

# Council



**Please contact:** Democratic Services

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17 March 2026

A meeting of the **Council** of North Norfolk District Council will be held in the Council Chamber - Council Offices on **Wednesday, 25 March 2026 at 6.00 pm.**

At the discretion of the Chairman, a short break will be taken after the meeting has been running for approximately one and a half hours

Members of the public who wish to ask a question or speak on an agenda item are requested to arrive at least 15 minutes before the start of the meeting. It will not always be possible to accommodate requests after that time. This is to allow time for the Committee Chair to rearrange the order of items on the agenda for the convenience of members of the public. Further information on the procedure for public speaking can be obtained from Democratic Services, Tel:01263 516010, Email:Democratic.Services@north-norfolk.gov.uk.

Anyone attending this meeting may take photographs, film or audio-record the proceedings and report on the meeting. Anyone wishing to do so should inform the Chairman. If you are a member of the public and you wish to speak on an item on the agenda, please be aware that you may be filmed or photographed. This meeting is live-streamed: [NNDC eDemocracy - YouTube](#)

**Emma Denny**  
**Democratic Services & Governance Manager**

**To:** Cllr T Adams, Cllr P Bailey, Cllr M Batey, Cllr K Bayes, Cllr D Birch, Cllr H Blathwayt, Cllr J Boyle, Cllr A Brown, Cllr S Bütikofer, Cllr C Cushing, Cllr N Dixon, Cllr P Fisher, Cllr A Fitch-Tillett, Cllr T FitzPatrick, Cllr A Fletcher, Cllr W Fredericks, Cllr M Gray, Cllr M Hankins, Cllr C Heinink, Cllr P Heinrich, Cllr V Holliday, Cllr N Housden, Cllr K Leith, Cllr R Macdonald, Cllr G Mancini-Boyle, Cllr P Neatherway, Cllr L Paterson, Cllr S Penfold, Cllr P Porter, Cllr J Punchard, Cllr C Ringer, Cllr C Rouse, Cllr L Shires, Cllr M Taylor, Cllr E Tooke, Cllr J Toye, Cllr K Toye, Cllr A Varley, Cllr L Vickers and Cllr L Withington

Members of the Management Team, appropriate Officers, Press and Public



**If you have any special requirements in order to attend this meeting, please let us know in advance**  
If you would like any document in large print, audio, Braille, alternative format or in a different language please contact us

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## A G E N D A

### 1. **APOLOGIES FOR ABSENCE**

To receive apologies for absence, if any.

### 2. **MINUTES**

1 - 28

To confirm the minutes of the meeting of the Council held on 18 February 2026.

### 3. **TO RECEIVE DECLARATIONS OF INTERESTS FROM MEMBERS**

29 - 34

Members are asked at this stage to declare any interests that they may have in any of the following items on the agenda. The Code of Conduct for Members requires that declarations include the nature of the interest and whether it is a disclosable pecuniary interest (see attached guidance and flowchart)

### 4. **ITEMS OF URGENT BUSINESS**

To determine any other items of business which the Chairman decides should be considered as a matter of urgency pursuant to Section 100B (4)(b) of the Local Government Act 1972.

### 5. **CHAIRMAN'S COMMUNICATIONS**

To receive the Chairman's communications, if any.

### 6. **LEADER'S ANNOUNCEMENTS**

To receive announcements from the Leader.

### 7. **PUBLIC QUESTIONS AND STATEMENTS**

To consider any questions or statements received from members of the public.

### 8. **APPOINTMENTS TO COMMITTEES, SUB-COMMITTEES, WORKING PARTIES & OUTSIDE BODIES**

To approve any new appointments or changes to appointments proposed by the Group Leaders to committees, sub-committees, working parties and outside bodies.

### 9. **PORTFOLIO REPORTS**

35 - 102

To receive reports from Cabinet Members on their portfolios.

