



HADDENHAM
Parish Council

HADDENHAM PARISH COUNCIL

STRATEGIC PLAN 2026 -2031

Reviewed 7th September 2026





H A D D E N H A M
P a r i s h C o u n c i l

Contents Page

Introduction from the Chair.....	3
History of Haddenham.....	4
What does Haddenham Parish Council do?.....	6
The Environment.....	7
Key Achievements 2016 - 2026.....	8
Business Objectives 2026 - 2031.....	11
Action Plan 2026 - 2031.....	16
Budget Forecasting 2026 -2031.....	24
Ear Marked Reserves.....	28
S106 Funding.....	29



H A D D E N H A M
P a r i s h C o u n c i l

Introduction from the Chair

Welcome to Haddenham Parish Council's Strategic Plan.

The Parish Council is at the heart of our local community. Over the last few years, we have taken significant steps to ensure that we are a self-sufficient, proactive and responsive Council that can effectively meet the needs of our growing community.

After many years of little change Haddenham was designated a 'strategic settlement' in the Vale of Aylesbury Local Plan in 2015 and since then the village has experienced significant growth with the number of homes more than doubling. This growth brings both opportunities and challenges, and it is important that the Parish Council continues to respond positively and effectively to the changes taking place within our community.

Our Strategic Plan sets out the Council's priorities and provides a clear framework for how we will work towards achieving our objectives. Our core values are underpinned by proactive engagement with our community and forward-thinking business planning. This forms the basis of the actions we will take to deliver positive outcomes for Haddenham and its residents.

- **A culture of Civility and Respect**
- **Building strong community partnerships**
- **Long-term financial sustainability**
- **Accountability and transparency**
- **Reducing carbon emissions and embedding Carbon Literacy throughout**
- **Maintaining and investing in our assets**
- **Protecting residents from unnecessary costs through land and asset adoption**

CLlr David Truesdale MBE
Chair of Haddenham Parish Council





HADDENHAM
Parish Council

History of Haddenham

Early History

The Domesday Book shows that Haddenham was a thriving manor in 1086. Although dwellings were scattered rather than forming a village, it already had a church, water mills and an organised community. Soon after the Norman Conquest, King William granted the manor to Bishop Gundulf of Rochester, with the Dean and Chapter of Rochester continuing to hold land and influence in Haddenham for centuries.

By 1295, Haddenham had grown sufficiently important to receive a charter for a market and fair. However, objections from nearby Thame resulted in these rights being withdrawn in 1302. The Haddenham Feast held each September is not connected to this medieval fair, but to the feast of St Mary, a long-standing village celebration.

For centuries, Haddenham was predominantly an agricultural community, including the husbandry of Aylesbury ducks. The Enclosure Act of 1830 marked the beginning of significant change, replacing open-field ridge-and-furrow farming with enclosed private fields. Increasing mechanisation reduced the need for farm labour, while urbanisation encouraged people to move to towns, factories, mines and overseas. Haddenham's population did not exceed its 1851 total of 1,703 for more than a century.

Haddenham Parish Council was established in 1894, taking on civic and charitable responsibilities previously undertaken by the Church. More than 130 years later, it remains at the heart of village life.

The 20th Century

The railway arrived in 1905/06, bringing a mainline station and station master's house. Growth remained slow, while the First World War brought the loss of 52 young men. The Second World War became a major catalyst for change. The pre-war private aerodrome was taken over by the military and designated RAF Thame, initially training army glider pilots before serving other military purposes. Although it never gained concrete runways, support factories established there provided the foundations for today's industrial estate, now home to businesses including McCormick UK, DAF and GGR.

During the war, Banks Park was also requisitioned for military use. After 1945, the Parish Council retained the Nissen huts for community activities, which evolved into today's Village Hall complex. Banks Park is now also home to the Community Library, Scout & Guide Centre, gym, dentist and Parish Council.

Part of Banks Park was sold to Spicer Hallfield in 1952 for a paper and printing factory. The site later became Spicer's Yard and Printer's Piece.



History of Haddenham

Post-war Growth

Haddenham's population grew considerably after the war:

Year Population

1851 - 1,703

1951 - 1,666

1981 - 4,815

2011 - 4,502

2021 - 5,725

The original settlements of Townsend, Fort End and Church End gradually coalesced. Housing expanded from the 1950s, with major development at Sheerstock in the 1970s. Although the railway station closed in 1963, Haddenham gained schools, Snakemoor Nature Reserve, Tiggywinkles, a Medical Centre, Museum and Garden Centre. Many traditional shops, banks, garages and pubs were lost as lifestyles changed.

Into the 21st Century

The opening of Haddenham & Thame Parkway in 1987 transformed the village's future. Improvements to the railway, including the Oxford link in 2015, together with the M40, placed Haddenham firmly within London's commuter orbit. Since 2013, more than 1,200 new homes have been built, bringing around 3,000 additional residents and new community facilities, sports pitches and recreation spaces.

With the creation of a Unitary Buckinghamshire Council further growth is expected, With the development of Bucks Local Plan currently out for consultation, we anticipate a further 3000 - 6000 houses over the next 10 years.

Despite this amazing growth, Haddenham retains a distinctive identity through its Conservation Area, ponds, 120 listed buildings, Turn End garden and widespread use of witchert, its traditional local earth walling.

Today, Haddenham combines a rich history with a vibrant community, sustained by its many organisations, facilities and volunteers who continue to shape its future.





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What does Haddenham Parish Council do?

