

Clerk Action List from 4 June 2026 Meeting

Item	Action Required	Status
Public Participation	Follow up complaints regarding grass cutting at Langley Road, verge near shops and litter opposite the White Horse.	Reported to Highways. Notes in Clerks' report
AGAR	Submit the approved Annual Governance and Accountability Return and arrange publication of statutory notices.	Submitted
Grant Application	Record and notify Chedgrave Carr CIO of the Council's decision to refuse the grant application.	Notified
Noticeboard	Arrange for the handyman to undertake repainting works to the noticeboard (£150 approved).	Work authorised
Pits Project	Obtain and place order for 4 Glasdon Manchester bollards and associated Lockfast sockets.	Bollards ordered
Training	Contact Norfolk Parish Training & Support (NPTS) and obtain dates and costs for full council training.	Dates and cost to be agreed 2 nd July
Defibrillator	Contact handyman regarding monitoring and checking of the White Horse defibrillator.	BCR assistant & Clerk will monitor
CCTV Investigation	Research and report back on CCTV options for the play area.	Quotes for review 2 nd July

Highways issues – comments from Dave and Rebecca Rust

The path running behind Jubilee Oak to the bus stop. We thought that the debris just needs sweeping and collecting to clear path.

Langley Road the crossroads ahead warning sign is obscured by overhanging tree.

Village sign surrounded by wild grasses and flowers. Nothing encroaching pavement or obstructing view for cars.

Outside shops. Silver Birch has large side shoot at base that needs cutting off and bushy side growths low down to prune. Lovely wild grasses and flowers that, in the whole, are not encroaching on pavement. Just need to tidy up plants that are encroaching on car park side.

Lovely wild flower verge leading up to The Rise. Verge all cut. Broken railing and drain cover. Deep dip in ground by gap in railings that could do with levelling.

Lovely wild flower verge leading up to The Rise. Verge all cut. Broken railing and drain cover. Deep dip in ground by gap in railings that could do with levelling.

A few branches overhanging pavement towards Beauchamp Road. Slightly reduced visibility if crossing over to Hillside

Verge towards Beauchamp Road all natural grasses and wildflowers that are not encroaching on pavement.

Turning left into Beauchamp Road, pavement slightly encroached with vegetation but some of it would be responsibility of property owner.

Clear views if crossing from Big Back Lane to Snows Hill.

Snows Hill sign obscured by overhanging branch.

Allotments

Rebecca Rust and the clerk visited the allotments with Cllr Demain and Andrew Milner who kindly showed us around. There was some discussion regarding the future of the allotments and the lease renewal. There was discussion on this matter in October and November 2025 but nothing since.

You will see an agenda items to transfer the budget for the Admin Assistant and allocate it to cover the cost for the Loddon Finance Officer's work with the Jubilee Hall. The Admin Assistant budget provides a total of £6528 which is more than sufficient to cover the costs of 241.69 per month for six months - £1450.14. A formal vote is needed to transfer the budget funds.

For information I have included in the meeting papers dropbox information on the grass cutting schedules as this was discussed last meeting.

Review Officer Progress Update

Report to Loddon Town Council and Chedgrave Parish Council
Three-Week Progress Report – 5th June 2026

Progress Achieved During the First Three Weeks

Approximately 30 hours of review work have been completed since commencement of the appointment on 18 May 2026. Work undertaken has included document review, governance assessment, financial analysis, preparation of formal reports, attendance at Trustee meetings and direct engagement with the Hall Manager. Time spent on site has supported a practical understanding of operational arrangements, facilities management responsibilities, organisational challenges and opportunities for improvement.

Work completed to date has focused on governance, operational and financial review activities, organisational development and the provision of independent advice and reporting to Trustees.

Operational Review and Stabilisation

Initial operational review work has commenced as part of the wider assessment of organisational resilience and service delivery.

In addition to document review, time has been spent working directly with the Hall Manager to understand day-to-day operational arrangements, maintenance requirements, facilities management processes, booking and service delivery arrangements and emerging operational risks.

This practical engagement has provided valuable insight into the operational realities of managing Jubilee Hall and has informed the development of recommendations aimed at improving organisational resilience and long-term sustainability.

Trustees have also agreed to a site review meeting to further assess operational priorities and support development of a structured improvement programme.

The work completed to date has resulted in three formal review reports, presentation of findings to Trustees and the establishment of a structured programme of improvement activity for the next phase of the appointment. The reports comprised a Governance & Compliance Review, Financial Health Check and Brand Identity & Communications Review.

Key Areas of Work During the First Three Weeks of the Appointment

- Review of governance and operational policies with Trustees, resulting in the identification of areas requiring revision or updating to improve compliance, transparency, accountability and organisational resilience. Draft policy updates are being developed to support the establishment of a more robust governance framework for Jubilee Hall.
- Assessment of financial controls, financial management arrangements and longer-term sustainability considerations, resulting in recommendations to strengthen financial oversight, reporting and future planning.
- Initial operational resilience assessment undertaken through engagement with the Hall Manager, review of operational arrangements, identification of maintenance priorities and planning for a detailed site-based review.
- Direct engagement with the Hall Manager to gain a detailed understanding of operational processes, staffing and volunteer capacity, facilities management arrangements, operational challenges and the practical delivery of services to Hall users and the wider community.
- Development of initial strategic recommendations relating to community engagement, organisational visibility, governance transparency and future funding opportunities.
- Establishment of a programme of follow-up actions covering governance improvements, policy updates, operational review activity and financial sustainability planning.

Chedgrave Parish Council
Reserves Balance
2026-2027

<u>Reserve</u>	<u>OpeningBalance</u>	<u>Transfers</u>	<u>Spend</u>	<u>Receipts</u>	<u>CurrentBalance</u>
Earmarked					
Allotments Reserve	10,231.85				10,231.85
Brian Clarke Room - Sinking Fu	5,000.00				5,000.00
CIL	29.99			37,919.60	37,949.59
Defibrillator Reserve	905.05				905.05
Election Fund	1,000.00				1,000.00
Emergency Fund	10,460.00				10,460.00
Footway Lighting Reserve	18,980.35				18,980.35
Grebe Drive Play Equipment Re	6,000.00				6,000.00
Land Registry Legal Fees					0.00
Large Bus Shelter Reserve	6,950.00				6,950.00
Neighbourhood Plan					0.00
Pits Play Equipment Reserve	22,343.00				22,343.00
Small Bus Shelter Reserve	2,800.00				2,800.00
Street Furniture Reserve	2,679.78				2,679.78
Chedgrave Common Reserve	2,544.00				2,544.00
Christmas Lights Reserve	1,001.00				1,001.00
Lychgate Reserve	1,875.00				1,875.00
Office Equipment Reserve	495.85				495.85
John Lurkins Bequest	56,379.26				56,379.26
Total Earmarked	149,675.13			37,919.60	187,594.73
TOTAL RESERVE	149,675.13			37,919.60	187,594.73
GENERAL FUND					43,527.35
TOTAL FUNDS					231,122.08

Community First Responders (CFRs) are volunteers who provide early lifesaving emergency aid ahead of ambulance arrival.

