

**HADDENHEM PARISH COUNCIL
ACTION PLAN 2025-30
QUARTER 3 UPDATE**

Objective	Actions	Officer	Target	Progress	Budget
FACILITIES COMMITTEE					
Asset Management					
Prepare asset management plans for: verges, open spaces, village greens, playgrounds, ponds, trees, street lights, footpaths; dog & litter bins etc	Define/map all assets; agree management & maintenance regimes; plan future expenditure/ re-provision	IF AC	Dec-25	Ongoing – grounds maintenance and football pitches agreed.	
Open spaces					
Sports Pitches	Improve sports pitch maintenance. Through obtaining advice develop an annual inspection and maintenance program. Ensure grass cutting is maintained to acceptable standard.	IF	Sep-24	Pitch Power grant has been awarded and regular pitch quality monitoring is being done. New contract is working much better. HYFC groundsman is now working with us. Working with Football foundation and Berks and Bucks FA regional pitch inspectors to improve the quality of the pitches - especially at the Airfield. Costs needed for sand dressing to allocate a sufficient budget.	
Street lights	All new lanterns are LED. Reserves held for replacements. Keep updated record of UMS certificates.	IF	ongoing	10 columns identified for replacement	£ 15,000
Grass Cutting	Review more biodiversity-friendly approach to grass cutting	IF	ongoing	Areas for wilding are being reviewed with some trial areas being seeded with wild flowers.	£ -

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Repair/replace out-worn playground equipment	Replacement of failing equipment as needed. EMR needed to fund in future.	IF	ongoing	All play areas fairly new with regular inspections to identify issues.	£ 36,000
Trees	Carry out tree work identified through the survey and prepare a maintenance plan	IF	Dec-25	New biennial survey carried out 2024 and maintenance work identified is scheduled.	£ 5,000
	Treescapes Project	IF SG	Mar-25	Monitor and maintain trees planted in March 22 and reclaim costs from grant. 24-25 maintenance grant now received for watering.	
	reLeaf village tree planting project. Work with volunteers to plant trees in the village.	SG IF	Sep-25	Many trees already planted. Some relocating needed of larger trees. Watering to continue to 2025.	
	Phased removal and replanting of Leylandii hedge on Sheerstock boundary	IF	Mar-26	phases 1&2 complete. Watering needed to 2025. Phase 3 decision needed.	
Green Flag accreditation scheme	Review/cost feasibility of seeking	IF	Jun-27	date extended due to other priorities	
St Mary's churchyard boundary walls repair	Phased of restoration programme. EMR need to fund over several years.	IF	Mar-26	Progress slow due to slow response from architect. Need to undertake a structural survey of the lichgate	£ 120,000
School boundary wall (ivy covered)	undertake inspection by removal of some ivy; obtain a quote for repair work; schedule work. Talk to Diocese about funding.	IF SG	Sep-24	Work now complete, decision made not to paint.	£ 50,000

Objective	Actions	Officer	Target	Progress	Budget
Ponds	Annual maintenance schedule for ponds	IF	Oct-25		£ 3,000
	Improve the marginal planting on the surrounds of Church End Pond	IF	May-27	once pump is up and running further improvements needed	£ 5,000
	Investigate the possibility of installing a solar powered bore hole to top up Church End Pond	IF	May-26	Waiting for Faculty permission to come through. Ready to go with contractors once we have this.	£ 10,000
Haddenham Stream	Work with the riparian owners and specialist contractor to obtain grant funding to restore the watercourse flow and improve biodiversity.	IF SG	Sep-26	A survey of the full length of the stream is needed. Need to authorise funding for an initial assessment before a full survey can be carried out.	£5,000 then £15,000
Cobbles at Church End / St. Mary's	Identify means of making the cobbles more accessible or an alternative access to the Church. Use EMR for churchyard.	IF	Mar-26	Conservation Architect appointed to investigate options.	£ 20,000
Allotments, Orchard, Snakemoor	Allotments and Orchard Committees to meet regularly to support volunteers and agree management plans	IF	ongoing	Allotments and Orchard continue to run well through established sub-committees.	
Service contracts	Contract monitoring to ensure service delivery.	IF	ongoing	Maintenance team	
	Carry out a tendering process when service contracts are coming up for renewal.	IF EM	Mar-26	churchyard maintenance, and pitch cutting will be brought in-house from Apr 26. New streetlight maintenance contract tendered and awarded Feb 26	