- We own and maintain a range of community facilities, backed up by an asset management plan and long-term reserves.
- We undertake projects to provide new and improve existing facilities.
- As a Statutory consultee for local planning applications, we review and comment on all new applications submitted to Bucks Council. From small extensions through to large new housing developments.
- A qualified Clerk and two thirds elected Council Members allows us to use the **General Power of Competence** an additional powers to deliver a wider range of benefits to our residents.
- We are the Trustee of two local charities and support three parochial charities.
- We work in partnership with many wonderful volunteers in our community.
- Annually update our 5-year business plan, its accompanying action plan and prepare a budget to deliver the objectives set.
- We work with Buckinghamshire Council on local projects but we are **NOT** responsible for: highways, planning decisions, education, refuse collection or adult and children social care, where we rely on them to take the lead.

....what we do look after....

Recreation Areas:
Airfield Recreation
Banks Park
Sheerstock
Woodways
Cricketers Way x2

War Memorial
Woodways Pavilion
Airfield Pavilion
Ponds
Haddenham Youth Club

Grants
Parochial Charities
Planning consultations
Banks Park Recreation Charity
Education Charity

Allotments Site
Trees on Council owned land
Verge cutting (within 30mph zones)
Community Orchard
Snakemoor Nature Reserve
Country Park

Bus shelters
Dog bins
Benches
Little bins
Street Lights (with some exceptions)



H A D D E N H A M
P a r i s h C o u n c i l

The Environment

Haddenham Parish Council is very concerned about the impact of Climate Change. At a Full Council meeting on 24th June 2019, the Council agreed to declare a Climate Emergency and pledged to make Haddenham carbon neutral by 2030.

In order to achieve this goal the Council will use an evidence-based approach to identify the highest-impact actions for residents to take to reduce carbon emissions.

This approach led to the formation of four working groups to focus on different areas:

- **Haddenham FoodSavers** - aims to reduce carbon emissions associated with food consumption and food waste.
- **Electric Vehicle Adoption** - aims to reduce the use of petrol and diesel vehicles and increase electric vehicle use within the parish.
- **Home Energy** - aims to help residents reduce carbon emissions within the home.
- **Land Use** - aims to reduce carbon emissions by promoting the use of land in a sustainable way.

The Council realised early on that to be successful a partnership approach would be needed and has successfully worked with engaged and enthusiastic members of community who also share the same Zero-Carbon objectives. As part of that engagement, The Council held a Climate Collaboration Forum for all stakeholders across the village, including residents, local organisations and schools, providing a platform to discuss priorities and opportunities to work together for the benefit of the whole community.

Some of the projects we have achieved:

- The construction of the Airfield Pavilion won an
- Solar Panels at Woodways
- Village Hall decarbonisation project
- Food waste education workshops
- Installation of EV chargers and EV car hire
- Free Efficient Energy Home Fairs and Home Energy Assessments
- Borehole installation at Allotments
- Haddenham Hedge Project - to protect and improve biodiversity of our hedges





H A D D E N H A M
P a r i s h C o u n c i l

Key achievements from 2016 to 2026

The Parish Council is always looking at new initiatives to improve the facilities for the residents of Haddenham. Whilst some of our projects are funded by the precept many are funded through developer contributions to the community from new housing within the village, or through grant funding. The following are some of the projects completed in recent years:

- **Haddenham Village Guide:** Update guide published in 2025 and contains lots of interesting information on the village, including details of the many village groups and activities.
- **Streetscapes:** a traffic impact study that through consultation with the community identified locations where changes to the road layout would improve things for pedestrians, cyclists and vehicles. Several long-term projects have resulted as funding becomes available through S106 contributions. Funded 50:50 through a Community Board Grant and the Neighbourhood Plan Reserve.
- **Village Hall Phase 2:** a carbon reduction project carried out in 2023 in partnership with the management committee to install solar panels, air-sourced heating and improved roof insulation. Funded through S106 contributions.
- **EV Car Hire:** in partnership with Zimbl, are delighted to be providing two EV (Electric Vehicles) cars which residents can hire for as little as one hour. We have also introduced a delivery and collection service which makes hiring the EV so easy. ₂
- **Woodways Pavilion Solar Panels:** The Parish Council installed panels to reduce carbon emissions and save money at the Woodways Recreation Ground pavilion. Through ear marked reserves.
- **Energy Efficient Homes Fair:** in partnership with Buckinghamshire Community Energy to host an event providing information and guidance for homeowners on how to reduce and decarbonise energy use. Through ear marked reserves.
- **New Pavilion at Airfield Site:** The building of a new Pavilion to allow the local junior football team, and other sports clubs, was completed in early 2023.
- **Installation of EV Charging points:** A public electric vehicle charging point and dedicated parking space has been installed at the Village Hall car park. Combination of grants from the CO-OP Community fund and Community Board
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H A D D E N H A M
P a r i s h C o u n c i l

Key achievements from 2016 - 2026

- **Church End Pond:** Essential pond maintenance was completed at Church End pond in September 2022 to prevent the pond from becoming filled by silt. Approximately 400 tonnes of silt was removed to ensure the pond is preserved and remains in a healthy state for the wildlife
- **Townsend Community Orchard Path Improvements:** Works in the summer of 2022 were carried out to improve the surfacing of the path, widen the entrance gate and install raised beds so that the Orchard is more accessible to those with limited mobility.
- **Refurbished Kitchen at Woodways Pavilion:** The old and worn kitchen was upgraded with new units and surfacing.
- **Woodways Playground Refurbishment:** As much of the ageing wooden play equipment at Woodways was beginning to show signs of wear, we completed a refurbishment of the playground in late 2021 to ensure that it remains a safe and exciting place for the children of Haddenham.
- **Woodways Tennis Courts extension, new path and parking:** The extension of the tennis courts provides two new Mini Courts, a new pedestrian path along the front of the courts and an improvement to the car parking provision.
- **Village Hall Phase 1:** Day Care Centre Refurbishment, convert the partially disused and dilapidated Day Care Centre back to office and community space. This included urgent repairs to the roof and ageing boiler and the creation of a modern, fit for purpose meeting room available to hire by the community, as well as a larger Parish Council office to accommodate growing numbers of staff in a safer working environment, and a reception area for visitors. We were able to move into the new office in June 2021. Funded through a New Homes Bonus grant and S106 contributions.
- **Refurbishment of the Youth Centre Kitchen:** the kitchen was fully refurbished in 2019. Funded by a New Homes Bonus grant.





