		348	43.0%	
1153 ADM - LOAN REPAYMENTS	0	4,052	0	(4,052)		(4,052)	0.0%	
1154 ADM - VILLAGE HALL LOAN	0	0	3,782	3,782		3,782	0.0%	
1157 ADM - AUDIT FEES	0	210	1,500	1,290		1,290	14.0%	
1158 ADM - BANK FEES	27	173	316	143		143	54.8%	
1162 ADM - S137 GRANTS	0	5,436	0	(5,436)		(5,436)	0.0%	
1164 ADM - GRANTS GENERAL	0	0	1,000	1,000		1,000	0.0%	
1165 ADM - CLIMATE CHANGE INITIATIV	0	0	2,500	2,500		2,500	0.0%	
1912 PO-WATER	70	134	0	(134)		(134)	0.0%	
1914 PO-ELECTRICITY	94	104	0	(104)		(104)	0.0%	
ADMINISTRATION :- Indirect Expenditure	12,579	96,883	181,721	84,838	254	84,584	53.5%	0
Net Income over Expenditure	(12,192)	127,967	52,029	(75,938)				
102 OLD SCHOOL								
1281 OS-SMALL ROOM	1,300	8,042	13,500	5,458			59.6%	
1282 OS-LARGE ROOM	1,536	8,766	15,000	6,234			58.4%	
1283 OS-KITCHEN	90	769	500	(269)			153.7%	

Detailed Income & Expenditure by Budget Heading 13/10/2026

Month No: 6

Cost Centre Report

	Actual Current Mth	Actual Year To Date	Current Annual Bud	Variance Annual Total	Committed Expenditure	Funds Available	% Spent	Transfer to/from EMR
1284 OS-MISC INCOME	0	0	250	250			0.0%	
1285 OS-STORAGE INCOME	46	267	0	(267)			0.0%	
OLD SCHOOL :- Income	2,971	17,843	29,250	11,407			61.0%	0
1204 OS-CONTRACTOR COSTS	300	2,000	4,500	2,500		2,500	44.4%	
1212 OS-WATER	180	360	491	131		131	73.4%	
1214 OS-ELECTRICITY	0	1,553	1,294	(259)		(259)	120.0%	
1215 OS-GAS	0	3,004	3,471	467		467	86.6%	
1216 OS-CLEANING MATERIAL	814	910	683	(227)	498	(725)	206.1%	
1219 OS-PERFORMING RIGHTS	0	61	75	14		14	81.1%	
1220 OS-MISCELLANEOUS	0	0	100	100	28	72	27.6%	
1237 OS-ROUTINE MAINT/REPAIRS	0	0	2,000	2,000		2,000	0.0%	
1240 OS-REFUSE COLLECTION	0	451	1,000	549		549	45.1%	
OLD SCHOOL :- Indirect Expenditure	1,294	8,339	13,614	5,275	526	4,749	65.1%	0
Net Income over Expenditure	1,677	9,504	15,636	6,132				
103 BURIAL GROUNDS								
1381 BG-INCOME	225	5,710	13,000	7,290			43.9%	
BURIAL GROUNDS :- Income	225	5,710	13,000	7,290			43.9%	0
1312 BG-WATER RATES	31	57	99	42		42	57.9%	
1336 BG-GRASS CUTTING	383	1,533	4,398	2,865		2,865	34.9%	
2036 TS - GRASS CUTTING	0	53	0	(53)		(53)	0.0%	
BURIAL GROUNDS :- Indirect Expenditure	414	1,643	4,497	2,854	0	2,854	36.5%	0
Net Income over Expenditure	(189)	4,067	8,503	4,436				
104 ALLOTMENTS								
1481 ALL-INCOME	0	0	1,450	1,450			0.0%	
ALLOTMENTS :- Income	0	0	1,450	1,450			0.0%	0
1412 ALL-WATER RATES	730	784	171	(613)		(613)	458.7%	
1413 ALL-RENT	0	40	71	31		31	56.3%	
1437 ALL-ROUTINE MAINTENANCE	180	180	3,500	3,320	9	3,311	5.4%	
1438 ALL-ELECTRICITY	989	989	350	(639)		(639)	282.5%	
ALLOTMENTS :- Indirect Expenditure	1,899	1,993	4,092	2,099	9	2,090	48.9%	0
Net Income over Expenditure	(1,899)	(1,993)	(2,642)	(649)				
105 VILLAGE/PARISH FACILITES								
1503 VF -TRAVEL ALLOW - F/STAFF	0	0	318	318		318	0.0%	

Detailed Income & Expenditure by Budget Heading 13/10/2026

Month No: 6

Cost Centre Report

	Actual Current Mth	Actual Year To Date	Current Annual Bud	Variance Annual Total	Committed Expenditure	Funds Available	% Spent	Transfer to/from EMR
1504 VF-CONTRACTOR COSTS	0	9,002	1,000	(8,002)	710	(8,712)	971.2%	7,730
1505 VF - WORKS VEHICLE	330	2,285	5,000	2,715		2,715	45.7%	
1512 VF-WATER RATES	28	46	108	62		62	42.8%	
1514 VF-ELECTRICITY	0	(15)	0	15		15	0.0%	
1519 VF-PERFORMANCE RIGHTS	0	160	165	5		5	97.1%	
1520 VF-MISCELLANEOUS	0	0	72	72		72	0.0%	
1521 VF - SPEED REDUCTION	0	2,350	2,500	150		150	94.0%	
1532 VF - COMMUNITY EVENTS	0	0	2,000	2,000		2,000	0.0%	
1534 VF-FLORAL DISPLAYS	0	1,136	1,383	247		247	82.1%	
1535 VF-BECK AMENITY	0	2,400	0	(2,400)		(2,400)	0.0%	
1536 VF-GRASS CUTTING	966	2,807	5,800	2,993		2,993	48.4%	
1537 VF-ROUTINE MAINTENANCE	1,060	1,244	1,000	(244)	32	(276)	127.6%	
1539 VF-VILLAGE GREEN TEL KIOSK	0	0	250	250		250	0.0%	
1540 VF-REFUSE COLLECTION	0	70	100	30		30	70.0%	
1541 VF-WEED SPRAYING	0	862	2,000	1,138		1,138	43.1%	
1542 VF-TREE MAINTENANCE	810	4,660	5,000	340		340	93.2%	
1546 VF-PLAY EQUIP REPAIR & SERVICE	0	16,816	2,600	(14,216)		(14,216)	646.8%	2,483
1551 VF-VILLAGE SEATS - MAINTENANCE	0	330	0	(330)		(330)	0.0%	
1564 VF - DEFIBRILATOR	0	0	300	300		300	0.0%	
1565 VF - PPE EQUIPMENT	0	238	750	512	99	412	45.0%	
1566 VF - TOOLS /SUNDRIES	140	1,782	1,800	18	66	(48)	102.7%	
VILLAGE/PARISH FACILITES :- Indirect Expenditure	3,334	46,173	32,146	(14,027)	907	(14,934)	146.5%	10,212
Net Expenditure	(3,334)	(46,173)	(32,146)	14,027				
6000 plus Transfer from EMR	0	10,212	0	(10,212)				
Movement to/(from) Gen Reserve	(3,334)	(35,960)	(32,146)	3,814				
106 MULSANNE PARK								
1681 MP-GROUND LETTINGS	0	550	9,500	8,950			5.8%	
1682 MP-PAVILION LETTINGS	130	598	1,000	402			59.8%	
1684 MP-MISC INCOME	212	886	500	(386)			177.2%	
MULSANNE PARK :- Income	342	2,034	11,000	8,966			18.5%	0
1604 MP-CONTRACTOR COSTS	520	12,349	6,000	(6,349)		(6,349)	205.8%	7,342
1612 MP-WATER RATES	749	1,445	2,174	729		729	66.5%	
1614 MP-ELECTRICITY	454	2,089	1,900	(189)		(189)	110.0%	
1615 MP-GAS	0	2,565	2,260	(305)		(305)	113.5%	
1616 MP-CLEANING MATERIALS	463	713	500	(213)	679	(892)	278.4%	
1619 MP-PERFORMING RIGHTS	0	374	500	126		126	74.9%	
1621 MP-TELEPHONE	350	350	700	350		350	50.0%	
1636 MP-GRASS CUTTING	0	2,715	5,300	2,585		2,585	51.2%	

Detailed Income & Expenditure by Budget Heading 13/10/2026

Month No: 6

Cost Centre Report

	Actual Current Mth	Actual Year To Date	Current Annual Bud	Variance Annual Total	Committed Expenditure	Funds Available	% Spent	Transfer to/from EMR
1637 MP-ROUTINE MAINT/REPAIRS	0	2,661	2,000	(661)	15	(676)	133.8%	
1640 MP-REFUSE COLLECTION	0	791	1,200	409		409	65.9%	
MULSANNE PARK :- Indirect Expenditure	2,535	26,052	22,534	(3,518)	694	(4,213)	118.7%	7,342
Net Income over Expenditure	(2,193)	(24,018)	(11,534)	12,484				
6000 plus Transfer from EMR	0	7,342	0	(7,342)				
Movement to/(from) Gen Reserve	(2,193)	(16,677)	(11,534)	5,143				
107 BISHOPS PALACE SITE								
1712 BP - WATER	19	38	0	(38)		(38)	0.0%	
1713 BP - RENT	0	0	280	280		280	0.0%	
1736 BP - GRASS CUTTING	1,045	1,174	2,000	826		826	58.7%	
BISHOPS PALACE SITE :- Indirect Expenditure	1,064	1,212	2,280	1,068	0	1,068	53.2%	0
Net Expenditure	(1,064)	(1,212)	(2,280)	(1,068)				
109 PARISH OFFICE								
1904 PO-CONTRACTORS COSTS	40	40	0	(40)		(40)	0.0%	
1912 PO-WATER	0	0	191	191		191	0.0%	
1914 PO-ELECTRICITY	0	0	2,500	2,500		2,500	0.0%	
PARISH OFFICE :- Indirect Expenditure	40	40	2,691	2,651	0	2,651	1.5%	0
Net Expenditure	(40)	(40)	(2,691)	(2,651)				
112 THE SWATHE								
2036 TS - GRASS CUTTING	0	265	300	35		35	88.3%	
2037 TS - ROUTINE MAINT/REPAIRS	0	0	1,000	1,000		1,000	0.0%	
2042 TS - TREE MAINTENANCE (DONT	0	0	1,000	1,000		1,000	0.0%	
THE SWATHE :- Indirect Expenditure	0	265	2,300	2,035	0	2,035	11.5%	0
Net Expenditure	0	(265)	(2,300)	(2,035)				
120 LCC - GRASS CUTTING								
12086 HIGHWAY VERGES-INCOME	0	0	2,646	2,646			0.0%	
LCC - GRASS CUTTING :- Income	0	0	2,646	2,646			0.0%	0
12036 HIGHWAY VERGES-GRASS CUTTING	1,490	5,977	10,882	4,905		4,905	54.9%	
LCC - GRASS CUTTING :- Indirect Expenditure	1,490	5,977	10,882	4,905	0	4,905	54.9%	0
Net Income over Expenditure	(1,490)	(5,977)	(8,236)	(2,259)				