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Grounds Maintenance Team	Continue to bring maintenance services in-house and plan to take on newly adopted PoS.	IF EM SG	Mar-26	3 team members recruited. 4th person may be needed after April 26	
Prepare a business plan for becoming a burial authority	Attend cemetery management training course	SG IF DH	Nov-25	IF attended training course.	
	Register as a burial authority	EM SG IF	May-27	ICCM membership set up and local branch meeting attended by SG and EM.	
	All relevant documentation in place to comply with legislation	EM SG IF	May-27	Working party have meet and finalised draft burial ground regulations to be considered by full council.	
	New mapping and bookings software	SG SL	May-26	To be reviewed with review of finance software.	£ 4,000
	Charges to be agreed	EM SG IF	Dec-26		

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Buildings					
Hiring / leasing agreements	Ensure all sports clubs have licences in place and annual fees are reviewed	SG EM	Apr-26	AITC partnership for the Airfield now set up. Woodways licences in place with all clubs. New licences needed Apr 26.	
	Sports and Social Club lease	SG EM	complete	Licence in place	
All buildings	Ensure all necessary health and safety measures are in place.	ALL	Ongoing	Fire alarm checks, legionella procedures in place. Have now signed up with Worknest and are working on policies with them.	
	Ensure all licences required are in place and up to date	EM	ongoing	TV licence & PPR licence in place for Airfield	
	Cleaning and repairs	IF	Ongoing	Cleaner appointed and reviewed annually, need to make arrangements for a regular deep clean	
	establish a building maintenance schedule to ensure all M&E are regularly serviced and repaired or replaced as necessary. Investigate suitable software to do this.	IF	Dec-26	basic process in place, software option not started	
Decarbonisation and energy usage reduction	Monitor effectiveness of solar panels at Airfield and Woodways	EM	Sep-26	A SEG has now been set up for the Airfield pavilion. Woodways is still in progress.	
Events					

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Summerfest / Winterfest / Remembrance Sunday	Support local fundraising events by allowing land to be used; arranging road closures and licences	SG IF	ongoing	Winterfest very successful at Banks Park Dec 25. Summerfest 2026 cancelled. Bucks Council contacted regarding road closure for the Fair.	
Haddenham Feast	Review set up with Fair owners to address safety concerns	SG IF	Aug-26	Bucks Council contacted regarding road closure for the Fair. Waiting for feedback. Will need to draft a written agreement.	
PLANNING COMMITTEE					
New Planning Applications	Respond to BC consultations on c.100 planning applications per annum	SG JH	Mar-25	Ongoing process	£ -
Major developments	Meet with developers pre-application	SG	ongoing	Planning Applications submitted by Land Improvements for 700 homes to the north of the Airfield. Station Road application for business units and 300 homes. Greencore reserved matters on land at Churchway likely to be amended (meeting held Jan 26). Miller homes undertook consultation for 100 houses on the East of Stanbridge Rd.	£ -

Objective	Actions	Officer	Target	Progress	Budget
	Submit detailed responses to outline and reserved matters applications noting residents' concerns where material	SG	ongoing	Land at Churchway - additional comment submitted regarding pedestrian access.	
	Negotiate on the provision of new facilities through S106 or CIL contributions and adoption by the PC	SG	ongoing	Need to develop our own sports strategy in light of new development with no policies in place.	
	Liaise with developers during construction	SG EM KG	ongoing	Land transfer discussions ongoing with CALA and Dandara	
Hostile Applications	ensure the Council is represented at BC committee, public hearings or inquiries	SG	ongoing	reserve held for this purpose	
Enforcement	Report breaches of planning regulations liaise with BC officers to rectify	SG KG	ongoing	New standing agenda item to log these and monitor.	
Streetscape Projects	Work with PJA and BC to progress the 20mph project	SG KG	Jun-27	Dependent on speed reduction measures on Thame Rd & Standbridge Road.	£ 20,000
	Improvements to pedestrian and cycling provision along Thame Road	SG KG	Dec-25	Public consultation complete for crossing point near to the station with general support for the project.	£300,000 (S106)