H A D D E N H A M
P a r i s h C o u n c i l

Key achievements from 2016 to 2026

- **Green Lane:** in 2018 the project involved the clearance and surfacing of the overgrown bridleway to create an accessible walking and cycling path, a section of the planned cycleway to Aylesbury. Funded through a new Homes Bonus grant.
- **Playground Refurbishments at Sheerstock, Woodways and Banks Park:** As much of the ageing play equipment was beginning to show signs of wear, new equipment has been installed between 2018 and 2022 in all of our existing play areas. Funded through S106.

Adoption of new land and assets

- Land at Townsend that is now been developed into a Community Orchard
- Land at Haddenham Airfield, including sports pitches, a play area and public open space
- Land at Aston Road, the country park, two play areas, a MUGA and public open space
- Land at Platers Road
- Streetlights at Platers Road, Haddenham Airfield and Aston Road.

.....with many more projects to come!....



Business Plan Objectives 2026 - 2031

Resolved at Full Council 12th January 2026



This plan sets out the main business objectives for Haddenham Parish Council for the next 5 years. The accompanying Action Plan sets specific tasks and targets and will be used to monitor progress.

Facilities Committee

Management of the Parish Council's assets, land & premises asset Management

- Ensure all Parish assets (land and premises) are properly managed with all necessary health and safety processes in place.
- Ensure all necessary hiring / leasing agreements are in place for the use of all community facilities; manage the hiring out of the PC's Conference Room; conduct an annual review of hiring charges;
- Have in place asset management plans for open spaces, playgrounds and play equipment, street lights, trees, ponds etc. and keep under review annual programmes and arrangements for their maintenance, upkeep, repair and improvements or replacement.
- Ensure newly adopted play areas and street lights are added to asset register and inspection schedule.
- Have contracts in place for the management of streetlights and play areas.
- Identify and implement an asset management software package.
- Continue the programme to restore boundary walls at St. Mary's Churchyard.

Buildings

- Review of the arrangements with Active in The Community for the Airfield pavilion.
- Review of office space to accommodate additional staff.
- Promote and support community use of the facilities.

Open Spaces

- Continue to bring the grounds maintenance service in-house through training, further recruitment and equipment purchase
- Investigate mapping project to plot all allotments; if successful, could be used for burial plots.
- Ensure adopted land is added to the maintenance schedule and managed in line with the requirements of the relevant planning permission.
- Once management plans are in place, investigate the feasibility of seeking Green Flag accreditation.
- Continue to prioritise biodiversity in working practices.
- Support volunteer groups who manage the allotments, Snakemoor and Townsend Community Orchard on behalf of the Parish Council.
- Progress the solar bore-hole project to supply water to Church End pond.
- Consider options for cobble relaying project.

Business Plan Objectives 2026 - 2031



Events

- Review the arrangements for Haddenham Feast with the organisers of the Fair to address safety concerns.
- Provide support for Haddenham Village Fete and Haddenham Beer Festivals

Planning Committee

Development management, forward planning, and major projects.

Development management & forward planning

- Respond to Buckinghamshire Council consultations on circa 100 new planning & listed building applications per annum.
- Advice to residents about planning matters
- Where breaches of planning laws are identified report these to the Enforcement Team at Buckinghamshire Council and monitor subsequent action.
- Hold pre-application meetings with developers when invited.
- Negotiate new facilities for inclusion in S106 (and future CIL) agreements, particularly sport/leisure/recreation, Streetscape and walking & cycling opportunities.
- Liaise with developers during construction; monitor construction for deviation from plans or flaws in building work; mediate as appropriate between residents and developers.
- Monitor progress with the emerging Local Plan for Buckinghamshire and actively participate during forthcoming consultation stages.
- Following on from the scenario planning exercise in 2025 take this project forward to start work on a revised Neighbourhood Plan.
- Undertake a local Housing Needs Assessment to support the potential for establishing a Community Land Trust

Major Projects

- Progress the design of a new burial ground at Aston Road through planning. Once planning permission is granted prepare a detailed specification to tender for implementation.
- Tender for the construction of a pavilion at Aston Road, and assuming the cost is within budget, appoint a contractor to start building work.
- Village Hall: work in collaboration with the Village Hall Management Committee to bring forward investment plans for the improvement of the main hall, Walter Rose room, Mabel Parkinson room and Foyer.
- Woodways pavilion: carry out options appraisal, agree the way forward and identify sources of funding.

Business Plan Objectives 2026 - 2031



Major Projects continued

- Enter into a partnership with Haddenham Dental to extend Banks Cottage to accommodate growth of the dental practice. Once the funding agreement is in place, finalise the specification and undertake a procurement process to appoint a contractor to carry out the building work.
- Streetscape: progress 20mph zone as priority arising from final report; identify opportunities for promoting/funding further projects.
- Work with HadSWAC and Thame Town Council to progress Thame-Haddenham- Aylesbury cycle/greenway with Buckinghamshire Council and Oxfordshire County Council.
- Monitor receipt and expenditure of S106 agreements to ensure projects are delivered and all available funding is utilized within time limits by Buckinghamshire Council, particularly cycle connectivity to Thame and Aylesbury; commuter parking near Station, and speed limit changes.
- Identify alternative sources of funding where the cost will not be covered fully by S106 contributions.
- Support residents' group on the Speedwatch scheme, and review findings.
- Support residents to set up a flood group to ensure water remains free flowing and to promote an understanding of riparian responsibilities.
- Lead the process of renewal of the registration of the Rising Sun and Kings Head pubs as Assets of Community Value, which expire in 2026.