Detailed Income & Expenditure by Budget Heading 13/10/2026

Month No: 6

Cost Centre Report

	Actual Current Mth	Actual Year To Date	Current Annual Bud	Variance Annual Total	Committed Expenditure	Funds Available	% Spent	Transfer to/from EMR
130 CAPITAL EXPENDITURE								
13004 SECTION 106 EXPENDITURE	0	0	219	219		219	0.0%	
CAPITAL EXPENDITURE :- Indirect Expenditure	<u>0</u>	<u>0</u>	<u>219</u>	<u>219</u>	<u>0</u>	<u>219</u>	<u>0.0%</u>	<u>0</u>
Net Expenditure	<u>0</u>	<u>0</u>	<u>(219)</u>	<u>(219)</u>				
131 CAPITAL INCOME								
13125 INCOME - CIL	0	8,345	0	(8,345)			0.0%	
CAPITAL INCOME :- Income	<u>0</u>	<u>8,345</u>	<u>0</u>	<u>(8,345)</u>				<u>0</u>
Net Income	<u>0</u>	<u>8,345</u>	<u>0</u>	<u>(8,345)</u>				
201 FIELDPATHS								
2120 FP-MISCELLANEOUS	0	0	200	200		200	0.0%	
2136 FP-GRASS CUTTING	373	1,099	2,600	1,501		1,501	42.3%	
FIELDPATHS :- Indirect Expenditure	<u>373</u>	<u>1,099</u>	<u>2,800</u>	<u>1,701</u>	<u>0</u>	<u>1,701</u>	<u>39.2%</u>	<u>0</u>
Net Expenditure	<u>(373)</u>	<u>(1,099)</u>	<u>(2,800)</u>	<u>(1,701)</u>				
Grand Totals:- Income	3,925	258,782	291,096	32,314			88.9%	
Expenditure	25,022	189,677	279,776	90,099	2,391	87,709	68.7%	
Net Income over Expenditure	<u>(21,097)</u>	<u>69,105</u>	<u>11,320</u>	<u>(57,785)</u>				
plus Transfer from EMR	0	17,554	0	(17,554)				
Movement to/(from) Gen Reserve	<u>(21,097)</u>	<u>86,659</u>	<u>11,320</u>	<u>(75,339)</u>				



BANK RECONCILIATION AND CASH POSITION

30th September 2026

Account balance as at 30/09/26

Co Op Current Account	8890.92
Co Op 14 Day Account	31.34
Unity Current Account	21752.85
Unity Savings Account	46786.98
Charity Bank	100000.00
Redwood Bank	130000.00
Hinckley & Rugby BS	125010.00

Total Funds as at 31/09/26 432472.09

General Reserves

3 months running costs **55000**

Earmarked Reserves

322 Mulsanne Park	27562.00
323 Old School	21026.00
326 Bill Bailey's Capital Projects	32104.00
328 Play Equipment	68894.00
329 Tennis Courts	18094.00
333 Memorial Safety	5555.00
334 Village Beck	
335 Burial Ground Extension	17243.00
336 Permissive Paths	2207.00
337 Election Cost	4000.00
338 Legal Costs	2500.00
339 Tree Work Reserve	16420.00
340 Minster Fields	3000.00
341 EMR CIL -COMM INFRASTR LEV'	22248.00
342 Old School wall	45814.00
343 Reactive speed signs (maint)	1040.00

Total reserves 287707.00

REMAINING FUNDS 89765.09



Analysis of Investments and Cash Holdings

As at 30th September 2026

Bank	Account Type	Amount	Interest	Potential Interest PA
Co Op	Instant Access Savings	31.34	1.06%	0.33
Unity	Instant Access Savings	46786.98	1.95%	912.35
Charity Bank	1 year fixed (to 21 Aug 26)	100000.00	3.61%	3610.00
Redwood Bank	95 day notice	130000.00	3.50%	4550.00
Hinckley & Rugby	90 day notice	125010.00	2.80%	3500.28
		401828.32		12572.96

Unity Bank	Current Account	21752.85
Co Op Bank	Current Account	8890.92
		30643.77

432472.09

All banks are protected up to £120,000 per bank



Analysis of Payments Made

September 2026

Date	Ref	Payee Name	Total	Detail
01/09/2026	CB785	AW WAVE	19.40	AW WAVE - BP
01/09/2026	CB786	AW WAVE	27.86	AW WAVE - Green
01/09/2026	CB787	AW WAVE	30.68	AW WAVE - BG
01/09/2026	CB788	AW WAVE	179.87	AW WAVE - OS
01/09/2026	2344	EXECUTIVE CLEANING SERVICES	860.00	EXECUTIVE CLEANING SERVICES
04/09/2026	BACS	Co-operative Bank	13.82	BACS Fees
07/09/2026	CB789	BT	221.40	BT
07/09/2026	TF	CO-OP MAIN ACCOUNT	20000.00	On-line transfer
09/09/2026	CB790	AMAZON	38.96	Amazon - sanding pads/discs
09/09/2026	CB791	OCTOPUS ENERGY LTD.	544.52	Octopus - MP
09/09/2026	CB797	YU Energy Retail Ltd	90.15	YU Energy Retail Ltd
10/09/2026	2903	JAMES HEATH ELECTRICAL	988.60	J Heath - lighting & power
11/09/2026	CB792		12.00	Padlocks
11/09/2026	CB798	YU Energy Retail Ltd	8.69	YU PO Elec
16/09/2026	CB793	AMAZON	64.01	Amazon - wood stain
17/09/2026	CB794	AW WAVE	70.28	AW WAVE - PO
17/09/2026	CB795	AW WAVE	748.76	AW WAVE - MP
17/09/2026	CB796	FLEETDRIVE MANAGEMENT	395.95	Electric van hire
17/09/2026	CB800	AW WAVE	730.04	AW Wave - allotments
18/09/2026	CB801	Wybone	1271.98	Wybone - bins for Green
23/09/2026	BACS	DATAPLAN PAYROLL LTD	11129.43	Dataplan - staff Sept salaries
23/09/2026	CB799	PENINSULA	217.55	PENINSULA
28/09/2026	CB802		719.26	Pension contributions
30/09/2026	CB803	DATAPLAN PAYROLL LTD	81.78	Dataplan - fees
30/09/2026	BACS	Unity Fees	9.40	Unity Fees
			38474.39	

This report should be read in conjunction with the Schedule of Payments

Schedule of Payments

September 2026

Invoice Date	Ref	Supplier	Nett	VAT	Total
03/09/2026	720	ACTIVE8	59.27	11.85	71.12
21/09/2026	721	ACTIVE8	33.65	6.73	40.38
05/10/2026	722	ACTIVE8	59.27	11.85	71.12
28/09/2026	723	ESPO	81.85	16.37	98.22
17/07/2026	724	PHS	110.62	22.12	132.74
17/07/2026	725	PHS	814.40	162.88	977.28
17/07/2026	726	PHS	462.51	92.50	555.01
17/07/2026	727	KRINKELLS	405.00	81.00	486.00
31/08/2026	728	KRINKELLS	979.44	195.89	1175.33
30/09/2026	729	KRINKELLS	2872.99	574.60	3447.59
03/10/2026	730	LINCARPET	145.00	0.00	145.00
02/09/2026	731	MAPLEBECK	360.00	72.00	432.00
30/09/2026	732	LINC WEB DESIGN	149.00	0.00	149.00
30/09/2026	733	TEBOOTH	180.00	0.00	180.00
28/09/2026	734	TJSTREE	450.00	90.00	540.00
22/09/2026	735	TUCANN	102.00	20.40	122.40
TOTAL INVOICES			7265.00	1358.19	8623.19

783	01/09/2026	2344	EXECUTIVE CLEANING SERVICES	860.00		860.00	EXECUTIVE CLEANING
	10/09/2026	2903	JAMES HEATH ELECTRICAL	988.60		988.60	J Heath - lighting & power
	04/09/2026	BACS	Co-operative Bank	13.82		13.82	BACS Fees
	23/09/2026	BACS	DATAPLAN PAYROLL LTD	11129.43		11129.43	Dataplan - staff Sept salaries
	28/08/2026	CB783	DATAPLAN PAYROLL LTD	81.78	13.63	68.15	Payroll Fees
	21/08/2026	CB784	Emergency Tyre	290.00		290.00	Emergency Tyre
	01/09/2026	CB785	AW WAVE	19.40		19.40	AW WAVE - BP
	01/09/2026	CB786	AW WAVE	27.86		27.86	AW WAVE - Green
	01/09/2026	CB787	AW WAVE	30.68		30.68	AW WAVE - BG
	01/09/2026	CB788	AW WAVE	179.87		179.87	AW WAVE - OS
	07/09/2026	CB789	BT	184.50	36.90	221.40	BT
	09/09/2026	CB790	AMAZON	32.47	6.49	38.96	Amazon - sanding pads/discs
	09/09/2026	CB791	OCTOPUS ENERGY LTD.	453.77	90.75	544.52	Octopus - MP
	11/09/2026	CB792		10.00	2.00	12.00	Padlocks
	16/09/2026	CB793	AMAZON	53.34	10.67	64.01	Amazon - wood stain
	17/09/2026	CB794	AW WAVE	70.28		70.28	AW WAVE - PO
	17/09/2026	CB795	AW WAVE	748.76		748.76	AW WAVE - MP
	17/09/2026	CB796	FLEETDRIVE MANAGEMENT	329.96	65.99	395.95	Electric van hire
	09/09/2026	CB797	Yu Energy	85.86	4.29	90.15	Yu Energy
	11/09/2026	CB798	Yu Energy	8.28	0.41	8.69	PO Elect
	23/09/2026	CB799	Peninsula	217.55	36.26	181.29	Peninsula
	17/09/2026	CB800	AW WAVE	730.04		730.04	AW Wave - allotments
	18/09/2026	CB801	Wybone	1059.98	212.00	1271.98	Wybone - bins for Green
	28/09/2026	CB802		719.26		719.26	pension
	30/09/2026	CB803	DATAPLAN PAYROLL LTD	68.15	13.63	81.78	Dataplan - fees
	30/09/2026	FEES	Unity Bank	9.40		9.40	Bank Charges
				18403.04	493.02	18796.28	

Authorised Signatory	Authorised Signatory
Print Name	Print Name
Date	Date

NETTLEHAM PARISH COUNCIL

The Parish Office

Scothern Road

Nettleham

Lincoln LN2 2TU

Tel: 01522 750011

Email: parishcouncil@nettleham-pc.gov.uk

Website: www.nettleham-pc.gov.uk



GRANTS & DONATIONS

The Parish Council generally agrees, each year, to make a sum of money available in their budget to be used for grants and donations to:

- Established or newly formed voluntary or community groups;
- Groups of parishioners who deliver projects that make the local community a better place in which to live, work or visit.