Volunteer Community First Responders can be on-call at any time, day or night, to help reach those patients most in need across Loddon, Chedgrave and surrounding areas.

Attending over 5,000 incidents each year, their contribution really does save lives, reduce pain and provide reassurance to those requiring emergency care.

CFRs are trained and governed by the East of England Ambulance NHS Foundation Trust. Our life-saving kit and uniform is entirely funded by kind donations from the public, and all responders are volunteers. Donations enable Community First Responders (CFRs) to purchase enhanced equipment or to fund additional training, enabling them to extend the support they can give to communities.

Some examples of enhanced equipment include (prices may vary):

£35 buys a Tympanic Thermometer. As part of the critical initial observations, this can be used as an early warning sign for underlying medical conditions such as sepsis or meningitis.

£50 buys an automatic blood pressure monitor and cuffs. As part of the critical initial observations, this is more resilient and robust compared to manual monitoring. Recordings can be scheduled to ensure regular monitoring.

£350 buys a pulse oximeter. As part of the critical initial observations, this measures oxygen levels in the blood as well as pulse. Monitoring is continuous to ensure that any changes in pulse or oxygen levels are highlighted immediately for appropriate action.

£3500 buys a Raizer Lifting Chair to help patients who have had a fall and are may need assistance to get up from the floor. Often these are elderly and vulnerable people who are not injured but are unable to get back up.

All donations, large or small, help to make a real difference to our volunteers, staff, communities, and patients.



Equality Diversity and Inclusion Policy

Document Reference	POL036
Document Status	Approved
Version:	V11.0

DOCUMENT CHANGE HISTORY		
Initiated by	Date	Author (s)
Equality, Diversity and Inclusion Manager		Navrita Atwal
Version	Date	Comments (i.e. viewed, or reviewed, amended approved by person or committee)
V1.0		Approved
Draft V1.1	28 June 2012	Review by HR Policy Group
Draft V1.2	6 July 2012	Sent to SPF for approval
V1.3	August 2012	Sent to EMT for approval
V2.0		Approved
V3.0	2 August 2013	SPF Ext Jul 2013 +Jan 2014
V4.0	10 January 2014	SPF Ext Jan 2014 + Jan 2015
V4.1	6 th July 2015	6 th July 2015 Navrita Atwal

POL036 - Equality Diversity and Inclusion Policy

Version	Date	Comments (i.e. viewed, or reviewed, amended approved by person or committee)
V4.2	20 th November 2015	Review by HR Policy Group
V5.0	10 th December 2015	Approved at SPF
V5.1	14 th January 2016	NA minor updates to wording
V6.0	18 th January 2016	Changes agreed by Joint Chairs, noted at SPF 11 th February 2016
V7.0	18 th September 2018	Minor amendment to scope (4.0) agreed by Director of People & Culture
V7.0	18 th October 2018	Minor amendment to scope (4.0) agreed by ELB members
V8.0	3 rd April 2019	Review and Approval of V8 at SPF
V8.0	5 th April 2019	Approval at Management Assurance Group
V8.1	22 nd January 2020	Reviewed by HR Policy Sub-Group
V8.2	10 August 2020	Sent to ELT for approval
V9.0	21 August 2020	Approved by ELT
V9.1	4 March 2022	Policy sent to Brownejacobson for external review
V9.2	21 July 2022	Reviewed by The People Services team, EDI Team, HR Policy Subgroup including Ops managers
V9.3	4 August 2022	Sent to Unison Regional Branch
V9.4	18 August 2022	Sent to ELT
V10.0	23 August 2022	Approved at ELT
V11.0	26 September 2022	Further amendments following EHRC review

Document Reference	Directorate: People Services
Recommended at Date	HR Policy Group 29 July 2022
Approved at Date	ELT 23 August 2022

POL036 - Equality Diversity and Inclusion Policy

Review date of approved document	22 August 2025
Equality Analysis	9 August 2022
Linked procedural documents	Recruitment & Selection, Dignity at Work, Flexible Working Policy, Annual Leave, Learning & Development, Personal Development Review, Special Leave, Sickness Absence Management Policy Disciplinary Policy Freedom to Speak Up Policy
Dissemination requirements	All managers and staff, via staff bulletins and the intranet
Part of Trust's publication scheme	Yes
Accountable Executive	Director of People Services

The East of England Ambulance Service NHS Trust (The Trust) has made every effort to ensure this policy does not have the effect of unlawful discrimination on the grounds of the protected characteristics of: age, disability, gender reassignment, race, religion/belief, sex, sexual orientation, marriage/civil partnership and pregnancy/maternity. The Trust will not tolerate unlawful discrimination on the basis of, spent criminal convictions, Trade Union membership or non-membership. In addition, the Trust will have due regard to advancing equality of opportunity for and fostering good relations between; people from different groups and people with protected characteristics.

This policy applies to all employees (whether permanent, fixed term or temporary) working at all levels and grades for the Trust, including senior managers, directors, and on secondment, honorary contracts and volunteers. All Trust policies can be provided in alternative formats if required.

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1. Introduction

This policy is to introduce staff to the Trust commitment to promoting Equality, Diversity and Human Rights to all staff and to ensuring equal and fair access to our services by patients, their families and carers. Our approach to Equality, Diversity and Inclusion applies to everyone who visits or works at EEAST. The Trust will comply with our legal obligations under the Equality Act 2010 and we believe wholeheartedly that Equality, Diversity and Inclusion must be integral to our culture and values in order to assist us in improving both our service users experience and that of our workforce. We will aim to make the Trust a place where all who work and access our services are free from all forms of discrimination and where the diversity of our staff, patients, visitors and service-users is recognised as a key driver of our success and is openly valued and celebrated.

2. Purpose

This policy sets out East of England Ambulance Service's approach to equality and diversity. The Trust is committed to promoting equality and diversity and promoting a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work. The Trust aims to be an inclusive organisation, committed to providing equal opportunities throughout employment including in the recruitment, training and development of employees, and to pro-actively tackling and eliminating discrimination.

3. Scope

This policy applies to all Trust employees, workers, apprentices, consultants, contractors, volunteers, temporary workers and agency workers, together with any job applicants.