Transfer of assets from developers

With new housing developments in the village the Parish Council has agreed to take over the ownership and management of a large amount of amenity space at:

- Haddenham Airfield (Tibbs Road) – Cala Homes
- Progress transfer of the remaining parcels of land;
- Aston Road - Dandara
- Transfer of remaining open space including NEAP, cricket & burial ground.
- Adopt the streetlights
- Land west of Churchway – Redrow
- Adopt the streetlights after highway adoption by Bucks Council.
- Retrieve and store the negotiated of witchert supply for village use.
- Negotiate walking/cycling connectivity to Station from Phase 2 of the land at Churchway site Redrow development.



H A D D E N H A M
P a r i s h C o u n c i l

Business Plan Objectives 2026 - 2031

Finance & General Purposes Committee

Operational business management, budget & finances, external relationships, and communications.

- Annual review of Business (overview) and Action (detailed) Plans
- Annual budget review and precept setting
- Quarterly income & expenditure monitoring
- Audit and accounting protocols and routines in accordance with financial regulations
- Maintain and update policies and procedures
- Grants and practical support to local groups/organisations including Haddenham Community Library to ensure continuation of a local library service.
- Support a Youth Club to run from the youth and community centre
- Grants for public-facing wicket walls upkeep and advice.
- To manage and participate in the relationship with outside bodies including Buckinghamshire Council, BMKALC, NALC, SLCC, neighbouring Town & Parish councils and parish meetings
- Take an active role in Buckinghamshire Council's Community Board and Parish Liaison (planning) forum
- Communications including the quarterly newsletter, Village Guide (update next due 2027), monitoring social media, Community Fair etc. and consider possible extension to PC comms
- Investigate the possibility of purchasing two small parcels of unowned land

Personnel Committee

- Develop the Councillors and staffing team through ongoing training
- Review current salary levels against assessment criteria
- Recruit for new roles as the need arises.
- Subject to progress with burial ground, consider resource needs in becoming a burial authority

Climate Emergency Committee

To promote carbon literacy throughout all Council business

- To ensure all Council buildings are using green energy sources
- Manage the partnership with Zimbl for electric vehicle hire in the village
- Feasibility of providing an EV minibus for the village
- Awareness campaign on ways to decarbonize homes and reduce energy usage
- Food waste project
- Continue to investigate the feasibility of a community energy project.
- Work with Future Nature to survey and establish a hedge management project to protect and increase biodiversity of Haddenham's green corridors



H A D D E N H A M
P a r i s h C o u n c i l

Business Plan Objectives 2026 - 2031

Charities

(Not a PC Committee but the PC acting as sole trustee of Haddenham Educational Charity and of Banks Park Recreation Ground Charity and the linked New Recreation Ground Charity; the PC also has default responsibility for 3 Parochial Charities)

- To continue with plans to merge and modernise the Parochial and Educational charities.
- To support the Parochial Charity Trustees to ensure the charities continue to fulfil their duties until new arrangements are in place
- To ensure the Banks Park Recreation Ground Charity and Educational Charity are properly managed in line with charity law
- To liaise with the Parish Council, the Village Hall Management Committee and the Charity Commission to set in place new leasing arrangements for the village hall and PC office.
- To manage the relationship with all BPRGC and New Recreation Ground (Woodways) tenants including landlord responsibilities as applicable
- To renew the lease on Banks Cottage prior to the extension project.
- To request BC to terminate old AVDC lease on part of the Woodways site car park





H A D D E N H A M
P a r i s h C o u n c i l

Action Plan 2026 - 2031

The Action Plan sets out how we will deliver the objectives identified within the Business Plan. It translates our strategic priorities into clear, achievable actions and identifies the resources required to deliver them.

Each objective will identify:

- The action required to achieve the objective
- Responsibility for delivery, including the allocation of Council Office and Councillor time
- Timescales for completion
- Budget and financial resources required

The Action Plan is a dynamic working document and will be reviewed on a quarterly basis at our Finance and General Purposes Committee. These reviews will assess progress against agreed actions, identify any barriers or emerging opportunities, and determine whether additional time, staffing, financial or other resources are required to achieve the objectives.

This approach ensures that the Parish Council remains proactive, responsive and accountable, while allowing the Action Plan to adapt to changing circumstances and the needs of the community.

The Quarterly reports can be viewed on our website www.haddenham-bucks-pc.gov.uk/finances





HADDENHAM
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Action Plan 2026 - 2031