1) WHO IS ELIGIBLE TO APPLY?

To be eligible for an award a group/organisation **must**:

- Be established for charitable, benevolent, social, cultural, recreational or philanthropic purposes;
- Have a constitution, or set of rules, which define its aims, objectives and operational procedures;
- Be able to provide a copy of its latest annual accounts and/or most recent Bank Statement. Accounts are to be checked and signed by a person independent of the Group;
- Have a Bank Account operated by a minimum of at least two joint signatories;
- Have outcomes that directly benefit the residents of the Parish.

2) WHAT CAN BE FUNDED?

- Something that makes the local community a better place in which to live, work or visit;
- The project should benefit people who live in the Parish;
- There must be clear evidence that local people support the project and are involved in carrying it out;
- Priority will be given to those who are doing something which adds value;
- Revenue expenditure is not eligible - with the exception for small community seeding or running costs;
- Each group may only make one application per financial year.

3) THE FOLLOWING ARE **NOT** ELIGIBLE:

- Support for individuals or private business projects;
- Projects that are the prime statutory responsibility of other government bodies;
- Projects that simply replace existing facilities with no significant improvement;
- Projects that improve or benefit privately owned land or property;
- Projects that have already been completed or will have been by the time the grant is issued.

4) HOW WILL DECISIONS BE MADE?

The Parish Council will assess each application on its own merits, in line with the Council's established criteria. Unfortunately, we may not be able to fund all projects, as financial resources are limited.

5) SUCCESSFUL APPLICANTS

- Will generally receive the grant by bank transfer;
- Must acknowledge receipt of the grant and confirm, in writing, acceptance of any additional conditions or requirements imposed;
- Must ensure that the grant is used for the purpose(s) for which it was awarded to the group/organisation and the Council reserves the right to request repayment of the grant if it does not fulfil this condition;
- Ensures that any unspent portion of the grant is returned to the Parish Council as soon as possible during the financial year that it was awarded.

NETTLEHAM PARISH COUNCIL

GRANT & DONATIONS APPLICATION FORM

Name of Organisation

Nettleham Woodland Trust

The Group's address & contact details



Amount of Grant Requested

£ 556.00

Purpose of the Grant

Public Indemnity and Equipment insurance for 2027

How will the Parish residents benefit from the grant & how many?

NWT manage 45 acres of woodland - Monks Wood and Lincs Co-op Wood in Dunholme. Many residents of Nettleham helped plant the woods and visit to benefit from the fresh air, exercise and wildlife.

How much does it cost to run the group per year?

Between £4-5000 per year

Have you received funding from any other body in the past year?

YES / NO - if yes please give details.
Yes. Waitrose Green Tokens Good Causes - received £1,000

Is the group/organisation a registered charity?

YES / NO – If yes, state your charity registration number
Yes. Charity No. 1129705

Do you have paid officers?

YES / NO – if yes please provide details
Yes. Charity No. 1129705

Any further comments in support of this grant application?

NWT has no regular income now that the Farm Woodland Payments from the Forestry Commission have finished. We are dependent on grants and donations to continue our charity work

(Please tick the following, as appropriate).

I enclose a copy of the organisations latest accounts along with any other relevant information.

I agree that the information provided can be shared with Parish Council staff and Councillors.

I agree the information provided can be held electronically and in paper format, by the Parish Council



Signature: S. Mendel Your Full Name: Suzanne Mendel

Position you hold in the group/organisation: Trustee & Grants Officer Date: 22/09/26

FOR OFFICE USE

Date received..... Meeting Date..... Decision..... Minute Ref.....

Nettleham Woodland Trust

Financial year ended 31 March 2026

Statement of financial activities

	Unrestricted funds	Restricted income funds	Total this year	Total last year
	£	£	£	£
Incoming resources				
Grants	542	500	1,042	2,605
Donations and tax reclaims	5,205		5,205	2,762
Interest	524		524	669
Total incoming resources	6,271	500	6,771	6,036
Resources expended				
Business and admin costs inc. insurance	1,245	500	1,745	909
Servicing	1,044	0	1,044	1,753
Orienteering	0	803	803	450
Equipment	944		944	1,695
Total resources expended	3,232	1,303	4,535	4,807
Net incoming/outgoing resources	3,040	-803	2,236	1,229
Other recognised gains/losses				
Depreciation	1,890		1,890	1,889
Net gains/losses	1,890		1,890	1,889
Net movement in funds	1,150	-803	346	-660
Total funds brought forward	30,917	886	31,803	32,463
Total funds carried forward	32,067	83	32,150	31,803



Request for Tennis Club Funding

I have attached a set of documents received from the Tennis Club in regards to funding both short and long term.

Originally, this was to be placed before the next Properties Committee but I have brought it to Full Council at the request of the Tennis Club as they would like a swift resolution to some of their requests so work can start to be undertaken during the off season.

I would therefore suggest Councillor concentrate on the request for funding for the court refurbishment and storage container with any remaining matters being deferred to the next Properties Committee meeting.

The earmarked reserves for the Tennis Court refurbishment were reduced from £28360 to £18094 at the last budget approval. Based on the suggested proposal this reserve would cover costs.

10' shipping containers vary from £1300 up to £3300 whereas a 20' shipping container are around £2300. Positioning of such a container within the tennis court area would present logistical difficulties which would need consideration.

Carl Thomas

9th October 2026

Request for Access to Nettleham Tennis Club Long-Term Capital Fund

Court refurbishment, improved community amenity and the first step towards the Club's 2026–2036 strategy

Executive Summary

Nettleham Tennis Club has been part of village life for many decades, providing high-quality tennis facilities, a welcoming environment and one of the most affordable sporting opportunities available in the district.

The Club and Nettleham Parish Council established a joint long-term capital fund in 2012 to provide for the future maintenance and eventual renewal of the three tennis courts. The original expectation was that the courts would be repainted after approximately seven years and resurfaced after 15 years. The courts were last resurfaced in 2010, so the 15-year point has now been reached. The joint fund currently stands at approximately £28,360 plus the 2026 contributions of £1,550 to be accounted for.

The circumstances facing the Club, however, are now materially different from those when the fund was established.

The estimated cost of full resurfacing has risen from the £22,500 anticipated in 2010 to approximately **£44,000–£48,000 plus VAT** today. At the current saving rate of approximately £1,500 per year, it would take around 32 years to accumulate £48,000 at today's prices, without allowing for further inflation. The existing funding model is therefore not generating capital at anything close to the rate now required for full resurfacing.

At the same time, the courts now require investment. There are areas of pitting, deterioration and previously repaired divots which need attention. Further deterioration would affect the quality of play and could create safety concerns.

The Club has therefore investigated a medium-term refurbishment option with specialist tennis court contractors. The conclusion is that the existing courts can be refurbished and repainted for approximately **£7,500**, rather than undertaking full resurfacing at

approximately £48,000. This is expected to provide up to a further 10 years (likely 7-10 years) before significant investment is required.

The Club is therefore seeking two immediate forms of support from the Parish Council: approximately £7,500 from the joint long-term capital fund to refurbish and repaint the three courts, and the provision of a 10ft shipping container to provide secure storage for maintenance, coaching and racket-sports equipment.

This would address the immediate condition of the courts, provide significantly better value than full resurfacing at this point, and allow the Club and Parish Council to take a more sustainable medium-term approach to future capital renewal.

Importantly, the refurbishment would also enable the Club to introduce pickleball markings and improve the existing practice/hitting wall, providing immediate additional sporting amenity to the village.

This proposal is consistent with the Club's newly developed Nettleham Tennis Club Strategy 2026–2036, which identifies court refurbishment and the introduction of pickleball as short-term priorities and sets out a broader ambition for the Club to become a community racket-sports hub.

The request before the Council is therefore a relatively modest and clearly defined investment which both addresses an immediate maintenance requirement and represents the first practical step towards that wider 10-year vision.

1. Background

Nettleham Tennis Club currently operates three dedicated hard tennis courts. Historically, the site included five courts, with two former courts now incorporated into the public Multi Use Games Area (MUGA), providing free access for tennis, basketball and informal recreation. The MUGA remains an important community asset and should continue to provide opportunities for free public participation.

The three Club courts were resurfaced in 2010, with a £15,000 grant from Longdales Tennis Club and the balance funded by the Council. The courts were subsequently repainted in 2016.

In 2012, the Club and Parish Council established a joint long-term capital fund as a mechanism for saving towards future court renewal. Under the Memorandum of Understanding, the fund receives annual contributions from both parties, including £1,000 from Nettleham Parish Council and £10 per adult member from the Club. The fund currently stands at approximately £28,360 plus the 2026 contributions of £1,550 to be accounted for.

The original planning assumption was that courts would require repainting after approximately seven years and resurfacing after 15 years.

That approach was sensible when established. However, the cost of court renewal has increased substantially, and it is now appropriate to consider whether simply following the original 15-year timetable represents the best use of the funds available.

2. The case for a medium-term approach

The Club believes there are three important principles which should guide the decision.

Prudence

The purpose of the joint capital fund is to ensure that the courts can be maintained and renewed when necessary.

It would not be prudent to spend approximately £44,000–£48,000 on full resurfacing today if a significantly lower-cost intervention can address the current condition of the courts and extend their useful life.

The proposed refurbishment allows the Club and Parish Council to respond to the actual condition of the courts, rather than simply following a timetable established 15 years ago.

Value for money

The difference in cost between the two approaches is substantial:

Approximately £7,500 for refurbishment compared with approximately £48,000 for full resurfacing.

The refurbishment therefore represents only a fraction of the cost of full resurfacing while addressing the current deterioration and potentially providing up to another decade before significant investment is required.

This is a proportionate level of expenditure for the current condition and circumstances.

A sustainable capital strategy

The current position demonstrates that the existing annual contributions are not sufficient to fund future full resurfacing at today's prices.

Simply using the accumulated fund for full resurfacing would consume a substantial proportion, and potentially all, of the capital available while leaving the Club and Parish Council facing the same funding challenge again in the future.