Objective	Actions	Officer	Target	Progress	Budget
	Identify funding sources to deliver projects	SG KG	Mar-29	Stanbridge Road now included in 2 S106 agreements. Approved Churchway application will make a contribution. Pegasus Way crossing point include in Airfield planning application.	
Neighbourhood, Local & regional Plans	Monitor progress with Bucks Council Local Plan and respond to consultations; CaMKOx corridor plans for growth; "Planning for the Future" White Paper	SG KG	Dec-27	Feb 26 plan documents published. Haddenham allocated for extended settlement in NESS with 3,500 homes in the new plan period.	£50,000 (new NP)
Neighbourhood Plan Review - Future Haddenham	Undertake a stakeholder engagement and scoping exercise to facilitate a decision on a new HNP	SG	Jul-26	Dec 2025 HPC agreed to proceed to a new NP based on growth around the station. Publication of NESS document by BC in Feb 26 means this decision will need to be revisited.	£ 9,386
Open spaces on land at Haddenham Airfield	Work with IBB solicitors to transfer the next areas available.	SG EM	Aug-26	Solicitors are progressing the transfer papers but awaiting remedial groundwork. There has been contact between solicitors to move the transfer along but no date has been given.	£ -

Objective	Actions	Officer	Target	Progress	Budget
	Work with S106 Monitoring Officer to ensure the land has been laid out in accordance with the approved plans and all safety and maintenance work has been carried out.	SG EM	ongoing	Initial Inspection carried out and certificate issued.	£ -
	Issue invoice for commuted sum	SG	Aug-26	sum being recalculated	£ -
	Final inspection	SG IF	Aug-26	Inspection identified some remedial work needed which Cala are doing. Changer of personnel at Cala. Chasing regarding final inspection.	
Open Spaces on Land at Dollicott (Platers Road)	Work with IBB solicitors to obtain legal advice on the title deeds	SG EM	complete	paperwork signed and complete	£ -
	Work with S106 Monitoring Officer to ensure the land has been laid out in accordance with the approved plans and all safety and maintenance work has been carried out.	SG EM	complete	met with Cala and agreed tree work and waste clearance needed which has now been done	£ -
	Issue invoice for commuted sum	SG	complete	Commuted sum received	£ 20,397

Objective	Actions	Officer	Target	Progress	Budget
Open Spaces on Land at Aston Road	Work with IBB solicitors to obtain legal advice on the title deeds for up front legal agreement	SG EM	Jul-21	Agreement signed.	£ -
	Work with S106 Monitoring Officer to ensure the land has been laid out in accordance with the approved plans and all safety and maintenance work has been carried out.	SG EM	Complete	Initial Inspection carried out April 2021 due for hand over legal process near completion.	£ -
	Pre-transfer site inspections			Phase 2 & 3 site inspections carried out. Snagging identified, particularly dead trees which will be replaced in the autumn. Further inspection required. Phase 2 progressed on the understanding of tree replacement to happen	
	Issue invoice for commuted sum phase 1	SG	Aug-24	Phase 1 received	£ 312,000
	Issue invoice for commuted sum phase 2	SG	Aug-25	Phase 2 received	£ 164,183
	Issue invoice for commuted sum phase 3	SG	Sep-26		
Sports pitches on land at Aston Road	Work with IBB solicitors to obtain legal advice on the title deeds for up front legal agreement	SG	Jul-21	Completed, agreement signed.	
	Facilitate an agreement between Dandara and Haddenham Cricket Club to obtain an ECB approved layout of the site	SG EM	May-27	Inspection in autumn 25 identified significant issues with the new pitch. Inspection scheduled for Feb 2026 to agree remedial work needed (Dandara, HPC, ECB, HCC)	

Objective	Actions	Officer	Target	Progress	Budget
Design and Construct Aston Road pavilion	Appoint architect and project manager	SG/EM	complete	Completed – PCMS appointed	
	Agree design	SG/EM	complete	planning application submitted Dec 2024	
	Planning Permission	SG/EM	Jan-25	granted	
	Detailed design and specification	SG/EM	Sep-25	complete	
	Carry out tendering process	SG/EM	Mar-26	out to tender Feb 26	
	Appoint contractor	SG/EM	Apr-26		
	Review specification and sign contract to build	SG/EM	Apr-26		
	Building work – monitoring with PCMS	SG/EM	Mar-27		
	DoV for the S106 agreement	SG	complete	Pavilion now included as a project	
	S106 claim from BC	SG	Dec-25	£1.3M approved by BC but can't claim until building work starts.	
New Burial Ground	Obtain Environment Agency approval	EM SG IF	Sep-26	Stage 1 of the ground water RA completed. Arboricultural, Biodiversity and ecological reports done and Bio-diversity Matrix. Delays due to change of staff and confusion over prior approvals. Landscape plan needed.	
Street lights on land at Aston Road	Agree a commuted sum	SG EM	completed	agreement signed.	£440 per column
	Inspection before adoption	SG EM	Sep-26	In progress	£ -