All employees can access this policy from the HR Policies and Procedures Folders and/or the Trust's Intranet. Should you

require this policy in any other format please seek guidance from the Human Resources Department, your line management or trade union representative.

4. Policy Statement

- 4.1 This document outlines the Equality Diversity and Inclusion Policy and procedure for The East of England Ambulance Service NHS Trust (the Trust).
- 4.2 This policy has been written in partnership by management and staff side.
- 4.3 This document outlines the Equality, Diversity and Inclusion Policy for the East of England Ambulance Service NHS Trust (the "Trust") and is consistent with the principles outlined in part 5 of Agenda for Change NHS terms and conditions of service handbook.
- 4.4 The Trust is pro-active in its work towards making diversity an integral part of the core business. It incorporates the principles of equality, diversity and human rights in employment, encouraging, valuing and actively promoting diversity, recognising the talent and potential across the population. Promoting equality of opportunity is in the best interests of the Trust, including recruitment and development of the best people for our jobs, and providing appropriate services meeting the diverse needs of our community. The Trust is committed to ensuring zero tolerance policy towards harassment, and discrimination, dealing effectively with incidents when they occur
- 4.5 The Trust is committed to promoting positive measures that eliminate all forms of unlawful or unfair discrimination. The Equality Act 2010 identifies nine protected characteristics; age; marriage and civil partnership; pregnancy and maternity, disability; race, sex, religion or belief, sexual orientation and gender reassignment. In addition to this, to protect human

rights we take into consideration equality and respect difference in relation to domestic circumstances, social and employment status, political affiliation or trade union membership, .

- 4.6 Attracting, employing, and developing individuals to meet the needs of its diverse communities is central to staff retention. It underpins the Trust's aspirations to provide a comprehensive service for all ensuring equal access, dignity and respect for the community in contact with the Trust either; as patients, those who care for others, other health and social care partners and volunteers and staff.
- 4.7 The Trust's aim is that our workforce will be truly representative of all sections of society and each employee feels respected, supported and able to give their best. This will enable the Trust to be more sensitive to the needs of the community which it serves.

5. Human Rights Definitions

- i. **Direct discrimination:** Direct discrimination occurs when someone is treated less favourably than another person because of their protected characteristic. For example, at a job interview, an applicant mentions she has a same sex partner. Although she is the most qualified candidate, the employer decides not to offer her the job. This decision treats her less favourably than the successful candidate, who is a heterosexual woman. If the less favourable treatment of the unsuccessful applicant is because of her sexual orientation, this would amount to direct discrimination. Direct discrimination also includes being treated less favourably because you associate with someone who has a protected characteristic or are perceived to have a protected characteristic.
- ii **Indirect discrimination:** a provision, criterion or practice that applies to everyone but adversely affects people with a particular protected characteristic more than others, and is not

justified.. For example, a factory owner announces that from next month staff cannot wear their hair in dreadlocks, even if the locks are tied back. This is an example of a policy that has not yet been implemented but which still amounts to a provision, criterion or practice. The decision to introduce the policy could be indirectly discriminatory because of religion or belief, as it puts the employer's Rastafarian workers at a particular disadvantage. The employer must show that the provision, criterion or practice can be objectively justified.

iii Harassment

There are three types of harassment which are unlawful under the Equality Act:

1. Harassment related to a relevant protected characteristic.
 2. Sexual harassment.
 3. Less favourable treatment of a student because they submit to or reject sexual harassment or harassment related to sex.
- **Harassment related to protected characteristics (includes harassment by association and perception):** unwanted conduct related to a protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. The following can be unwanted conduct: spoken words, banter, written words, posts or contact on social media, imagery, graffiti, physical gestures, facial expressions, mimicry, jokes or pranks, acts affecting a person's surroundings, aggression, physical behaviour towards a person or their property. For example, in front of her male colleagues, a female electrician is told by her supervisor that her work is below standard and that, as a woman, she will never be competent to carry it out. The supervisor goes on to suggest that she should instead stay at home to cook and clean for her husband. This could amount to harassment related to sex as such a statement would be self-evidently unwanted, and the

electrician would not have to object to it before it was deemed to be unlawful harassment.

- **Sexual Harassment:** unwanted conduct of a sexual nature, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. For example, male members of staff download pornographic images on to their computers in an office where a woman works. She may make a claim for harassment if she is aware that the images are being downloaded and the effect of this is to create a hostile and humiliating environment for her. In this situation, it is irrelevant that the male members of staff did not have the purpose of upsetting the woman, and that they merely considered the downloading of images as 'having a laugh',
- **Less favourable treatment of a student because they submit to or reject sexual harassment or harassment related to sex:** It is unlawful to treat a student less favourably because they either submit to, or reject, sexual harassment or harassment related to sex or gender reassignment. For example, following a tutorial, a tutor walks up to a female student who has stayed behind to speak to him, puts his hands on her waist and tells her she is 'very attractive'. The student pushes the tutor away and tells him he is behaving in an inappropriate manner. As a result, the tutor subsequently marks down her exam paper. This is less favourable treatment of the pupil because she has rejected sexual harassment. In the same example, although the pupil is offended by the tutor's behaviour, she freezes and doesn't push him away. Another tutor passes by and sees this. The second tutor, who is normally friendly to the pupil, subsequently tells her he has lost respect for her and does not let her contribute to

discussions during tutorials because she submitted to the first tutor's conduct. This is less favourable of the pupil because she submitted to sexual harassment.

- iv **Victimisation:** retaliation against someone) because they have made or supported a complaint or raised a grievance under the Equality Act 2010 or because they are suspected of doing so. For example, a non-disabled worker gives evidence on behalf of a disabled colleague at an Employment Tribunal hearing where disability discrimination is claimed. If the non-disabled worker is subsequently refused a promotion because of that action, they would have suffered victimisation.
- v **Disability discrimination:** As well as direct and indirect discrimination, victimisation and harassment this also includes discrimination arising from a disability and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.
- vi **Discrimination arising from disability**
 - an employer treats the disabled person unfavourably
 - this treatment is because of something arising in consequence of the disabled person's disability; and
 - the employer cannot show that this treatment is a proportionate means of achieving a legitimate aim,
 - because a disability has not been declared does not mean the individual is not entitled to support.

unless the employer does not know, and could not reasonably be expected to know, that the person has the disability.