HADDENHAM PARISH COUNCIL ACTION PLAN 2026-31 PRECEPT SETTING

Objective	Actions	Officer	Target	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-26	
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-29	Decreasing grant over 5 years 2024-29
Street lights	All new lanterns are LED. Reserves held for replacements. Keep updated record of UMS certificates.	IF	ongoing	£ 15,000
Grass Cutting	Review more biodiversity-friendly approach to grass cutting	IF	ongoing	£ -
Repair/replace out-worn playground equipment	Replacement of failing equipment as needed. EMR set up to cover replacements 10 years post installation.	IF	ongoing	£ 45,704
Trees	Carry out tree work identified through the survey and prepare a maintenance plan	IF	Mar-26	£ 9,200
	Treescape Project - continue to monitor trees planted in 2023	IF SG	Mar-26	
	reLeaf village tree planting project. Work with volunteers to plant trees in the village.	SG IF	ongoing	
	Phased removal and replanting of Leylandii hedge on Sheerstock boundary	IF	monitoring	
Green Flag accreditation scheme	Review/cost feasibility of seeking	IF	Jun-27	
St Mary's churchyard boundary walls repair	Phased of restoration programme. EMR need to fund over several years.	IF	Mar-27	£ 120,000
Ponds	Annual maintenance schedule for ponds	IF	Oct-26	£ 5,898
	Improve the marginal planting on the surrounds of Church End Pond	IF	May-27	£ 5,000
	Investigate the possibility of installing a solar powered bore hole to top up Church End Pond	IF	May-26	£ 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	£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	£ 20,000
Allotments, Orchard, Snakemoor	Allotments and Orchard Committees to meet regularly to support volunteers and agree management plans.	IF	ongoing	
Service contracts	Contract monitoring to ensure service delivery.	IF	ongoing	
Grounds Maintenance Team	Continue to bring maintenance services in-house and plan to take on newly adopted PoS.	IF EM SG	Mar-26	
Prepare a business plan for becoming a burial authority	Attend cemetery management training course	SG IF DH	Nov-25	
	Register as a burial authority	EM SG IF	Jan-27	



HADDENHAM
Parish Council

Action Plan 2026 - 2031

Objective	Actions	Officer	Target	Budget
	All relevant documentation in place to comply with legislation	EM SG IF	May-26	
	New mapping and bookings software	SG SL	Sep-26	£ 4,000
	Charges to be agreed	EM SG IF	Dec-26	
Buildings				
Hiring / leasing agreements	Ensure all sports clubs have licences in place and annual fees are reviewed	SG EM	Apr-26	
	Sports and Social Club lease	SG EM	complete	
All buildings	Ensure all necessary health and safety measures are in place.	ALL	Ongoing	
	Ensure all licences required are in place and up to date	EM	ongoing	
	Cleaning and repairs	IF	Ongoing	
	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	
Decarbonisation and energy usage reduction	Monitor effectiveness of solar panels at Airfield and Woodways	EM	Sep-26	
Events				
Summerfest / Winterfest / Remembrance Sunday	Support local fundraising events by allowing land to be used; arranging road closures and licences	SG IF	ongoing	
Haddenham Feast	Review set up with Fair owners to address safety concerns	SG IF	Aug-26	



Action Plan 2026 - 2031

HADDENHAM
Parish Council

Objective	Actions	Officer	Target	Budget
PLANNING COMMITTEE				
New Planning Applications	Respond to BC consultations on c.100 planning applications per annum	SG JH	Mar-27	£ -
Major developments	Meet with developers pre-application	SG	ongoing	£ -
	Submit detailed responses to outline and reserved matters applications noting residents' concerns where material	SG	ongoing	
	Negotiate on the provision of new facilities through S106 or CIL contributions and adoption by the PC	SG	ongoing	
	Liaise with developers during construction	SG EM	ongoing	
Hostile Applications	ensure the Council is represented at BC committee, public hearings or inquiries	SG	ongoing	
Enforcement	Report breaches of planning regulations liaise with BC officers to rectify	SG	ongoing	
Streetscape Projects	Work with PJA and BC to progress the 20mph project	SG	Jun-27	£ 20,000
	Improvements to pedestrian and cycling provision along Thame Road	SG	Dec-26	£300,000 (S106)
	Identify funding sources to deliver projects	SG	Mar-29	
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	Dec-27	£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	£ 100,000
Open spaces on land at Haddenham Airfield	Work with IBB solicitors to transfer the next areas available.	SG EM	Aug-26	£ -
	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	£ -
	Issue invoice for commuted sum	SG	Aug-26	£ -
	Final inspection	SG IF	Aug-26	
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	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	ongoing	£ -
	Pre-transfer site inspections	SG IF	ongoing	
	Issue invoice for commuted sum phase 1	SG	Aug-24	£ 312,000
	Issue invoice for commuted sum phase 2	SG	Aug-25	£ 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	
	Facilitate an agreement between Dandara and Haddenham Cricket Club to obtain an ECB approved layout of the site	SG EM	complete	



Action Plan 2026 - 2031

HADDENHAM
Parish Council

Objective	Actions	Officer	Target	Budget
Design and Construct Aston Road pavilion	Appoint architect and project manager	SG/EM	complete	
	Agree design	SG/EM	complete	
	Planning Permission	SG/EM	Jan-25	
	Detailed design and specification	SG/EM	Sep-25	
	Carry out tendering process	SG/EM	Mar-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	
	S106 claim from BC	SG	Dec-25	
New Burial Ground	Obtain Environment Agency approval	EM SG IF	Sep-26	
	Final layout and landscaping	EM SG	Dec-26	£ 134,775
Street lights on land at Aston Road	Agree a commuted sum	SG EM	completed	£440 per column
	Inspection before adoption	SG EM	Sep-26	£ -
	Issue invoice for commuted sum	SG	Sep-26	£ 8,800
Village Hall Phase 3: Refurbishment / rebuild of remainder of complex	Set up working group with representatives of HPC and HVH	SG EM	ongoing	£ 1,000,000
	Appoint architect / project manager	SG EM	Sep-25	
	Decision on rebuild or refurbish & phasing	SG EM	Dec-25	
	Funding sources; need to plan ahead	SG EM	Mar-26	
Woodways Pavilion	Full condition survey	SG	Feb-19	
	Appoint architect / project manager	SG EM IF	Aug-24	
	Options appraisal	SG EM IF	Sep-26	£ 5,000
	Decision on rebuild or refurbish	SG EM IF	Dec-27	£ 2,000,000
	Funding sources need to plan ahead	SG EM IF	Dec-27	
Land at Churchway	Negotiate to adopt open spaces &/or play areas on the development	SG	complete	£ -
Adoption of street lights	Agree a commuted sum	SG	complete	£440 per column
	Inspection before adoption	SG IF	Mar-28	£ -
	Issue invoice for commuted sum	SG	Mar-28	