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	Issue invoice for commuted sum	SG	Sep-26		£ 8,800
Village Hall Phase 2/3: Refurbishment / rebuild of remainder of complex	Set up working group with representatives of HPC and HVH	SG EM	ongoing	progress slow due to lack of clear decisions by HVH/HPC.	
	Appoint architect / project manager	SG EM	Sep-25	Complete	
	Decision on rebuild or refurbish & phasing	SG EM	Dec-25	decision made to refurbish	
	Funding sources; need to plan ahead	SG EM	Mar-26	S106 main contributor is still in planning stage. May also need a PWBL	
Woodways Pavilion	Full condition survey	SG	Feb-19	Identified significant maintenance work required.	
	Appoint architect / project manager	SG EM IF	Aug-24	Quote received and accepted	
	Options appraisal	SG EM IF	Sep-26	working group will be set up. Other priorities have meant this has slipped.	
	Decision on rebuild or refurbish	SG EM IF	Dec-27		
	Funding sources need to plan ahead	SG EM IF	Dec-27	S106; Pitch Power grant; may also need PWBL &/or private investment	
Burial Ground / Car Park / Pavilion site on land at Aston Road	Work with IBB solicitors to transfer the land	SG EM	Mar-26	Anticipated that this land can be transferred ahead of the cricket pitch	£ -
Land at Churchway	Negotiate to adopt open spaces &/or play areas on the development	SG	complete	confirmation from Redrow that they won't do this.	£ -
Adoption of street lights	Agree a commuted sum	SG	complete	Redrow have confirmed the PC will be offered the street lights	£440 per column
	Inspection before adoption	SG IF	Mar-28		£ -
	Issue invoice for commuted sum	SG	Mar-28		

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FINANCE AND GENERAL PURPOSES					
Monitoring of S106 funding	Work with BC Officers to ensure HPC is aware of all S106 receipts, projects assigned, balance remaining and ensure usage before expiry date.	SG	Ongoing	monitoring receipt of parking review contribution by Redrow to initiate that project.	
Staff and Councillors					
Councillor Training	Ongoing training for Councillors. Identify resource for capacity building & mentoring programme.	SG	ongoing	courses booked as they become available	£ 1,000
Staff Training and Performance Review	Through a regular performance review program, ensure all staff have skills necessary to fulfil their role and keep up to date with current legislation and good practice. Encourage personal development and expansion of roles.	ALL	ongoing	As the responsibilities of the PC have grown staff have undertaken training and their roles have evolved to meet the needs of the Council. New staff training by in-house mentoring and external courses.	£ 1,000
Burial Ground Management	Consider whether a specialist role of Burial Ground Manager is needed or if the role can be taken on by current staff with experience and some training.	SG EM	Dec-26	staffing review identified the need for a new part-time role	£ 10,000
Youth Club	Employ the services of a youth worker and liaise with Buckinghamshire Council and Haddenham Junior School to run the youth club.	SG	ongoing	Youth club now up & running. Regular meetings with HJS now held to deal with any issues	£ 6,000
Flexible working	Cloud based IT system and laptops have allowed staff to work from home. This will continue on a limited basis.	ALL	ongoing	keep IT system under review	£ -

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Retain Quality Council status under the Local Council Award Scheme	Ensure all policies necessary are in place and up-to-date and published on the HPC website.	EM SG	Mar-26	Missed Jan deadline due to other work pressures, now aiming for Mar 26	£ -
Customer facing service	Ensure all best practices are being followed	ALL	ongoing	schedule of policy updates is maintained. Publicity campaign for cllrs was carried out for elections 8 elected 3 co-opted.	£ -
	As far as possible ensure a member of staff is available in the PC office to provide a face to face customer service	All	ongoing	This is well used but can be quite disruptive to the office. Committee & Communications Officer re-appointed from Jan 26.	
Council meetings	Use of hybrid and informal meetings. Purchase of specialist conferencing equipment has allowed meetings to be held more safely by allowing residents to join remotely. This practice will continue.	ALL	ongoing	Cllrs unable to join meetings remotely and vote due to antiquated legislation. This is now proposed to be changed by the Government Public & staff can join remotely.	£ -
Charities					
Banks Park Recreation Ground and Haddenham Educational Charities	Ensure the Council continues to fulfil its role as sole trustee of the charities and complies with Charity Commission regulations	ALL	Ongoing		
Amalgamation of Haddenham Charities	To obtain legal advice on potentially merging some or all of the smaller charities into a new CIO.	SG EM	Apr-25	Solicitors advice received, amalgamation of all the charites isn't possible. Support the Parochial Charities to modernise.	
	Consultation of public & stakeholders	SG EM	Apr-22	completed	