A medium-term refurbishment gives us an opportunity to reset the capital strategy: maintain the courts now, continue building the fund, and use the additional time to consider how future major renewal can realistically be funded.

3. The courts now require action

The proposal is not to defer maintenance indefinitely.

The courts have areas of pitting across the surface, with some areas more heavily affected than others. There are also divots which have previously been repaired but now require attention. Continued deterioration would affect the quality of play and could eventually create health and safety concerns through an uneven playing surface.

A good-quality court surface is also an important part of attracting and retaining Club members. If the surface deteriorates significantly, tennis becomes less attractive and potentially less safe, creating a risk to participation and the Club's financial sustainability.

There is therefore a clear need to invest. The question is what level of investment is appropriate now.

4. The proposed refurbishment

The Club has consulted specialist tennis court installers and resurfacers about the condition of the courts and the options available.

The advice received is that the existing courts can be refurbished rather than fully resurfaced.

The estimated cost is approximately £7,500, compared with approximately £48,000 for full resurfacing.

The proposed work includes:

- preparation and treatment of the existing court surfaces;
- addressing areas of pitting and deterioration;
- application of a heavy-duty surface treatment;
- labour for all three courts;
- new court line marking; and
- associated materials and consumables.

The current estimate includes approximately £3,925 for the heavy-duty surface treatment, £3,000 for labour and an allowance for line marking and other associated materials.

The Club's assessment is that this investment should provide up to a further 7-10 years before significant investment is required, based on the condition of the courts, their previous maintenance and their last repainting in 2016.

The Club's 2026–2036 Strategy identifies court refurbishment as a short-term priority for years 1–3. The strategy originally allowed an indicative refurbishment budget of £10,000; subsequent investigation and contractor discussions have enabled the Club to develop a more specific proposal at approximately £7,500.

This is therefore not a departure from the strategy. It is its first practical investment.

Additional Request: Secure Storage Container

A practical requirement to support the investment

To support the proposed investment in the courts and the Club's ongoing maintenance responsibilities, the Club is also asking the Parish Council to provide a **10ft shipping container for secure on-site storage**.

The Club requires secure storage for the significant volumes of paint and other materials needed for court maintenance and refurbishment. The container would also provide secure storage for maintenance equipment, including the Club's leaf blower and sprayer, together with materials used for ongoing moss and weed control.

In addition, the container would provide appropriate storage for tennis and pickleball equipment, including equipment used for coaching and community activities as the Club develops these areas of its offer.

The Clubhouse is not fully secure and is not intended to function as an equipment store. Providing a dedicated storage facility would therefore protect the Club's equipment and materials while also keeping the clubhouse available for its intended social and community uses.

The Club understands that providing dedicated storage is consistent with the approach taken for the football and cricket clubs. However, the Tennis Club would only require a **10ft container**, rather than a 20ft container, reflecting its more modest storage requirements and the arrangements used by its peers at Mulsanne Park.

This request is **separate from the £7,500 court refurbishment cost** and is not included within that figure. The Club is asking the Parish Council to provide the container directly as part of the wider support for the Club's facilities and long-term development.

5. Immediate additional community amenity

An important benefit of undertaking the refurbishment now is that the project provides an opportunity to improve the facilities at relatively little additional cost.

Practice/hitting wall

The existing breeze-block wall can be repainted so that it is more attractive and better integrated with the surrounding environment.

A line at net height can also be incorporated, creating a simple practice facility for players who want to practise independently.

This makes better use of an existing feature while improving the overall appearance and functionality of the site.

Pickleball

The Club also proposes adding pickleball markings to at least one court when the courts are repainted.

The intention is not to compromise tennis provision. Tennis remains the principal use, with the larger tennis court markings clearly defined. Pickleball markings can be incorporated in a contrasting colour so that both sports can operate on the same surface without confusion.

This would provide Nettleham with a new sporting opportunity without requiring the construction of a new court.

The Club's recent member survey found that **45% of respondents were interested in playing pickleball**, demonstrating existing demand within the membership.

The Club's strategy specifically identifies pickleball as part of its ambition to become a wider community racket-sports hub, alongside potential activities such as walking tennis, wheelchair tennis, dementia-friendly tennis, care-home outreach and school and community programmes.

The refurbishment therefore creates an immediate opportunity to broaden participation rather than simply maintain the status quo.

6. How this supports the 2026–2036 Strategy

The Club's **Nettleham Tennis Club Strategy 2026–2036: A Vision for Racket Sports and Community Wellbeing** sets out an ambition to develop the Club from a successful members' club into a wider community asset.

Its stated vision is:

To become the leading village community racket sports club in Lincolnshire, improving health, wellbeing and social connection through affordable, inclusive and accessible sport.

The strategy is deliberately broader than membership growth.

The Club currently has approximately 90 members and aims to reach 180 within five years and 250+ within ten years, while engaging many hundreds more residents through community activities.

The strategy identifies five broad priorities:

1. **Grow participation**
2. **Inspire the next generation**
3. **Become a community hub**
4. **Create outstanding facilities**
5. **Build financial sustainability**

The proposed court refurbishment directly supports several of these priorities.

It improves the fundamental facility on which all future activity depends; creates an opportunity to introduce pickleball; supports increased participation; and allows the Club to improve its facilities without committing the majority of its capital resources to full resurfacing.

The strategy also recognises that membership fees alone cannot fund the Club's long-term ambitions and identifies a more diverse future income base including coaching, school partnerships, grants, sponsorship, fundraising, community events, pay-and-play and pickleball.

The refurbishment should therefore be viewed as enabling infrastructure for the strategy, rather than simply a maintenance project.

7. Why this is relevant to the wider community

The Club recognises that the Parish Council's interest is not simply in protecting a facility for existing tennis members.

The 2026–2036 Strategy explicitly sets out an ambition for the courts to serve the wider community, with opportunities to work with schools, community groups and other partners.

The Club's longer-term vision includes:

- increased junior participation;
- school partnerships and curriculum tennis;
- after-school clubs and holiday activities;
- family tennis;
- inclusive racket sports;
- community wellbeing programmes; and
- greater engagement with local residents.

The strategy ultimately envisages the Club being recognised not simply as a tennis club, but as one of the village's valuable community assets.

The Council is therefore being asked to support an investment which maintains an existing community sporting asset while creating the foundations for broader community use in the future.

8. What the Council is being asked to decide now

The Club's 10-year strategy contains a number of longer-term ambitions, including improvements to the clubhouse, floodlighting and potentially additional racket-sports facilities.

Those are not decisions being sought through this funding request.

The immediate request is deliberately limited to the first practical priority identified in the strategy:

Nettleham Parish Council is asked to:

- 1. Approve expenditure of approximately £7,500 from the Nettleham Tennis Club joint long-term capital fund to refurbish and repaint the three tennis courts.**
- 2. Approve the incorporation of pickleball court markings as part of the court refurbishment, allowing the Club to establish and assess demand for this additional sporting opportunity.**
- 3. Support the improvement of the existing practice/hitting wall as part of the refurbishment project.**
- 4. Provide a suitable 10ft shipping container for secure on-site storage of court maintenance materials, equipment and tennis/pickleball equipment.**
- 5. Note the Club's 2026–2036 Strategy and agree that the Club should present the strategy to a future Parish Council meeting, providing an opportunity to discuss the longer-term vision and how the Club and Council can work together.**

The Club is not asking the Council to commit to the longer-term projects identified in the strategy as part of this decision.

The proposed container is similarly intended as practical supporting infrastructure for the existing facilities and the immediate development of the Club, rather than as a commitment to the longer-term capital projects outlined in the strategy.

9. Conclusion

The original decision by Nettleham Parish Council and the Tennis Club to establish a long-term capital fund was sound and forward-thinking. It created a mechanism through which both parties could contribute towards the future renewal of the courts.

The economic circumstances have now changed.

The anticipated cost of resurfacing has increased substantially, while the existing annual contributions are not sufficient to build the capital required at the necessary rate. At the same time, the courts do require investment.

The Club believes that the most prudent response is therefore not to ignore the need for renewal, nor to commit to the highest-cost option simply because the original 15-year timetable has been reached.

Instead, we propose a proportionate medium-term investment.

For approximately £7,500, the courts can be refurbished and repainted, addressing their current deterioration and potentially extending their useful life by up to another ten years.

At the same time, the project can deliver immediate additional amenity through an improved practice/hitting wall and the introduction of pickleball.

Most importantly, it provides the Club and Parish Council with the opportunity to use the next several years to develop a realistic long-term capital strategy rather than repeatedly facing a funding gap between the amount being saved and the cost of major renewal.

The proposal is consistent with the Club's 2026–2036 Strategy, which identifies court refurbishment and pickleball as immediate priorities and sets out a wider ambition to increase participation, support young people, improve health and wellbeing, and develop the Club as a community racket-sports hub.

We therefore ask the Parish Council to approve the proposed £7,500 investment from the joint capital fund as a prudent, proportionate and forward-looking way of maintaining the courts, improving community amenity and beginning delivery of the Club's 2026–2036 vision.

NETTLEHAM TENNIS CLUB

A VISION FOR RACKET SPORTS AND COMMUNITY WELLBEING

STRATEGY 2026–2036



Executive Summary

Nettleham Tennis Club has been part of village life for many decades. It provides high-quality tennis facilities, a welcoming environment and one of the most affordable sporting opportunities available anywhere in the district.

However, the world has changed.

Participation in tennis across Great Britain is at record levels, racket sports are experiencing renewed popularity, and new sports such as pickleball and padel are attracting people who have never previously belonged to a sports club.

At the same time, communities increasingly expect local organisations to contribute to health, wellbeing, inclusion and social connection—not simply provide facilities for existing members.

This strategy sets out an ambitious but realistic ten-year vision to transform Nettleham Tennis Club from a successful members' club into one of the village's most valuable community assets.

The aim is not simply to increase membership.

It is to improve the health, wellbeing and connectedness of our community through accessible racket sports.

Why Change?

The club currently enjoys a stable membership of around 90 members.

Our recent marketing activity has successfully replaced natural membership churn, demonstrating that there is local demand for what we offer.

However, standing still is not a long-term option.

Our membership profile is ageing.

Junior participation is significantly below what local demographics suggest should be achievable.

Our facilities will require substantial investment over the next decade. Costs of resurfacing courts, replacing floodlights and general maintenance have risen, and even with the joint maintenance fund with Nettleham Parish Council, the club does not currently generate sufficient funds to save enough to cover these significant costs in future. Current savings = £1,500 p.a. with a forecast of £5,400 p.a. required. See Figure 1 below.