For example, an employer dismisses a worker because she has had three months' sick leave. The employer is aware that the worker has multiple sclerosis and most of her sick leave is disability related. The employer's decision to dismiss is not because of the worker's disability itself. However, the worker has been treated unfavourably because of something arising in

consequence of her disability (namely, the need to take a period of disability-related sick leave).

vii Reasonable Adjustments

The duty to make reasonable adjustments comprises three requirements. Reasonable adjustments should be considered as a preventative measure too and not just where an individual meets the legal definition of disability.

Employers are required to take reasonable steps to:

1. Avoid the substantial disadvantage where a provision, criterion or practice applied by or on behalf of the employer puts a disabled person at a substantial disadvantage compared to those who are not disabled.
2. Remove or alter a physical feature or provide a reasonable means of avoiding such a feature where it puts a disabled person at a substantial disadvantage compared to those who are not disabled.
3. Provide an auxiliary aid (which includes an auxiliary service) - where a disabled person would, but for the provision of that auxiliary aid, be put at a substantial disadvantage compared to those who are not disabled.

For example, an employer has a policy that designated car parking spaces are only offered to senior managers. A worker who is not a manager, but has a mobility impairment and needs to park very close to the office, is given a designated car parking space. This is likely to be a reasonable adjustment to the employer's car parking policy.

a. Other relevant definitions

- i. **Equality** is about creating a fairer society in which everyone has the opportunity to fulfil their potential.

- ii. **Diversity** is about recognising and valuing difference in its broadest sense.
- iii. **Inclusion** means involving and engaging with our stakeholders to help improve access to our services and eliminate discrimination, to better meet the needs of patients, and to fulfil our statutory obligations.
- iv. **Human Rights** are about our basic needs as human beings. These are the core rights we are all entitled to so that we may develop our potential and live our lives with dignity and respect.

b. Protected characteristics:

The Equality Act 2010 defines the 9 protected characteristics as follows:

- i. **Age:** a protected age group could comprise a group such as the over-fifties, or it could comprise people of a particular age, such as 21-year-olds.
- ii. **Disability:** For the purposes of the Equality Act 2010, a person has a disability if they have a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on his ability to carry out normal day-to-day activities
- iii. **Gender reassignment:** a person proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.
- iv. **Sex:** reference to a man or to a woman
- v. **Sexual orientation:** A person's sexual orientation towards persons of the same sex; persons of the opposite sex; or persons of either sex.

- vi. **Marriage and Civil Partnership:** Marriage covers any formal union which is legally recognised in the UK as a marriage. Therefore, marriage between a man and a woman and between a same-sex couple are covered. A civil partnership under the Civil Partnership Act 2004 is between same sex partners and, since 2 December 2019, opposite sex partners in England and Wales
- vii. **Pregnancy and maternity:** it is unlawful for an employer to discriminate by treating a woman unfavourably because:
 - of her pregnancy during the protected period (If she has the right to ordinary and additional maternity leave, at the end of the additional maternity leave period or (if earlier) when she returns to work after the pregnancy; or if she does not have that right, at the end of the period of two weeks beginning with the end of the pregnancy.
 - of an illness she has suffered as a result of her pregnancy during the protected period
 - she is on compulsory maternity leave
 - she is exercising or seeking to exercise, or has exercised or sought to exercise, the right to ordinary or additional maternity leave
- viii. **Race:** Includes colour, nationality and/or ethnic or national origins
- ix. **Religion or Belief:** "Religion" means any religion, and a reference to religion includes a reference to a lack of religion. "Belief" means any religious or philosophical belief and a reference to belief includes a reference to a lack of belief.

6.The Equality Act 2010

The Equality Act 2010 replaced previous discrimination laws with a single Act. It simplified the law, removing inconsistencies and making it easier for people to understand and comply with. It also strengthened the law in important ways, to help tackle discrimination and inequality.

7. Standards

7.1. The Public Sector Equality Duty (PSED)

The PSED is made up of a general overarching equality duty supported by specific duties intended to help performance of the general equality duty. In summary, the Trust y, must in the exercise of its functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
- Advance equality of opportunity between people who share a characteristic and those who don't.
- Foster good relations between people who share a characteristic and those who don't.

These are referred to as the three aims of the general duty. The Act helpfully explains that having due regard for advancing equality involves:

1. Removing or minimising disadvantages suffered by people due to their protected characteristics.
2. Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
3. Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

In addition to our legal requirements, the Trust also needs to comply with:

- The NHS Constitution which sets out what patients, public and staff can expect from the NHS
- The Care Quality Commission's (CQC) compliance around their fundamental standards including person-centred care, dignity and respect, safety and safeguarding. Equality, diversity, inclusion and human rights run throughout the CQC outcome requirements.
- NHS England's Equality Delivery System was formally launched in 2011 and refreshed EDS2. Its main purpose is to help NHS organisations review and improve their performance for people

with protected characteristics. The EDS2 is a continuous evolving system containing four goals :-

- Goal 1 - Better health outcomes
 - Goal 2 - Improved patient access and experience
 - Goal 3 - A representative and supported workforce
 - Goal 4 - Inclusive governance / Leadership
-
- These goals contain 18 outcomes, against which the Trust has to assess and initially grade itself, using a range of evidence. The process must be done in collaboration with local interest groups/stakeholders and the grades must be finally agreed. Equality Objectives must also be prepared. The Trust will comply with any future changes to this system
-
- NHS England's NHS Workforce Race Equality Standard WRES aims to ensure employees from ethnic minority backgrounds are treated fairly at work and have access to career opportunities. Progress is demonstrated against a number of workforce race equality indicators.
 - The Workforce Disability Equality Standard (WDES) came into on the 1st April 2019. It is a set of ten specific measures (metrics) that will enable NHS organisations (including EEAST) to compare the experiences of Disabled and non-disabled staff. This information will then be used by the Trust to develop an action plan and to demonstrate progress against the indicators.
 - NHS England's Accessible Information Standard (AIS) Standard aims to ensure that disabled patients (including carers and parents, where applicable) receive accessible information and have appropriate support to help them communicate.

8. Roles and Responsibilities

- 8.1 The Board of Directors have overall responsibility for equality, diversity and inclusion, including its promotion within the Trust. The Chief Executive is responsible for overseeing the policy and

ensuring that lead roles are delegated within the Executive Management Team.

- 8.2 The Human Resources Department has day-to-day responsibility for this policy and you should refer any questions about this policy to them in the first instance.
- 8.3 All managers must set an appropriate standard of behaviour, lead by example and ensure that those they manage adhere to the policy and promote our aims and objectives with regard to equal opportunities.
- 8.4 All employees are personally responsible for the practical application of this policy and must support the Trust in creating and maintaining an environment that promotes equality, diversity and human rights based approaches.
- 8.5 Individuals must bring any concerns of matters contrary to this policy to the attention of a manager. All comments and complaints will be considered in context and where appropriate, will be dealt with through the relevant Trust policies and procedures.
- 8.6 The Trust structure for directing and developing Equality, Diversity & Human Rights is through the Equality, Diversity and Inclusion Steering Group which reports through the appropriate and agreed Governance route.