Action Plan 2026 - 2031

HADDENHAM
Parish Council

Objective	Actions	Officer	Target	Budget
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	
Staff and Councillors				
Councillor Training	Ongoing training for Councillors. Identify resource for capacity building & mentoring programme.	SG	ongoing	£ 2,000
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	£ 7,779
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	£ 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	£ 11,380
Flexible working	Cloud based IT system and laptops have allowed staff to work from home. This will continue on a limited basis.	ALL	ongoing	£ -
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	£ 200
Customer facing service	Ensure all best practices are being followed	ALL	ongoing	
	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	£ -
Council meetings	Use of hybrid and informal meetings. Purchase of specialist conferencing equipment has allowed residents to join remotely.	ALL	ongoing	£ -



Action Plan 2026 - 2031

HADDENHAM
Parish Council

Objective	Actions	Officer	Target	Budget
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	
Parochial Charities	Support trustees with day to day management	SG EM	Mar-27	
Banks Park - New leases for PC Office and HVH	Prepare draft Heads of Terms	SG/EM	complete	
	Agree Heads of Terms with HVH	SG/EM	complete	
	Obtain legal advice on behalf of BP	SG/EM	complete	
	Contact Charity Commission to make sure new arrangements are acceptable	SG/EM	Mar-26	
	Draft new leases and agree with all parties	SG/EM	Dec-26	£ 1,000
BPRGC – Banks Cottage Lease	Lease renewal process started but stalled during pandemic. HoTs agreed for extension.	SG EM	Jun-26	£ 1,000
	Extension of Banks Cottage	SG EM	Mar-27	£ 275,609
CLIMATE EMERGENCY				
Climate emergency declaration	Zero carbon emissions for the village	ALL	2030	
	Identify priority projects	SG KG	Jan-20	
	Set up collaboration with ZCH to progress priority projects	SG KG	ongoing	
	Implementation strategy	SG EM	ongoing	
	Community Engagement	SG KG EM	ongoing	£ 2,000
	Provide ongoing support for the electric vehicle club and review progress through regular meetings	SG EM	Mar-25	£ 9,000
	Identify ways of encouraging home owners to decarbonize their homes and reduce energy usage.	SG EM	ongoing	
	Reduce food waste and the carbon footprint associated with the food we eat	SG EM	2030	
	Investigate the possibility of a Community Energy Project if the new Energy Bill is passed in Parliament.	SG EM	ongoing	



HADDENHAM
Parish Council

Action Plan 2026 - 2031

Objective	Actions	Officer	Target	Budget
PARTNERSHIP WORKING				
Proactive working with Buckinghamshire Council	Take an active role in the Community Board, BMKALC, possible future delegation opportunities etc	SG	ongoing	£ -
Devolved Services	Participate in discussions and consider opportunities for renewal and expansion of devolved responsibilities.	SG IF	Mar-26	£ 10,000
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	£ 12,000
	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	£ -
	Supporting an inclusive community	ALL	ongoing	£ -



HADDENHAM
Parish Council

Budget forecasting 2026 - 2031

Good financial governance enables the Parish Council to budget effectively and plan for the future. Robust budget forecasting ensures that resources are allocated appropriately to deliver the Council's Business Objectives, maintain financial resilience and provide value for money for residents.

BUDGET FOR PRECEPT SETTING 2026-27
RESOLVED AT FULL COUNCIL
12 JANUARY 2026

	Projected 2025/6	Projected 2026/7	Projected 2027/8	Projected 2028/9	Projected 2029/30	Projected 2030/1	Projected 2031/2
	£	£	£	£	£	£	£
FACILITIES							
EXPENDITURE							
Maintenance sundries	3,468	4,000	4,080	4,162	4,245	4,330	4,416
Play Area Maintenance	8,362	8,500	8,670	8,843	9,020	9,201	9,385
Churchyard Maintenance	3,480	1,000	1,020	1,040	1,061	1,082	1,104
Fuel	4,762	4,976	5,076	5,177	5,281	5,386	5,494
Equipment Hire / Purchase	2,138	6,000	6,120	6,242	6,367	6,495	6,624
Equipment maintenance	1,500	2,000	2,040	2,081	2,122	2,165	2,208
Contracted Maintenance	10,040	2,000	2,040	2,081	2,122	2,165	2,208
Sports Pitch Maintenance	26,574	27,770	28,325	28,892	29,470	30,059	30,660
Flower Bed Maintenance	1,290	1,348	1,375	1,403	1,431	1,459	1,488
Van Lease	13,990	9,600	9,792	9,988	10,188	10,391	10,599
Pond Maintenance	5,644	5,898	6,016	6,136	6,259	6,384	6,512
EV Charging Reimbursement	3,260	3,407	3,475	3,544	3,615	3,688	3,761
Refuse bins	2,302	2,406	2,454	2,503	2,553	2,604	2,656
Dog bins	2,850	2,978	3,000	3,060	3,121	3,184	3,247
Pest Control Ponds	-	-	-	-	-	-	-
Mapping	-	-	-	-	-	-	-
Tree Work	7,860	9,200	9,384	9,572	9,763	9,958	10,158
Miscellaneous (Facilities)	908	949	968	987	1,007	1,027	1,048
Devolved Services	3,000	-	-	-	-	-	-
Street Light Maintenance	2,000	2,090	2,132	2,174	2,218	2,262	2,308
Street light energy	22,000	22,990	23,450	23,919	24,397	24,885	25,383
Training (Facilities)	5,530	5,779	5,894	6,012	6,133	6,255	6,380
GPC (Facilities)	25	26	27	27	28	28	29
PC Office Maintenance	10,770	11,255	11,480	11,709	11,944	12,182	12,426
Woodways Pavilion Maintenance	16,506	17,249	17,594	17,946	18,305	18,671	19,044
Airfield Pavilion Maintenance	15,000	15,675	15,989	16,308	16,634	16,967	17,306
Airfield Pavilion Deposit Return	-	-	-	-	-	-	-
Workshop maintenance	1,116	1,166	1,198	1,230	1,263	1,297	1,332
CCTV	4,000	4,180	4,293	4,409	4,528	4,650	4,776
Business Rates	4,646	4,855	4,952	5,051	5,152	5,255	5,360
	183,021	177,296	180,842	184,497	188,226	192,032	195,914