Our income is entirely dependent on membership subscriptions.

Other clubs offer vastly superior facilities which attract tennis players away from Nettleham
Without a long-term strategy, we risk gradual decline rather than sustainable growth.

Sinking Fund Required

Club Sinking Fund Calculator

Type of facility	Number of courts	Club annual sinking fund
Floodlit	3	£1,800
Macadam	3	£3,600
Overall Total Annual Sinking Fund Calculation		£5,400

Figure 1. Source LTA¹

The Opportunity

Nettleham is ideally placed to become a centre for community racket sports.

The village has:

- a growing population
- two primary schools
- affluent and active residents
- strong community organisations
- neighbouring villages with limited tennis provision
- existing sports facilities
- increasing demand for affordable local recreation.

Nationally, participation in tennis is at record levels.

Locally, we estimate we currently engage only a small proportion of potential players.

The opportunity is therefore not simply to recruit more members.

¹ <https://www.lta.org.uk/roles-and-venues/venues/tennis-facility-funding-advice/club-sinking-fund/>

It is to engage hundreds more residents each year through participation, outreach and community programmes.

Our Vision

To become the leading village community racket sports club in Lincolnshire, improving health, wellbeing and social connection through affordable, inclusive and accessible sport.



Figure 2. AI generated artist’s impression of how the club could look in 2036

Our Mission

To provide outstanding facilities, coaching, volunteering opportunities and community programmes that enable people of every age and ability to enjoy racket sports throughout their lives.

Our Strategic Pillars

1. Grow Participation

Success should no longer be measured solely by membership numbers.

Instead, we will measure:

- annual participants
- adult members
- junior members
- female participation
- school engagement
- community engagement
- league participation
- coaching participation.

Our ambition is to grow from approximately 90 members today to:

- 180 members within five years
- 250+ members within ten years

while engaging many hundreds more residents through community activities.

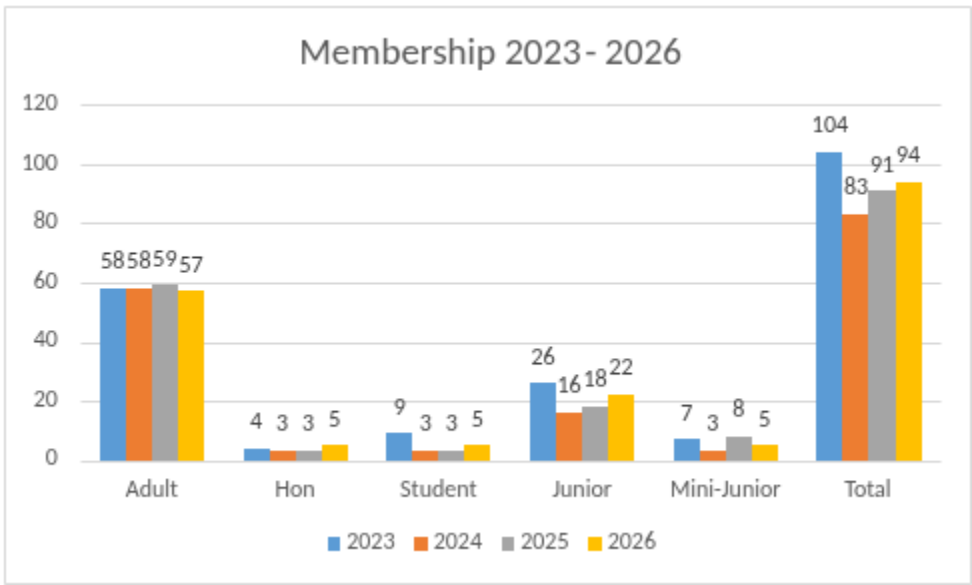


Figure 3. Nettleham Tennis Club membership from 2023 – 2026.

2. Inspire the Next Generation

The long-term sustainability of the club depends upon young people.

Despite more than 400 children attending Nettleham’s primary schools and many more living in neighbouring villages, junior membership remains low.

We have an opportunity to create a genuine junior pathway through:

- school partnerships
- curriculum tennis
- after-school clubs
- holiday camps
- junior social sessions
- internal competitions
- junior league teams
- family tennis events
- youth leadership opportunities.

We will also invest in developing our own volunteer coaches so coaching expertise and income remain within the club.

3. Become a Community Hub

The courts should serve the whole community, not only club members.

We will work with partners to develop more opportunities for people to play racket sports, potentially including:

- Pickleball
- Walking Tennis
- Wheelchair Tennis
- Dementia-friendly tennis
- Care home outreach
- Parent and toddler sessions
- Community wellbeing programmes
- Corporate wellbeing events
- School curriculum sessions
- Holiday activities.

These initiatives will broaden our impact, strengthen funding opportunities and demonstrate public value.

4. Create Outstanding Facilities

The facilities that served the club well in previous decades will require renewal.

Our priorities include:

Short term (1–3 years)

- Court refurbishment
- Improved marketing and signage
- Increased coaching provision
- Introduction of pickleball
- Improved organised playing sessions

Medium term (3–6 years)

- Replacement clubhouse designed as a flexible community space
- Kitchen and refreshments
- Meeting and social facilities
- Improved accessibility
- Sustainable building design

Long term (5–10 years)

- LED floodlighting
- Additional covered social space
- Potential expansion of racket sports facilities
- Feasibility study for padel courts.

Every investment should improve both the member experience and the wider community offer.

5. Build Financial Sustainability

Membership fees alone cannot fund long-term ambitions.

Future income should come from a diverse range of sources including:

- memberships
- coaching
- school partnerships
- grants
- sponsorship
- fundraising
- community events
- pay-and-play activities
- pickleball
- potential padel provision.

This will create a financially resilient club capable of investing in future generations.

Developing Our Facilities

The club currently occupies three dedicated tennis courts.

Historically, the site included five courts.

Two former courts are now incorporated within the public Multi Use Games Area (MUGA), providing free access for tennis, basketball and informal recreation.

This remains an important community asset and should continue to provide opportunities for free public participation.

However, if future demand demonstrates that additional dedicated racket sports facilities are required, the former court area offers the only realistic opportunity for expansion.

Any future proposal would be developed in conjunction with the Parish Council (as the asset owner) and local residents (who must be consulted), and would seek to retain or enhance opportunities for free community access rather than diminish them.

Possible options might include:

- dedicated pickleball courts
- padel courts
- flexible community racket sport facilities
- improved public access arrangements
- shared-use models that balance community access with financial sustainability.

Expansion should therefore be viewed as a long-term opportunity rather than a predetermined objective.

Financial Priorities

Indicative future investment requirements include:

Project	Indicative Cost
Court refurbishment	£10,000
Court resurfacing	£50,000
New clubhouse	£150,000–£300,000+
LED floodlighting	£20,000–£35,000 (estimate)

Project	Indicative Cost
Pickleball introduction	£2,000–£5,000
Padel courts (2)	£100,000–£150,000 (subject to feasibility)

These figures demonstrate why long-term planning, partnerships and external funding will be essential.

Possible funding sources:

- **LTA Facility Loan Scheme** The LTA's Facility Loan Scheme supports venues to expand their facilities to encourage community accessible play all year. Retain and increase the number of participants at the venue. <https://www.lta.org.uk/roles-and-venues/venues/tennis-facility-funding-advice/facility-loan-scheme/>
- **Crowdfunding via the Sport England Movement Fund.** This £160 million fund offers crowdfunding pledges, grants - of up to £15,000 - and resources to help projects that encourage active lifestyles and create enriching experiences for local communities. This helps to reach audiences not traditionally engaged with tennis or our club. Matchfunding is often available. 27 tennis clubs have generated an average of £18k via this fund <https://www.lta.org.uk/roles-and-venues/venues/tennis-facility-funding-advice/sport-england-funding-opportunities/>
- **National Lottery Community Fund:** Offers varying grant sizes for community projects. <https://www.ncvo.org.uk/help-and-guidance/funding-income/how-find-grants/>
- **West Lindsey Community Grants Programme, comprising:**
 - **Community Action Fund** - provides revenue grants to support projects that will build, enhance, or ensure sustainable and impactful community activities, events and services for community benefit. The maximum grant available is £20,000. Minimum grant available is £1,000. This grant can be used for: equipment (under £10,000); event costs; revenue costs of delivering a project; third party match funding.
 - **Community Facilities Fund** - provides capital grants to develop and improve community facilities and assets, promoting greater interaction and more activities in communities. Community facilities are physical spaces and places provided by a range of organisations. They provide for the health, welfare, social, educational, spiritual, recreational, leisure and cultural needs of the community. These include village halls, community centres, play parks and green space. Maximum grant £75,000. Minimum £1,000. Can be used for: building costs; contractor costs; environmental improvements; equipment; green spaces development; replacement or addition of facilities (such as kitchen, toilets, or accessibility improvements)
 - **Community Environment Fund** - provides revenue grants for community environment and carbon reduction projects. This fund will help deliver the aims of our [Environment and Sustainability Strategy 2024](#) by supporting activity such as energy efficiency, carbon reduction, biodiversity and nature recovery, tree

planting, green spaces and climate engagement. This grant can be used for: equipment under £10,000; event costs; green spaces development; revenue costs of delivering a project.

- **Aldi Sports Fund – The Aldi Sports Fund** offers grants of up to £3,000 to grassroots sports clubs. NB Applications close **Monday 31st August 2026**.
- **Lincolnshire Coop Community Champions**
<https://www.lincolnshire.coop/community/community-champions>
- **The Screwfix Foundation:** Awards up to £5,000 to fix and maintain community and charitable facilities <https://press.screwfix.com/the-screwfix-foundation-celebrates-10-years-of-supporting-local-charities-and-not-for-profit-organisations-across-the-uk/>
Easyfundraising - everyone connected with the club (members, coaches, volunteers and friends) will be to use easyfundraising when they shop online with 4,000 leading sites. Every time they make a purchase, your club will receive a cashback donation directly from the retailer.
- **Sponsorship from local businesses** – target minimum of £1k p.a.
- **Direct fundraising activities run by the club's** committee and members with funds directly benefiting the development of the club in order to deliver the community activities.

What Success Looks Like in 2036

By 2036 Nettleham Tennis Club will:

- have over 250 members
- engage hundreds of local residents every year
- have thriving junior and adult sections
- offer tennis, pickleball and inclusive racket sports
- provide coaching developed from within the club
- operate from modern, sustainable facilities
- be financially resilient
- work closely with schools, community groups and the Parish Council
- be recognised not simply as a tennis club, but as one of the village's most valuable community assets.

Conclusion

The next decade represents an opportunity not simply to maintain what already exists, but to create something significantly more valuable.