9. Equality Impact Assessments

- 9.1 All strategies, policies and procedures must be assessed for the impact they may have upon equality, diversity and human rights; specifically considering due regard for the nine protected characteristics.
- 9.2 The procedure for Equality Analysis is supported through guidance that is available on the Trust intranet.

- 9.3 Key managers and decision makers are to ensure that they have sufficient training and knowledge to comply with the legislative requirements that the equality analysis poses.
- 9.4 The outcomes of the equality analysis must accompany any document that is relevant and likely to have an impact upon people, both internally and externally. Evidence about the people must be presented to support the outcomes and decisions made.

10. Patient and Public Involvement (PPI) and Diversity

- 10.1 The Trust must actively engage with the local population and those groups that represent all those in the community. This is to ensure that everyone counts and specific attention must be paid to gain views from those groups that are seldom heard.
- 10.2 The feedback from the engagement must be used to inform and develop the Equality Delivery System (EDS).
- 10.3 The overall aim of the engagement is to achieve the objectives of the EDS.

11. Communications

- 11.1 The Trust will ensure that the use of media to communicate messages will be accessible, giving due regard to the diversity of the audience, including other languages, easy read and other formats.
- 11.2 The Trust is required to take reasonable steps to overcome barriers to communication that may impede people with different kinds of disability in the way in which it communicates with people and how they access the services.¹
- 11.3 The Trust will endeavour to portray positive and diverse images of their staff in all literature, publicity material and public documents, and actively seek to illustrate their successes

¹ Equality Act 2010 Code of Practice

with regard to proactive diversity and anti-discriminatory practices.

12. Positive Action

- 12.1 The Equality Act permits employers to take positive action measures to improve equality for people who share a protected characteristic.
- 12.2 Positive action is not the same as positive discrimination, which is unlawful.
- 12.3 There are actions that fall within the framework of the Equality Act's positive action provisions, such as reserving places on a training course for a group sharing a protected characteristic. These actions are only lawful if they meet the statutory conditions for positive action measures and do not exceed the limitations set out in the Equality Act 2010.
- 12.4 This is a complex area and HR advice should be sought before taking any act which may amount to Positive Action.
- 12.5 It is important to note that it is not unlawful for an employer to treat a disabled person more favourably compared to a non-disabled person

13. Recruitment and selection

- 13.1 Recruitment, promotion, and other selection exercises such as redundancy selection will be conducted on the basis of merit, against objective criteria that avoid discrimination. Shortlisting should be done by more than one person and with the involvement of the HR Department, where possible. Our recruitment procedures should be reviewed regularly to ensure that individuals are treated on the basis of their relevant merits and abilities.
- 13.2 Vacancies should generally be advertised to a diverse section of the labour market. Advertisements should avoid stereotyping or using wording that may discourage particular groups from applying. They should include a short policy statement on equal

opportunities and a copy of this policy will be made available on request.

13.3 We have taken steps to ensure that our vacancies are advertised to a diverse labour market and, where relevant, to particular groups that have been identified as disadvantaged or underrepresented in our organisation. Where appropriate, the HR Department may approve the use of lawful exemptions to recruit someone with a particular Protected Characteristic, for example, where the job can only be done by a woman. The advertisement should specify the exemption that applies.

13.4 Job applicants should not be asked questions which might suggest an intention to discriminate on grounds of a Protected Characteristic. For example, applicants should not be asked whether they are pregnant or planning to have children.

13.5 Job applicants should not be asked about health or disability before a job offer is made. There are limited exceptions which should only be used with the approval of the HR Department. For example:

- Questions necessary to establish if an applicant can perform an intrinsic part of the job (subject to any reasonable adjustments).
- Questions to establish if an applicant is fit to attend an assessment or any reasonable adjustments that may be needed at interview or assessment.
- Positive action to recruit disabled persons.
- Equal opportunities monitoring (which will not form part of the selection or decision-making process).
- Where necessary, job offers can be made conditional on Occupation Health advice.

13.6 We are required by law to ensure that all employees are entitled to work in the UK. Assumptions about immigration status should not be made based on appearance or apparent nationality. All prospective employees, regardless of nationality, must be able to produce original documents (such as a passport) before employment starts, to satisfy current immigration legislation. The list of acceptable documents is available from the HR Department or UK Visas and Immigration.

13.7 To ensure that this policy is operating effectively, and to identify groups that may be underrepresented or disadvantaged in our organisation, we monitor applicants' ethnic group, gender, disability, sexual orientation, religion and age as part of the recruitment procedure. Provision of this information is voluntary, and it will not adversely affect an individual's chances of recruitment, or any other decision related to their employment. The information is removed from applications before shortlisting and kept in an anonymised format solely for the purposes stated in this policy. Analysing this data helps us take appropriate steps to avoid discrimination and improve equality and diversity.

14. Training and promotion and conditions of service

14.1 Training needs will be identified through regular appraisals. You will be given appropriate access to training to enable you to progress within the organisation and all promotion decisions will be made on the basis of merit.

14.2 [Workforce composition and promotions will be regularly monitored to ensure equality of opportunity at all levels of the organisation. Where appropriate, steps will be taken to identify and remove unjustified barriers and to meet the special needs of disadvantaged or underrepresented groups.]

14.3 Our conditions of service, benefits and facilities are reviewed regularly to ensure that they are available to all of you who should have access to them and that there are no unlawful obstacles to accessing them.

15 Termination of employment

- 15.1 We will ensure that redundancy criteria and procedures are fair and objective and are not directly or indirectly discriminatory.
- 15.2 We will also ensure that disciplinary procedures and penalties are applied without discrimination, whether they result in disciplinary warnings, dismissal or other disciplinary action.

16 Disabilities

- 16.1 If you are disabled or become disabled, we encourage you to tell us about your condition so that we can support you as appropriate.
- 16.2 If you experience difficulties at work because of your disability, you may wish to contact [your line manager **OR** the HR Department] to discuss any reasonable adjustments that would help overcome or minimise the difficulty. [Your line manager **OR** The HR Department] may wish to consult with you and your medical adviser about possible adjustments. We will consider the matter carefully and try to accommodate your needs within reason. If we consider a particular adjustment would not be reasonable we will explain our reasons and try to find an alternative solution where possible.
- 16.3 We will monitor the physical features of our premises to consider whether they might place anyone with a disability at a substantial disadvantage. Where necessary, we will take reasonable steps to improve access.