HADDENHAM
Parish Council

Budget forecasting 2026 - 2031

BUDGET FOR PRECEPT SETTING 2026-27
RESOLVED AT FULL COUNCIL
12 JANUARY 2026

	Projected 2025/6	Projected 2026/7	Projected 2027/8	Projected 2028/9	Projected 2029/30	Projected 2030/1	Projected 2031/2
INCOME							
Fair Rent	494	494	500	500	555	555	555
Wayleave receipts	30	30	30	30	30	30	30
Pitch Power Grant	8,266	8,266	5,512	5,512	2,754	2,754	-
Devolved contract BCC	8,624	8,624	8,624	8,624	8,624	8,624	8,624
Water Ponds Refunds	-	-	-	-	-	-	-
EV Charging Income	5,546	5,796	5,952	6,113	6,278	6,447	6,621
Woodways Pitch Hire	2,344	2,449	2,516	2,584	2,653	2,725	2,799
Woodways Pavilion Hire	13,462	14,068	14,448	14,838	15,238	15,650	16,072
Airfield Pavilion Hire	15,680	16,386	16,828	17,282	17,749	18,228	18,720
Airfield Pavilion Deposits	-	-	-	-	-	-	-
Airfield Pitch Hire	2,240	2,341	2,404	2,469	2,536	2,604	2,674
Grants & Donations	1,000	-	-	-	-	-	-
Misc Income (Facilities)	624	-	-	-	-	-	-
	58,310	58,453	56,813	57,951	56,417	57,617	56,096
NET	-124,711	-118,843	-124,028	-126,546	-131,809	134,414	139,818
ALLOTMENTS							
EXPENDITURE							
Maintenance (Allotments)	1,567	1,638	1,682	1,727	1,774	1,822	1,871
Allotment Lease Payment	4,050	4,500	4,950	4,950	5,500	6,000	6,000
Pest Control Allotments	-	-	-	-	-	-	-
Miscellaneous (Allotments)	-	-	-	-	-	-	-
	5,617	6,138	6,632	6,677	7,274	7,822	7,871
INCOME							
Allotments Rental Income	6,164	6,750	6,932	7,119	7,312	7,509	7,712
Misc Income (Allots)	5	0	0	0	0	0	0
	6,169	6,750	6,932	7,119	7,312	7,509	7,712
NET	552	612	301	442	38	313	159
STAFF COSTS							
EXPENDITURE							
Salaries	260,707	309,720	318,082	326,671	335,491	344,549	353,852
Pension	14,868	15,490	15,908	16,338	16,779	17,232	17,697
Employers NI	34,525	39,710	40,782	41,883	43,014	44,176	45,368
	310,099	364,920	374,773	384,892	395,284	405,956	416,917



HADDENHAM
Parish Council

Budget forecasting 2026 - 2031

BUDGET FOR PRECEPT SETTING 2026-27
RESOLVED AT FULL COUNCIL
12 JANUARY 2026

	Projected 2025/6	Projected 2026/7	Projected 2027/8	Projected 2028/9	Projected 2029/30	Projected 2030/1	Projected 2031/2
GENERAL ADMIN							
EXPENDITURE							
Payroll Management	204	214	218	223	227	227	232
Travel	206	215	220	224	228	228	233
PC Office supplies	382	399	407	415	424	432	441
Phone / Internet	1,596	1,668	1,701	1,735	1,770	1,805	1,841
Photocopier	612	640	652	665	679	692	706
Insurance	18,272	19,094	19,476	19,866	20,263	20,668	21,082
Training (General)	3,130	4,000	4,080	4,162	4,245	4,330	4,416
Audit	4,360	4,556	4,647	4,740	4,835	4,932	5,030
Legal & Other Professional	6,000	6,270	6,395	6,523	6,654	6,787	6,923
Chair's Allowance	194	203	207	211	215	219	224
Subscriptions	3,830	4,002	4,082	4,164	4,247	4,247	4,332
Grants & Donations (GPC)	6,832	7,139	7,282	7,428	7,576	7,576	7,728
Annual Parish Meeting	10	10	11	11	11	11	11
Books & Publications	213	223	227	220	220	224	224
Election Costs	1,964	0	0	0	0	3,300	3,300
Capital Asset Fund	6,730	7,033	7,174	7,317	7,463	7,613	7,765
Miscellaneous (General)	246	257	262	267	273	278	284
Bank Charges	168	176	179	183	186	190	194
Information Technology	4,264	6,500	6,630	6,763	6,898	7,036	7,177
Youth Club	10,890	11,380	11,608	11,840	12,077	12,318	12,564
	70,103	73,979	75,459	76,957	78,491	83,115	84,707
INCOME							
Precept	585,390	618,510	646,547	676,250	707,153	739,284	772,703
Interest Received	66,172	30,000	20,000	20,000	20,000	10,000	10,000
Misc Income (General)	1,719	0	0	0	0	0	0
Haddenham Youth Club Grant	0	0	0	0	0	0	0
	653,281	648,510	666,547	696,250	727,153	749,284	782,703
NET							
	583,178	574,531	591,088	619,294	648,662	666,169	697,996