DRAFT UNCONTROLLED

Our ambition is to ensure that every resident—whether aged five or ninety-five, whether a complete beginner or an experienced player—has the opportunity to enjoy the physical, mental and social benefits of racket sports.

Working together with our members, the Parish Council, schools, local businesses and funding partners, we believe Nettleham can become a model for what a modern village sports club can be.

Our vision is ambitious, but it is achievable.

The journey starts now.

Appendices

Nettleham Tennis Club – Membership & Marketing Analysis

1. National Tennis Participation (Great Britain)

- 5.6 million adults (10% of population) play tennis annually
- 2.6 million play monthly
- 3.6 million children (ages 4–15) participate annually
- 600,000 children play weekly
- Gender split: 42% female adults, 49% female children

2. Nettleham Demographics

- Population: 4,128
- Households: 1,897
- Average age: 48
- High home ownership: 82%
- Professional/commuter population
- Students: 18.1% of population
- Approx. 750 children across age groups

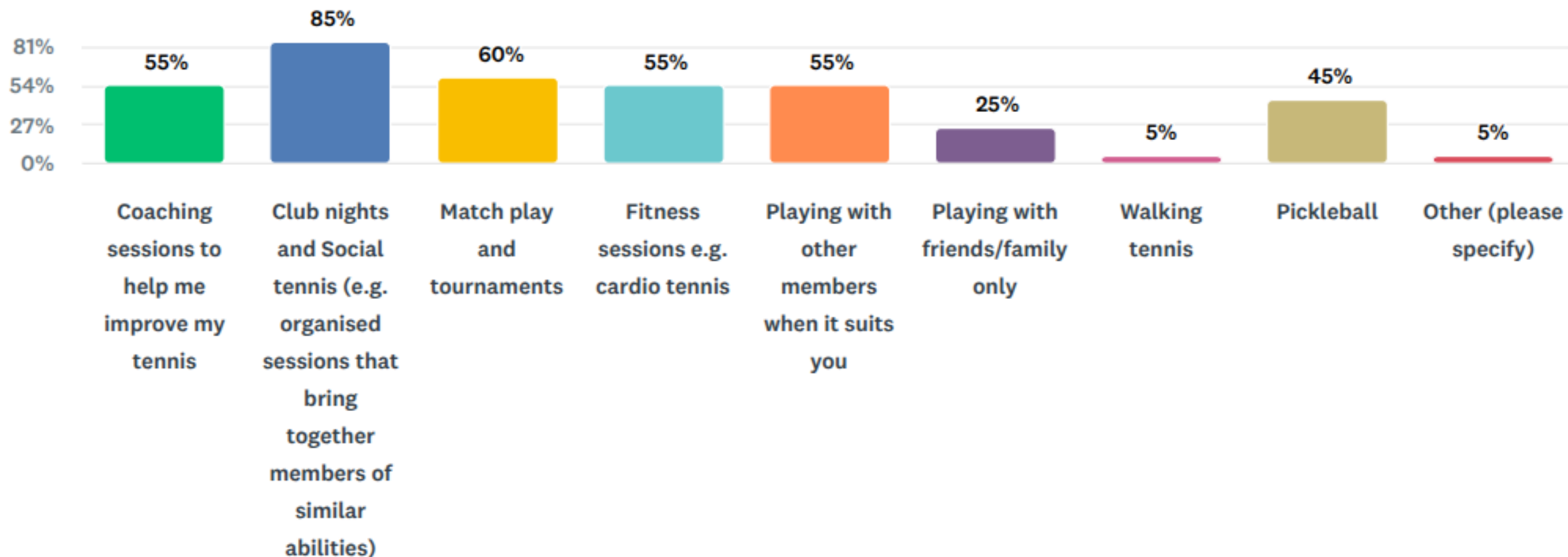
3. Benchmark vs Potential

- Estimated 3,300 adults locally
 - Expected tennis players (~10%): ~330
 - Current adult members: 57
- Capturing <20% of potential market
-
- Estimated 750 children
 - Potential players: ~350+
 - Current juniors: 27
- ~10% penetration

Member survey results

Nettleham Tennis Club
Summer 2026

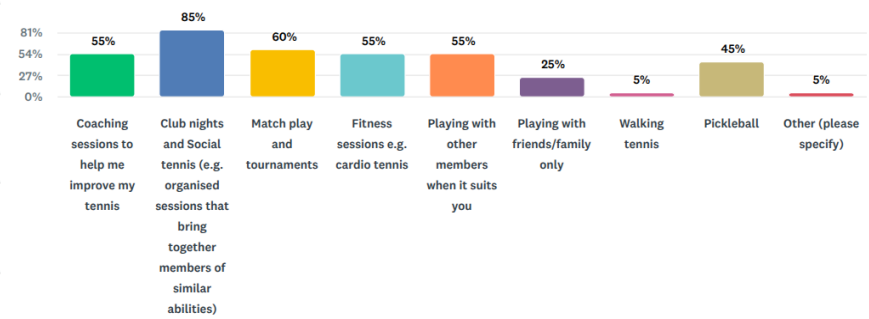
Q1 What activities are you interested in participating in at the club?



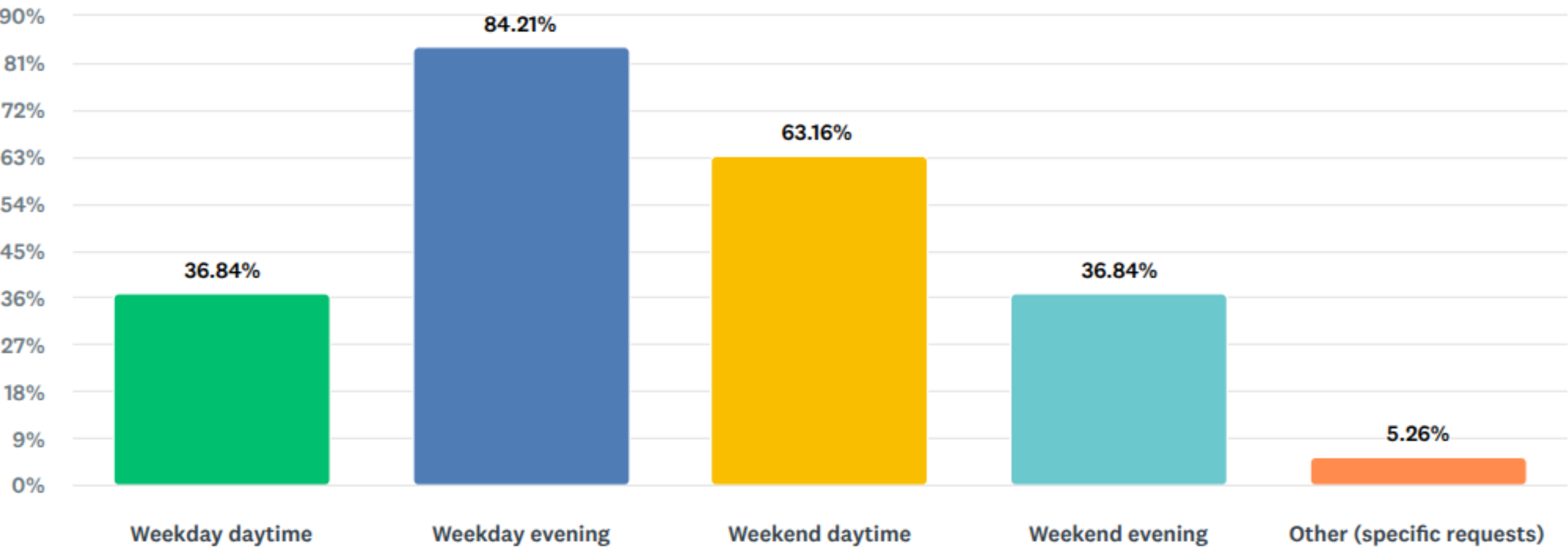
'Other' response: It would be great if there was a way of junior members meeting up outside of coaching to play against each other.

Q1 What activities are you interested in participating in at the club?

Answer Choices ↓	Percentage ↓	Responses ↓
● Coaching sessions to help me improve my tennis	55.00%	11
● Club nights and Social tennis (e.g. organised sessions that bring together members of similar abilities)	85.00%	17
● Match play and tournaments	60.00%	12
● Fitness sessions e.g. cardio tennis	55.00%	11
● Playing with other members when it suits you	55.00%	11
● Playing with friends/family only	25.00%	5
● Walking tennis	5.00%	1
● Pickleball	45.00%	9
● Other (please specify) Show responses	5.00%	1
Total		78

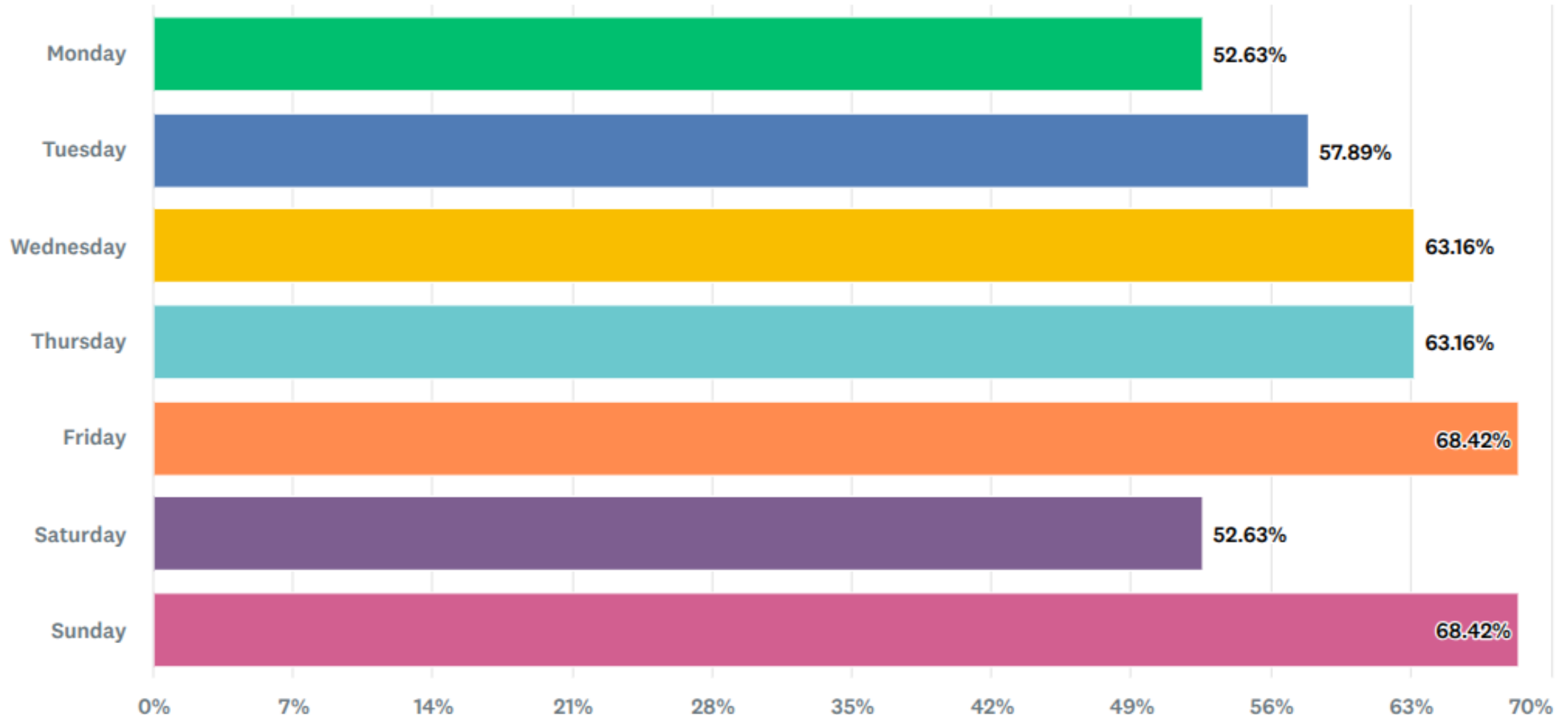


Q2 At what times would you prefer these activities to occur?