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	Agree a scheme for the new CIO	SG EM	Aug-22	HoTs agreed	
	Obtain charity commission approval for the new CIO	SG EM	Jun-25	cancelled	
	Transfer charity assets to the new charity	SG EM	Dec-25	cancelled	
	Allotment site lease renewal	SG EM	Jun-23	completed	
Parochial Charities	Support trustees with day to day management	SG EM	Dec-25	3 new trustees recruited following the death of Steve Sharp	
Banks Park - New leases for PC Office and HVH	Prepare draft Heads of Terms	SG/EM	Dec-20	completed	
	Agree Heads of Terms with HVH	SG/EM	Mar-21	Agreed	
	Obtain legal advice on behalf of BP	SG/EM	Jun-23	This has been done and has led to wider discussion on the amalgamation above	
	Contact Charity Commission to make sure new arrangements are acceptable	SG/EM	Jun-23	Partly completed. Have options from CC to take forward to BPRC/ HVH CIO	
	Draft new leases and agree with all parties	SG/EM	Jun-26	Head of terms agreed between HVH & HPC. Lease needs agreeing between BP and HPC following CC and legal advice.	
BPRGC – Banks Cottage Lease	Lease renewal process started but stalled during pandemic.	SG EM	Jun-26	Most heads of terms have been agreed but some outstanding discussion on some points. Recent request to extend the building will impact on this.	

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	Extension of Banks Cottage	SG EM	Mar-27	<p>Planning application approved. Out to tender for building work Feb 26. Draft Heads of Terms are agreed for the funding and new lease. Need to appoint a solicitor to progress the lease.</p>	

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CLIMATE EMERGENCY					
Climate emergency declaration	Zero carbon emissions for the village	ALL	2030	Deadline to achieve net zero carbon emissions	
	Identify priority projects	SG KG	Jan-20	Presented to PC and agreed	
	Set up collaboration with ZCH to progress priority projects	SG KG	ongoing	representative has joined Committee	
	Implementation strategy	SG EM	ongoing	Working groups revised in 2024	
	Community Engagement	SG KG EM	ongoing	Home Energy Fair held in November 24. 45 Free Warmer Home assessments launched for winter 25/26.	£ 2,000
	Provide ongoing support for the electric vehicle club and review progress through regular meetings	SG EM	Mar-25	New EV hire agreement entered into with Zimbl and cars now available.	
	Identify ways of encouraging home owners to decarbonize their homes and reduce energy usage.	SG EM	ongoing	45 Free Warmer Home assessments launched for winter 25/26.	
	Reduce food waste and the carbon footprint associated with the food we eat	SG EM	2030	Pilot Food waste project started in November 2025 for 5 weeks inconjunction with Foodwise.	
	Investigate the possibility of a Community Energy Project if the new Energy Bill is passed in Parliament.	SG EM	ongoing	BC will not allow a lease on their land for this. Continue to consider options.	

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	Work with local land owners on a large scale tree planting project, in particular on the flood plain.	SG EM	Jun-26	New project to plant a community hedge and assessing the biodiversity of existing Council owned hedgerows.	

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PARTNERSHIP WORKING					
Proactive working with Buckinghamshire Council	Take an active role in the Community Board, BMKALC, possible future delegation opportunities etc	SG	ongoing	There is a growing lack of interest in the Community Board due to lack of clear priorities supported by the parishes.	£ -
Devolved Services	Participate in discussions and consider opportunities for renewal and expansion of devolved responsibilities.	SG IF	Mar-26	Mapping of verges reviewed with BC and updated for 26/27 funding. New MoU to be issued in Feb 26 to replace the original agreement.	£ 7,000
Haddenham-Thame and Haddenham-Aylesbury (cycle) Greenway	Continue to actively support and participate in collaboration with Buckinghamshire Council and others.	SG IF	Not known		£ -
Support for local organisations	Maintain a grant awarding policy to offer financial support to local organisations	SG	Ongoing	Hosted the group following a promotional cycle with the Henley & Thame MP and local Cllrs and cycle clubs.	£ 7,000
	Assist organisations with grant applications to other bodies	EM	Ongoing		£ -
	Appoint representatives to support the work of voluntary organisations	SG	ongoing		£ -
Community Liaison	Working with community groups for the benefit of the parish; supporting events; hosting events on PC land	ALL	ongoing	Summerfest & Winterfest now held on PC land.	£ -
	Supporting an inclusive community	ALL	ongoing		£ -
Updates in red Feb 2026					