HADDENHAM
Parish Council

Budget forecasting 2026 - 2031

BUDGET FOR PRECEPT SETTING 2026-27
RESOLVED AT FULL COUNCIL
12 JANUARY 2026

	Projected 2025/6	Projected 2026/7	Projected 2027/8	Projected 2028/9	Projected 2029/30	Projected 2030/1	Projected 2031/2
PLANNING							
EXPENDITURE							
Revised Neighbourhood Plan / V	9,826	-	-	-	-	-	-
	9,826	-	-	-	-	-	-
INCOME							
Neighbourhood Plan Grant	9,826	-	-	-	-	-	-
	9,826	-	-	-	-	-	-
NET	0	-	-	-	-	-	-
COMMUNICATIONS							
EXPENDITURE							
Newsletter	422	-	-	-	500	-	-
Noticeboards	-	1,000	-	-	-	-	-
Website	292	380	390	400	410	410	410
	714	1,380	390	400	910	410	410
INCOME							
Misc Income (Comms)	-	1,000	-	-	-	-	-
	0	1,000	0	0	0	-	-
NET	-714	-380	-390	-400	-910	410	410
SURPLUS /(DEFICIT) BEFORE TFS	148,206	91,000	92,197	107,898	120,697	125,075	140,692



EAR MARKED RESERVES

HADDENHAM
Parish Council

EAR MARKED RESERVES REVIEW FOR PRECEPT SETTING 2026-27
RESOLVED AT FULL COUNCIL
12 JANUARY 2025

	policy specified total	balance at 30/09/25	projected YE balance 25/26	26/27 budget	Notes
CONTINGENCY RESERVES					
Staff Contingency	£ -	£ 23,568	£ 28,879	£ 7,613	10% of staffing budget (£36,492)
New Burial Ground	£ 125,000	£ 97,275	£ 109,775	£ 25,000	
Ponds Reserve	£ 100,000	£ 35,650	£ 51,750	£ 20,000	Church End pond work planned
Trees Reserve	£ 20,000	£ 16,745	£ 20,000	£ -	
New Neighbourhood Plan	£ 50,000	£ 45,198	£ 40,163	£ 14,628	£9,826 locality grant received Oct24
Devolution Transition	£ 60,000	£ 58,946	£ 58,946	£ 1,054	Woodways barrier / Dollicott HGVs
Legal & Professional	£ 18,500	£ 15,912	£ 18,500	£ -	
Heritage Fund	£ 11,350	£ 8,495	£ 7,158	£ 4,192	Fort End House & 2 Croft Courtyard
Asset Repairs Reserve	£ 40,000	£ 44,694	£ 44,694	£ -	Church End cobbles
Street Light Replacement	£ 20,000	£ 18,824	£ 27,059	£ -	suggest budget for 10 new columns/yr
Churchyard Maintenance	£ 120,000	£ 57,865	£ 77,865	£ 42,135	lichgate and stone wall at front are next priority
HNP Projects	£ 100,000	£ 49,759	£ 74,759	£ 25,241	Streetscape projects
Play Area Improvements	£ 231,536	£ 119,689	£ 143,842	£ 45,704	10 year replacement program- see calculation
Climate Emergency	£ 100,000	£ 61,910	£ 61,910	£ 10,000	
Car Park Layout		£ 27,000	£ 32,000	£ 10,000	car park on Aston Road
Banks Cottage Extension	£ 284,148	£ 275,609	£ 275,609	£ -	excess general reserve transferred 2025
Commuted sums	n/a	£ 542,750	£ 506,750	-£ 193,063	new van to purchase
TOTAL				£ 12,504	
PROJECT RESERVES					
Snakemoor Donations	n/a	£ 3,477	£ 3,477		
Allotments Improvements	n/a	£ 1,782	£ 2,513	£ -	YE transfer net income
Community Orchard	n/a	£ 708	£ 708		
Heartbeat Haddenham	n/a	£ 1,645	£ 1,645		
reLeaf	n/a	£ 489	£ 489		reLeaf donations
EV Charging	n/a	£ 1,349	£ 90		income from chargers minus village hall reimbursement



S106 Expenditure

The Parish Council receives a contribution from development called Section 106. This money is paid to the Parish Council for Sport and Leisure facilities for the Council. The nominated projects have come from extensive community engagement including our Neighbourhood Plan. The table below shows the money already spent and future allocations.

S106 Funded Projects Expenditure and Allocations

Completed Projects	Final S106
Airfield Pavilion	£1,410,114
Village Hall Phase2: Carbon reduction	£72,000
Village Hall Phase 1: Day Centre/PC Office	£12,751
Woodways Tennis Mini Courts	£111,840
Woodways Wheelchair swing	£9,650
Woodways see-saw	£2,995
Banks Park Play Area	£45,291
Sheerstock Recreation Area	£66,432
Woodways Play Equipment	£90,038
Community Orchard	£6,163
Total S106 expenditure	£1,827,274

Current Projects	Budget	Expenditure to date
Village Hall Phase 3: Main Hall	£ 1,000,000	£ 6,100
Aston Road Pavilion	£ 1,509,354	£ 73,869
Woodways Pavilion	£ 2,000,000	£ 2,717

Other named projects	allocation
Woodways Pitches	£ 45,000
Woodways Tennis 4th/5th Court	£ 200,000
3G sports pitch	£ 1,000,000
Heritage Interpretation / Website	£ 10,000
Aston Road Sports Pitches	£ -
Skatepark	£ 200,000
Play Areas	£ 457,041
Adult exercise equipment	£ 20,000