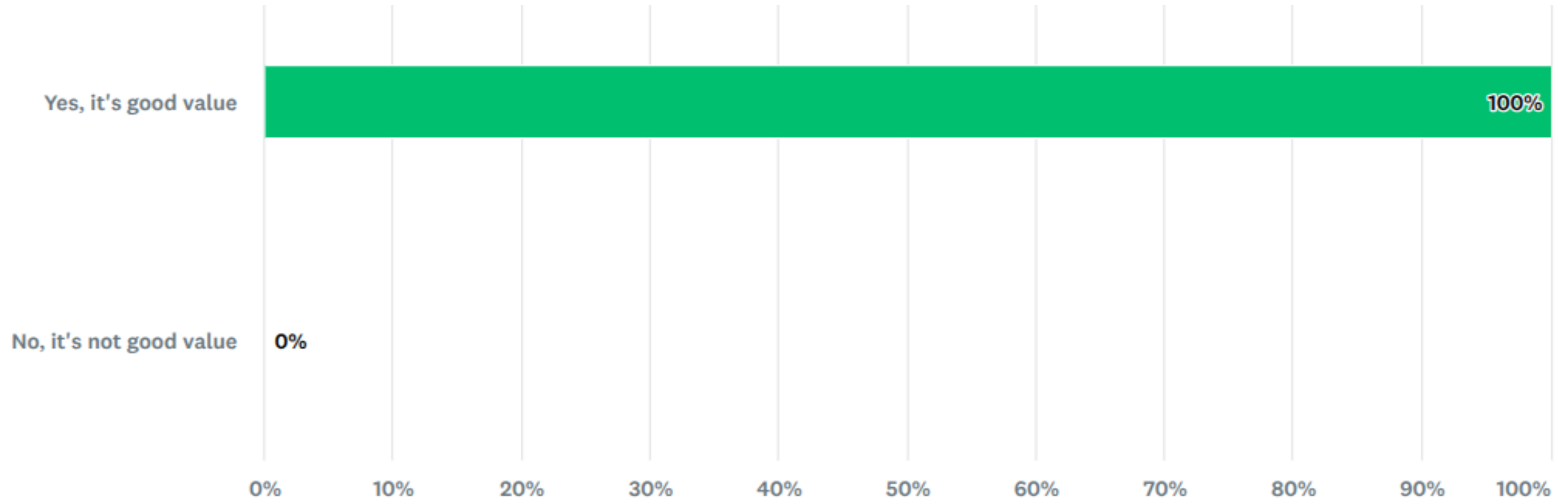


'Other' response: *In question 3 below it depends year on year on my work timetable*

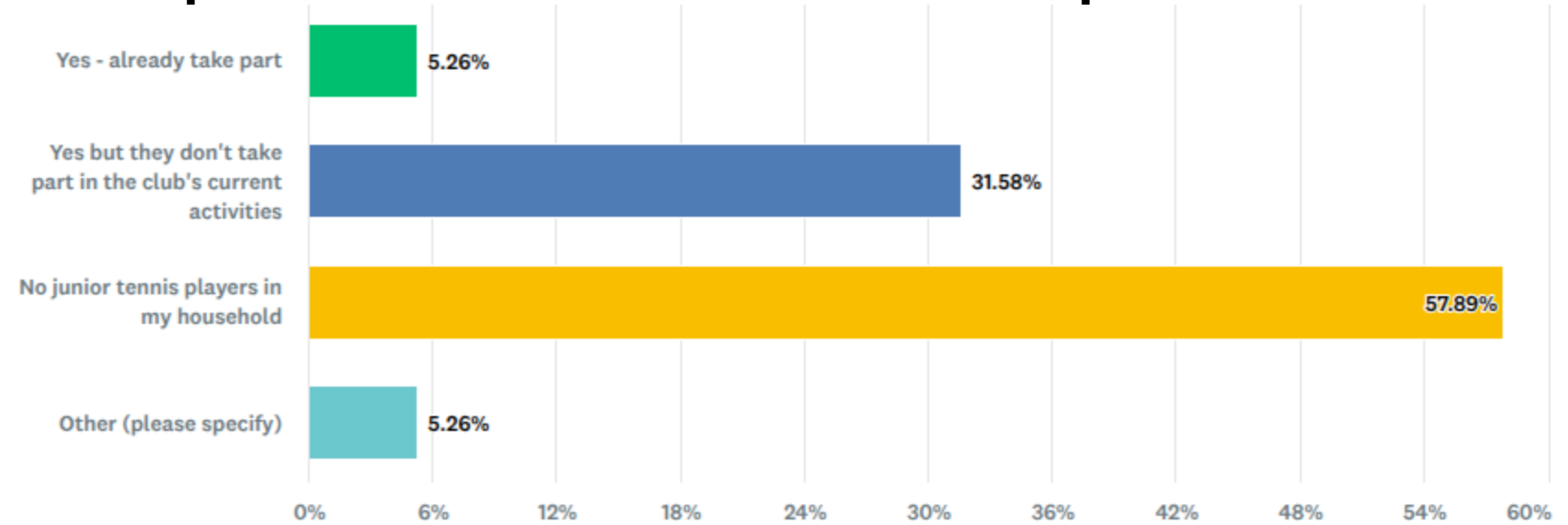
Q3 Which days are most convenient for you to engage in club activities?



Q4 Do you consider the annual membership fee to be a good value, given that there are no additional court fees and unlimited play?



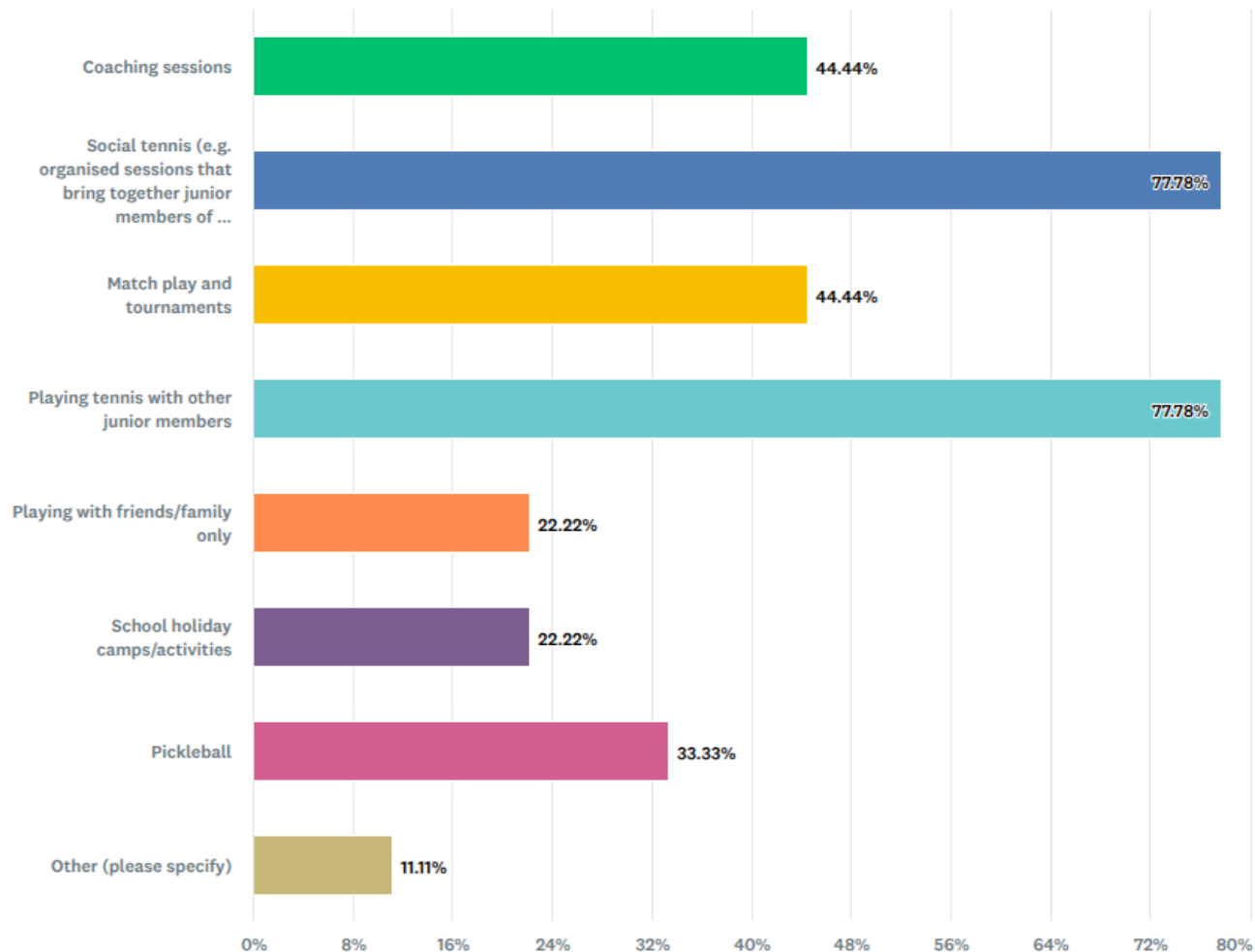
Q5 Do you have any junior (under 18) tennis players in your family who take part/would like to take part in club activities?