17 Part-time and fixed-term work

Part-time and fixed-term staff should be treated the same as comparable full-time or permanent staff and enjoy no less favourable terms and conditions (on a pro-rata basis where appropriate), unless different treatment is justified.

18 Breaches of this policy

- 18.1 We take a zero-tolerance approach to breaches of this policy, which will be dealt with in accordance with our Disciplinary

Policy. Serious cases of deliberate discrimination may amount to gross misconduct resulting in dismissal.

18.2 If you believe that you have suffered discrimination you can raise the matter through our Grievance Procedure or through our Dignity at Work Policy as appropriate. Complaints will be treated in confidence and investigated as appropriate.

18.3 There must be no victimisation, detrimental treatment or retaliation against staff who raise a complaint about discrimination.

19 Monitoring

19.1 The Human Resources department will monitor the composition of its workforce by collecting relevant statistics relating to, ethnicity, sex, age, disability, sexual orientation, religion or belief, marriage and civil partnerships, gender reassignment, pregnancy and maternity throughout the employment cycle.

20 Policy Review

This policy will be reviewed every three years or amended in the light of new employment/equality legislation.

APPENDIX A

Equality Impact Assessment

EIA Cover Sheet	
Name of process/policy	Equality, Diversity, and Inclusion Policy
Is the process new or existing? If existing, state policy reference number	Existing V9.1
Person responsible for process/policy	Equality Diversity and Inclusion Manager
Directorate and department/section	Directorate of Strategy, Culture and Education
Name of assessment lead or EIA assessment team members	EQIA Panel Members
Has consultation taken place? Was consultation internal or external? (please state below):	INTERNAL CONSULTATION This policy has been written in partnership by management and staff side, and in accordance with current employment legislation.

The assessment is being made on:	Guidelines	
	Written policy involving staff and patients	x
	Strategy	
	Changes in practice	
	Department changes	
	Project plan	
	Action plan	
	Other (please state)	

Equality Analysis

What is the aim of the policy/procedure/practice/event?

This policy sets out East of England Ambulance Service's approach to equality and diversity and inclusion. The Trust is committed to promoting equality and diversity and promoting a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work. The Trust aims to be an inclusive organisation, committed to providing equal opportunities throughout employment including in the recruitment, training and development of employees, and to pro-actively tackling and eliminating discrimination.

Who does the policy/procedure/practice/event impact on?

Race x Religion/belief x Marriage/Civil Partnership x

POL036 - Equality Diversity and Inclusion Policy

Sex	×	Disability	×	Sexual orientation	×
Age	×	Gender assignment	re- ×	Pregnancy/maternity	×

Who is responsible for monitoring the policy/procedure/practice/event?

Human Resources

What information is currently available on the impact of this policy/procedure/practice/event?

Recruitment & Selection,
Dignity at Work,
Flexible Working Policy,
Annual Leave,
Learning & Development,
Personal Development Review,
Special Leave,
Sickness Absence Management Policy
Disciplinary Policy
Freedom to Speak Up Policy

Do you need more guidance before you can make an assessment about this policy/procedure/ practice/event? Yes/No

No

Do you have any examples that show that this policy/procedure/practice/event is having a positive impact on any of the following protected characteristics? Yes/No, If yes please provide evidence/examples:

Race	×	Religion/belief	×	Marriage/Civil Partnership	×
Sex	×	Disability	×	Sexual orientation	×

POL036 - Equality Diversity and Inclusion Policy

Age	×	Gender re-assignment	×	Pregnancy/maternity	×																		
Please provide evidence: The policy is designed to have a positive impact on all the protected characteristics and has been produced in consultation with the Union and staff representative groups.																							
Are there any concerns that this policy/procedure/practice/event could have a negative impact on any of the following characteristics? Yes/No, if so please provide evidence/examples: <table style="width: 100%; border: none;"> <tr> <td style="width: 15%;">Race</td> <td style="width: 5%; text-align: center;">☐</td> <td style="width: 35%;">Religion/belief</td> <td style="width: 5%; text-align: center;">☐</td> <td style="width: 30%;">Marriage/Civil Partnership</td> <td style="width: 5%; text-align: center;">☐</td> </tr> <tr> <td>Sex</td> <td style="text-align: center;">☐</td> <td>Disability</td> <td style="text-align: center;">☐</td> <td>Sexual orientation</td> <td style="text-align: center;">☐</td> </tr> <tr> <td>Age</td> <td style="text-align: center;">☐</td> <td>Gender re-assignment</td> <td style="text-align: center;">☐</td> <td>Pregnancy/maternity</td> <td style="text-align: center;">☐</td> </tr> </table> Please provide evidence: At present no negative impact has been identified.						Race	☐	Religion/belief	☐	Marriage/Civil Partnership	☐	Sex	☐	Disability	☐	Sexual orientation	☐	Age	☐	Gender re-assignment	☐	Pregnancy/maternity	☐
Race	☐	Religion/belief	☐	Marriage/Civil Partnership	☐																		
Sex	☐	Disability	☐	Sexual orientation	☐																		
Age	☐	Gender re-assignment	☐	Pregnancy/maternity	☐																		
Action Plan/Plans - SMART Specific Measurable Achievable Relevant Time Limited																							

CHEDGRAVE PARISH COUNCIL
GRANT AWARDING POLICY AND APPLICATION FORM
(Adopted 7th November 2019, re-approved 6th July 2023)

About the Scheme

Chedgrave Parish Council has a small amount of money each year to allocate to organisations that benefit the parishioners of Chedgrave. Applications will be considered which support at least one of the objectives of the council, to: enhance the social, economic or environmental well-being of the community and may include projects covering areas such as road safety and support of youth and sporting activities. Those organisations need not necessarily be in the parish, but must show evidence of our parishioners benefiting from the project.

The Grant Process

Applications will be considered in April and September each year by the Parish Council, so applications must be received by the Parish Clerk by 15th March and August respectively. Applications should be made on the grant application form which can be obtained from the Parish Clerk.

Successful applicants will be notified after the meeting following their application and will receive a cheque approximately one month later. Note that the maximum amount of any grant is likely to be small (less than £100) and organisations can only apply for one grant in any one year.