Answer Choices ↓	Percentage ↓	Responses ↓	
Yes - already take part	5.26%	1	...
Yes but they don't take part in the club's current activities	31.58%	6	...
No junior tennis players in my household	57.89%	11	...
Other (please specify) Show responses	5.26%	1	...
Total		19	

'Other' response: *Hoping to get my son involved when he's a bit older*

Q6 If you answered 'yes' to Q5, which activities might appeal to your junior tennis players?



'Other' response: *Very much junior social tennis. As a parent, happy to help out if needed.*

Q7 Please provide any additional comments or suggestions regarding the club.

Thank you to the committee for all their hard work this season - it is great to see the facilities have been spruced up.

Lovely club and would love more organised activities (or clarity about what is already available and how to get involved).

If no coach available, how about drills sessions. Plenty of ideas on internet. Come along to organised session to hit lots & lots of barks with some group guidance from other players

Would be interested in club sessions on more than one day a week, and adult group coaching, even if there is an additional cost to this.

It's a lovely, friendly club and very good value for money. Well done.

More opportunities for kids (age 12 and 14) to play in tournaments, social tennis etc with same age or as family get together

It's a beautiful club, I love playing there. It's kept in excellent condition and always has a friendly, welcoming atmosphere. The annual fee is excellent value, and the traditional clubhouse is lovely and, as with the courts and the surroundings beautifully kept. The strong sense of community and sense of place that is characteristic of what local clubs used to be. That's what sets Nettleham apart. I love it 🥰

Conclusions, thoughts and actions

1. We have clear demand for more opportunities for members to play more tennis.
2. Club nights and social tennis are top of the list for members. Specific requests to better understand what we offer and opportunities to offer new sessions.
3. Match play and tournaments. We offer this but need to consider how we can get more people involved. More teams with clearer selection process and promotion of match play.
4. Coaching and fitness sessions. Demand is there with financial and engagement benefits if we get it right.
5. So, we need to review our weekly calendar and refresh it for next season.
6. Weekday evenings and weekend daytimes appeal most for organised sessions.
7. But we don't have to organise everything. members also want to be able to arrange to play with other members. Review WhatsApp group processes and promotion so members use them to engage with each other.
8. Pickleball – expanding our current offering will appeal to more people (members and non-members) helping to grow our membership and retain existing members.
9. Juniors: We need to engage our junior members and give juniors more opportunities to play together – not just coaching. At present 6:1 juniors don't engage vs those that do! We need to grow our junior membership to make it worthwhile but we won't attract and engage more juniors until we have a defined offering. Junior social tennis, matchplay and tournaments...offer it and more will come!

24 August 2026

2026-27 NATIONAL SALARY AWARD

The National Joint Council for Local Government Services (NJC) has agreed the new pay scales for 2026-27 to be implemented from 1 April 2026. Employers are encouraged to implement this pay award as swiftly as possible.

Backpay for employees who have left employment since 1 April 2026. If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2026 to the employee's last day of employment.

The attached Annex lists the new pay scales for clerks and other employees employed under the terms of the model contract including SCPs 50 and above. These should be retrospectively applied from 1 April 2026.

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ANNEX 1

	1 April 2025		1 April 2026		Scale Ranges
SCP	£ per annum	* £ per hour	£ per annum	* £ per hour	Based on SCP
1	<i>Deleted w e f 1st April 2023</i>				Below LC Scale (for staff other than clerks)
2	£24,413	£12.65	Deleted w e f 1st April 2026		Below LC Scale (for staff other than clerks)
3	£24,796	£12.85	£25,614	£13.28	Below LC Scale (for staff other than clerks)
4	£25,185	£13.05	£26,016	£13.48	Below LC Scale (for staff other than clerks)
5	£25,583	£13.26	£26,427	£13.70	Below LC Scale (for staff other than clerks)
5	£25,583	£13.26	£26,427	£13.70	LC1 (5-6) (below substantive range)
6	£25,989	£13.47	£26,847	£13.92	LC1 (5-6) (below substantive range)
7	£26,403	£13.69	£27,274	£14.14	LC1 (7-12) (substantive benchmark range)
8	£26,824	£13.90	£27,709	£14.36	LC1 (7-12) (substantive benchmark range)
9	£27,254	£14.13	£28,153	£14.59	LC1 (7-12) (substantive benchmark range)
10	£27,694	£14.35	£28,608	£14.83	LC1 (7-12) (substantive benchmark range)
11	£28,142	£14.59	£29,071	£15.07	LC1 (7-12) (substantive benchmark range)
12	£28,598	£14.82	£29,542	£15.31	LC1 (7-12) (substantive benchmark range)
13	£29,064	£15.06	£30,023	£15.56	LC1 (13-17) (above substantive range)
14	£29,540	£15.31	£30,515	£15.82	LC1 (13-17) (above substantive range)
15	£30,024	£15.56	£31,015	£16.08	LC1 (13-17) (above substantive range)

16	£30,518	£15.82	£31,525	£16.34	LC1 (13-17) (above substantive range)
17	£31,022	£16.08	£32,046	£16.61	LC1 (13-17) (above substantive range)
18	£31,537	£16.35	£32,578	£16.89	LC2 (18-23) (below substantive range)
19	£32,061	£16.62	£33,119	£17.17	LC2 (18-23) (below substantive range)
20	£32,597	£16.90	£33,673	£17.45	LC2 (18-23) (below substantive range)
21	£33,143	£17.18	£34,237	£17.75	LC2 (18-23) (below substantive range)
22	£33,699	£17.47	£34,811	£18.04	LC2 (18-23) (below substantive range)
23	£34,434	£17.85	£35,570	£18.44	LC2 (18-23) (below substantive range)
24	£35,412	£18.35	£36,581	£18.96	LC2 (24-28) (substantive benchmark range)
25	£36,363	£18.85	£37,563	£19.47	LC2 (24-28) (substantive benchmark range)
26	£37,280	£19.32	£38,510	£19.96	LC2 (24-28) (substantive benchmark range)
27	£38,220	£19.81	£39,481	£20.46	LC2 (24-28) (substantive benchmark range)
28	£39,152	£20.29	£40,444	£20.96	LC2 (24-28) (substantive benchmark range)
29	£39,862	£20.66	£41,177	£21.34	LC2 (29-32) (above substantive benchmark range)
30	£40,777	£21.14	£42,123	£21.83	LC2 (29-32) (above substantive benchmark range)
31	£41,771	£21.65	£43,149	£22.37	LC2 (29-32) (above substantive benchmark range)
32	£42,839	£22.20	£44,253	£22.94	LC2 (29-32) (above substantive benchmark range)
33	£44,075	£22.85	£45,529	£23.60	LC3 (33-36) below substantive range)
34	£45,091	£23.37	£46,579	£24.14	LC3 (33-36) (below substantive range)
35	£46,142	£23.92	£47,665	£24.71	LC3 (33-36) (below substantive range)
36	£47,181	£24.46	£48,738	£25.26	LC3 (33-36) (below substantive range)
37	£48,226	£25.00	£49,817	£25.82	LC3 (37-41) (substantive benchmark range)
38	£49,282	£25.54	£50,908	£26.39	LC3 (37-41) (substantive benchmark range)
39	£50,269	£26.06	£51,928	£26.92	LC3 (37-41) (substantive benchmark range)
40	£51,356	£26.62	£53,051	£27.50	LC3 (37-41) (substantive benchmark range)
41	£52,413	£27.17	£54,143	£28.06	LC3 (37-41) (substantive benchmark range)
42	£53,460	£27.71	£55,224	£28.62	LC3 (42-45) (above substantive benchmark range)
43	£54,495	£28.25	£56,293	£29.18	LC3 (42-45) (above substantive benchmark range)
44	£55,801	£28.92	£57,642	£29.88	LC3 (42-45) (above substantive benchmark range)
45	£57,139	£29.62	£59,025	£30.59	LC3 (42-45) (above substantive benchmark range)
46	£58,523	£30.33	£60,454	£31.33	LC4 (46-49) (below substantive range)
47	£59,922	£31.06	£61,899	£32.08	LC4 (46-49) (below substantive range)
48	£61,198	£31.72	£63,218	£32.77	LC4 (46-49) (below substantive range)
49	£62,852	£32.58	£64,926	£33.65	LC4 (46-49) (below substantive range)
50	£64,373	£33.37	£66,497	£34.47	LC4 (50-54) (substantive benchmark range)

51	£65,925	£34.17	£68,101	£35.30	LC4 (50-54) (substantive benchmark range)
52	£68,053	£35.27	£70,299	£36.44	LC4 (50-54) (substantive benchmark range)
53	£70,176	£36.37	£72,492	£37.57	LC4 (50-54) (substantive benchmark range)
54	£72,307	£37.48	£74,693	£38.72	LC4 (50-54) (substantive benchmark range)
55	£74,454	£38.59	£76,911	£39.86	LC4 (55-62) (above substantive benchmark range)
56	£76,572	£39.69	£79,099	£41.00	LC4 (55-62) (above substantive benchmark range)
57	£78,718	£40.80	£81,316	£42.15	LC4 (55-62) (above substantive benchmark range)
58	£80,821	£41.89	£83,488	£43.27	LC4 (55-62) (above substantive benchmark range)
59	£82,815	£42.93	£85,548	£44.34	LC4 (55-62) (above substantive benchmark range)
60	£84,852	£43.98	£87,652	£45.43	LC4 (55-62) (above substantive benchmark range)
61	£86,939	£45.06	£89,808	£46.55	LC4 (55-62) (above substantive benchmark range)
62	£89,081	£46.17	£92,021	£47.70	LC4 (55-62) (above substantive benchmark range)

* Hourly Rates

As per the NJC agreement, hourly rates are calculated by dividing annual salary by 52.143 weeks and then by 37 hours. Please note that these hourly rates do not now differ from those published by NJC for Principal Authorities as the calculation bases are in agreement.

Please also note that NJC resolved to delete SCP 1 w.e.f. 1st April 2023

Please also note that NJC have resolved to delete SCP 2 w.e.f. 1st April 2026.

Over the summer we have experienced problems with bins being full yet a nearby bin having capacity. We also received a large number of requests for bins to be emptied which are then forwarded onto WLDC creating additional work for staff.

I would therefore like to propose that we have these stickers printed that we place on the bins throughout the village inviting residents to either take rubbish home or find an alternative bin and to use the QR code to report that the bin is full.

I would suggest that the QR code to the WLDC Report It page is printed on these stickers and we write on the appropriate bin number.

The cost for printing would be £235 based on 250



Carl Thomas

23rd September 2026