The information you need to include on your application form:

- ✓ Name of the main contact for the organisation applying for the grant (no grant award can be made to individuals)
- ✓ Contact details for that person: name, address, e mail, telephone number
- ✓ Information about the project/activity for which you are applying including details of how its meets our aims and objectives. (as outlined above)
- ✓ A timeline for your project/activity – start to finish (if applicable). **N.B. Retrospective funding will not be considered.**
- ✓ The cost of the project/activity and your own contribution
- ✓ Who else you have applied to for funding
- ✓ A copy of your Equality Policy (or a statement to that effect)
- ✓ A copy of your accounts for the last completed financial year

What we will expect from you if you receive an award

- ✓ A copy of a payment (at least to the amount of the grant award) relating to the project/activity
- ✓ A letter to confirm that the project/activity has been completed
- ✓ In the event of the project/activity not being completed within the funding year we may request that our money is returned.
- ✓ A short article and a photograph for possible use in local publications such as Chet News, Contact, B&B Journal etc.

Applications which do not contain all the information requested above may be excluded.

Your contact concerning the application is:

The Parish Clerk, Chedgrave Parish Council, 6 Farm Close, Chedgrave, NR14 6HQ

Email: Chedgrave.pc@gmail.com

Tel: 01508 528310

Checklist for information enclosed with the application:

☒ Completed application form

☒ Copy of your Accounts for the last financial year. If you do not have these, a copy of your management accounts.

☒ Equality & Diversity Statement. If your organisation has an Equality Policy, please include it with your application. If not, please tell us, in no more than 50 words, how your organisation tackles discrimination and promotes equality and diversity.

Tick this box to acknowledge that you will provide us with follow up information as stated in the grant awarding policy above ☒

Please refer to our website to find out more about the way we treat personal information.

Signed:



Date: 10.6.26

Name: Faye Nelthorpe

Position: Loddon and Chedgrave Community First Responder Coordinator

APPLICATION FORM

(please complete in black pen)

Name of Organisation Applying for the Grant		Loddon and Chedgrave Community First Responders	
Charity Registration Number (If Applicable)		1047987	
Web Address		www.eastamb.nhs.uk	
Main Contact of Applicant		Name	Faye Nelthorpe
		Address	East of England Ambulance Service Loddon CFR Melbourn SG8 6EN
Telephone Number	07896438368	Email	faye.nelthorpe@eastamb.nhs.uk

What are the aims of your project/activity in no more than 50 words

Volunteers who are trained by the Ambulance Service to attend and provide lifesaving emergency aid ahead of the Ambulance Arrival.

Summary of project/activity for which funding is sought in no more than 200 words

In preparing your summary you should also address the following questions when submitting your application

- a. What the project/activity is all about?*
- b. Who will benefit from the project/activity? How will Chedgrave residents benefit? How many people will benefit?*
- c. What will the benefit/s be?*
- d. Who will be responsible for delivering the project/activity?*
- e. What will funding be spent on?*
- f. How will the project/activity be funded once the funding from the Parish Council comes to an end?*

See Attached Paperwork

Total cost of project/activity	ongoing fundraising
Amount requested from Chedgrave Parish Council	£200
Outline details of source/s of other funding	
Organisation	Amount

Total duration of the project/activity	Anticipated start date	Anticipated completion date
on going		

I confirm that this information is correct to the best of my knowledge

Signed on behalf of the Applicant:

Signed: F.Nelthorpe

Date: 10.6.26

Print Name: Faye Nelthorpe

Consultation: By Email

Tom Carter
Planning Technical Support Officer
01603 756028
planning@broads-authority.gov.uk

Date 17 June 2026

Our ref BA/2026/0159/TCAA

Your ref

Dear Parish Clerk

Application Number: BA/2026/0159/TCAA

Site Location: Millennium Garden, Wherry Close, Chedgrave, NR14 6LS

Proposal: T1: Aspen - height reduction from 19m to 15.5m. Reduce crown spread from 12m to 7m.

This letter is to advise you that an application for Works to Trees In a Conservation Area has been received by the Broads Authority for the location detailed above. The application documents can be viewed on the Broads Authority's Public Access document management system at <http://www.broads-authority.gov.uk/planning/application-search>.

If you have any comments please make them in writing to Mr Thomas Carter at the address shown above or at planning@broads-authority.gov.uk. Comments should be received by **8 July 2026**. If your comments are received any later, you should be aware that the application may have already been determined. **Please quote the Reference BA/2026/0159/TCAA in your reply.** Please note that any comments you may wish to make will be available to view on the public file and on-line via Public Access.

PLEASE NOTE: The Broads Authority has a Privacy Notice in respect of GDPR which is available to view on our website at <http://www.broads-authority.gov.uk/planning/planning-privacy>.

Yours faithfully

Tom Carter
Planning Technical Support Officer

Chedgrave Parish Council
Listing of Payments & Receipts for Cost Centre 2
(Between 01-04-2025 and 31-03-2026)

24 June 2026 (2025-2026)

Cost Centre 04 Maintenance

Code Number 11 Allotments (Maintenance and Rent)

Vchr.	Date	Invoice No	Minute	Bank	Payment Ref.	Description	Supplier	Vat Type	Net	Vat	Total
4	02/04/2025		May 2025	Community Accour	4	Receipt - Allotment Rent	Alan Denny & Co.	X	50.44		50.44
7	03/04/2025		Apr 2025	Community Accour	7	Payment - Allotment Rent - OUT	DC Tabor	X	-787.99		-787.99
21	27/05/2025			Community Accour	21	Receipt - Allotment Rent	Samuel Martin	X	39.23		39.23
110	01/08/2025		Aug 2025 Pr	Community Accour	110	Payment - Handyman Services	Neil Jacques	X	-425.00		-425.00
112	11/12/2025			Community Accour		Receipt - Allotment Rent	Richard Birbeck	Z	36.15		36.15
113	12/12/2025			Community Accour		Receipt - Allotment Rent	H & P Brown	Z	42.17		42.17
114	16/12/2025			Community Accour		Receipt - Allotment Rent	J Sweeney	Z	36.15		36.15
115	18/12/2025			Community Accour		Receipt - Allotment Rent	SR Martin	Z	72.29		72.29
116	22/12/2025			Community Accour		Receipt - Allotment Rent	D Thomas	Z	78.31		78.31
117	29/12/2025			Community Accour		Receipt - Allotment Rent	Robert Bacon	Z	36.15		36.15
118	02/01/2026			Community Accour		Receipt - Allotment Rent	A Milner	Z	72.29		72.29
119	07/01/2026			Community Accour		Receipt - Allotment Rent	D & A Bailey	Z	108.44		108.44
120	12/01/2026			Community Accour		Receipt - Allotment Rent	David Spalding	Z	72.29		72.29
121	12/01/2026			Community Accour		Receipt - Allotment Rent	R P Olive	Z	42.17		42.17
123	04/09/2025	29488	Sept 2025	Community Accour	123	Payment - Grass Cutting & Sundries	Loddon Garden & DIY	S	-30.81	-6.17	-36.98
123	19/01/2026			Community Accour		Receipt - Allotment Rent	Amanda Hegarty	Z	72.29		72.29
140	02/10/2025	14851	Oct 2025	Community Accour	140	Payment - Printing	Roberts & Son	S	-28.50	-5.70	-34.20
158	02/10/2025		Oct 2025	Community Accour	158	Payment - Handyman Services	Neil Jacques	X	-21.43		-21.43
167	11/03/2026			Community Accour		Receipt - Allotment Rent	Allotment 11	X	27.11		27.11
172	21/01/2026			Community Accour		Receipt - Allotment Rent	David Hayward	Z	72.00		72.00
173	23/01/2026			Community Accour		Receipt - Allotment Rent	Barry Edwards	Z	42.17		42.17
179	06/11/2025	29506	Nov 2025	Community Accour	179	Payment - CCC Reimbursement	Chedgrave Common Charity	Z	-86.83		-86.83
Subtotal for Code: Allotments (Maintenance and R									£-480.91	£-11.87	£-492.78
Subtotal for Cost Centre: 04 Maintenance									-480.91	-11.87	-492.78

TOTALS £-480.91 £-11.87 £-492.78

Chedgrave Parish Council

Allotments

The current lease for the Chedgrave allotments site expires on **30 April 2027**, so the Council needs to consider the future of the site and its preferred approach well in advance of that date.

At present, there is no waiting list, not all plots are occupied, and some plots are not being maintained to a satisfactory standard. This raises questions about the current level of demand for allotments and whether the site is being used in the most effective way.

The landowner has confirmed that the land is not for sale, so the Council's discussions need to focus on whether it wishes to enter into a discussion to renew the lease and, if so, on what terms.

An important consideration is that, if the lease is not renewed, the Parish Council would be required to return the land to its original condition as a field. This would have cost and practical implications for the Council and should be taken into account when considering the future of the allotments.

Councillors may wish to consider:

- whether the Council wishes to continue providing allotments on the site after April 2027;
- whether the current number and layout of plots remain appropriate given the lack of demand and the number of vacant or underused plots;
- how poorly maintained plots should be dealt with in the short term;
- whether the Council should seek to renegotiate the lease to allow more flexibility in the use of under-utilised land;
- the implications of not renewing the lease, including the requirement to restore the land to a field.

Possible options

1. Renew the lease and continue the allotments broadly as they are.
2. Seek revised lease terms to provide greater flexibility over use of any under-utilised land, if appropriate.
3. Decide not to renew the lease in 2027, noting that this would require the Council to return the land to its original condition as a field.

Publication of parish councillors' home address and register of interests

Purpose

This note explains an upcoming change in the law affecting the publication of parish councillors' home addresses in registers of interests and other related public records. The change takes effect from 29 June 2026.

Background

Previously, under section 32 of the Localism Act 2011, a parish councillor's home address could only be withheld from register of interests forms where the Monitoring Officer considered that disclosure could lead to violence or intimidation. This was treated as a sensitive interest which had to be approved by the Monitoring Officer.

What is changing

From 29 June 2026, a new section 32A of the Localism Act 2011, means that a councillor's usual residential address must not be published in the authority's public register of interests unless the member has asked for it to be included.

What will still appear on the public register

To maintain transparency, the public register will still record that an interest exists but will state that the address is withheld under section 32A. Parish councillors will still need to provide the full address details to the Monitoring Officer, but these details won't be published.

Parish councillors must also provide their full address details to the parish clerk, but those details should be kept for internal governance and conflict of interest purposes only. Home addresses should not be published on the parish council's website or included on register of interests forms if also published on the parish council website.

Sensitive interests

If a councillor considers that details of another interest, including a second address, could lead to violence or intimidation for them or their family, they may still apply to the Monitoring Officer for that information to be treated as a sensitive interest and withheld from publication.

Practical implications for parish councils

Parish Councillors should note that with effect from 29 June, home addresses will no longer appear on their register of interests form by default. However, their home address must still be declared to the Monitoring Officer as part of the register of interests' process. Any councillor who wishes their home address to be published would need to make that request in writing.

Parish clerks should ensure that any parish councillors' home addresses currently published on the parish council's website, including on register of interests forms where applicable, are removed.

Linda Mockford

Governance Manager and Deputy Monitoring Officer

Dear Clerk to the parish council,

I would like to bring to your attention the attached photograph of a cluster peacock butterfly caterpillars which I spotted in the nettles beside the footpath beside the Chet. They were between the boatyard and the common, not far from the Cornfords bench, in the nettles between the path and the river.

In view of that I would appeal to the Parish Council to not further cut the long nettles. These harbour the larvae of the Peacock and other butterflies.

Given the "blanket coverage" in the recent Chedgrave Courier, and a couple of near misses whilst crossing Langley Road yesterday evening, I hope you'll read my plea!

Since retiring, we've lived in Chedgrave for almost 11 years now, and the issue with speeding motorists/motorcyclists, and now electric scooters continues to deteriorate. It becomes a pain to me as for some 10 years I've been a National Observer with IAM Roadsmart.....and cannot believe how little respect the vast majority of drivers have for the rules of the road and the safety of others.

The main problem we have, is that in both Chedgrave and Loddon there are no measures to stop those who continue to flout the law. Yes, there are the SAM recorders, but other than confirming the driver is breaking the law ,(with no consequence), where is the penalty? And the rumble strips on Langley Road have proved to be nothing but a toy for the speeding drivers to "play a tune with".

On going tests and surveys by TRRL, RoSPA and IAM Roadsmart show that the only way to slow down errant drivers is by either financial penalties, or physical intervention.

Financial is the obvious route, but only becomes effective with permanent, fully operational speed cameras...which I understand can be quite expensive, but given the continuing increase in the number of vehicles violating the limits, could be self financing pretty quickly (particularly when it's term time at Langley School).

Physical intervention is a less costly exercise, since it means installing speed humps/tables or sleeping policemen. Once in, these should not require maintenance, but to be effective would require at least 2 to be constructed on Langley Road between the shops and Big Back Lane....plus another on Norwich Road between the Rectory Lane Junction and The White Horse pub.

Most drivers when approaching Chedgrave on Langley Road from the north do not attempt to slow down until they are at or beyond the 30 mph sign. Perhaps a permanent SAM type sign here would remind them that they are entering a residential area rather than the race-track they take it to be.

Hopefully some of the monies received from Bennett Homes, and some from Hopkins can be put towards making our local road network safer as they are only going to bring more and more vehicles to our roads.