Cllr T Adams - Executive Support & Legal Services

Cllr H Blathwayt – Coast

Cllr J Boyle – Housing and People Services

Cllr A Brown – Planning & Enforcement

Cllr C Ringer – IT, Environmental & Waste Services

Cllr L Shires – Finance, Estates & Assets

Cllr J Toye – Sustainable Growth  
 Cllr A Varley – Climate Change & Net Zero  
 Cllr L Withington – Community, Leisure & Outreach (Including Health & Wellbeing)

*Members are reminded that they may ask questions of the Cabinet Member on their reports and portfolio areas but should note that it is not a debate.*

***No member may ask more than one question plus a supplementary question, unless the time taken by members' questions does not exceed 30 minutes in total, in which case, second questions will be taken in the order that they are received (Constitution, Chapter 2, part 2, section 12.2)***

**10. WORKFORCE DEVELOPMENT AND PEOPLE STRATEGY**

103 - 144

<b>Executive Summary</b>	<p>This report presents the Workforce Development and People Strategy, Learning and Development Strategy and the Role Model Manager Framework for approval by Full Council.</p> <p>The documents set out NNDC's approach to developing and supporting its workforce and ensuring readiness for Local Government Reorganisation (LGR).</p> <p>The strategies aim to ensure NNDC attracts, retains and develops a skilled, motivated and engaged workforce. Failure to implement presents risks, including the possibility of reduced employee engagement, higher staff turnover, reduced quality of service and weakened recruitment and retention capability.</p> <p>The adoption of the Workforce Development and People Strategy, Learning and Development Strategy and Role Model Manager Framework is recommended to support organisational stability, promote staff development and ensure NNDC and its staff are well positioned to navigate the challenges and opportunities associated with LGR.</p>
<b>Options considered</b>	<p>A review was undertaken of people strategies from Local Authorities both locally and nationally.</p>
<b>Consultation(s)</b>	<p>The Workforce Development and People Strategy has been shared with JSCC for comment.</p>
<b>Recommendations</b>	<p>To approve and adopt the Workforce Development and People Strategy, Learning and Development Strategy and Role Model Manager Framework.</p>

<b>Reasons for recommendations</b>	The adoption of the Workforce Development and People Strategy will promote good practice in line with other organisations, invest in the development of the workforce and achieve readiness for LGR.
<b>Background papers</b>	Workforce Development and People Strategy Learning and Development Strategy Role Model Manager

<b>Wards affected</b>	N/A
<b>Cabinet member(s)</b>	Cllr Tim Adams
<b>Contact Officer</b>	Susan Sidell, HR Manager, susan.sidell@north-norfolk.gov.uk

11. **MARKETS AND SEAFRONT SERVICE - REQUEST TO INCREASE HEADCOUNT.** 145 - 150

<b>Executive Summary</b>	As part of the Council's Leisure and Localities function, the Markets and Seafront Inspector currently undertakes a dual-purpose role supporting both market operations and seafront management. This post is presently vacant, and a review of the service has identified that dividing the responsibilities into two distinct roles would provide significant benefits, particularly in relation to recruitment and the overall effectiveness of each function. This action would result in an increase in headcount for the organisation but will not increase the overall budget for the service.
<b>Options considered</b>	<ol style="list-style-type: none"> <li>1. Increase the headcount of the organisation through the creation of two separate part time posts in the Leisure and Localities team, one Markets Officer and one Seafront Inspector.</li> <li>2. Retain the current combined role of Markets and Seafront Inspector, not creating two separate posts and maintaining the current headcount of the organisation.</li> </ol>
<b>Consultation(s)</b>	No Consultation
<b>Recommendations</b>	Full Council adopts option 1 and agrees to an increase in head count in the Leisure and Localities team to allow for the disaggregation of the Markets and Seafront Inspector roles.
<b>Reasons for recommendations</b>	Establishing two distinct roles would facilitate recruitment into a previously difficult to recruit

	role and would enable more effective delivery of the Council's corporate plan objectives
<b>Background papers</b>	None

<b>Wards affected</b>	Sheringham North, Beeston & The Runtons, Cromer Town, Mundesley & Hickling
<b>Cabinet member(s)</b>	Cllr. Liz Withington
<b>Contact Officer</b>	Colin Brown, Leisure & Locality Services Manager

## 12. RECOMMENDATIONS FROM CABINET 9TH MARCH 2026

151 - 206

The following recommendations were made by Cabinet to Full Council at the meeting held on 9<sup>th</sup> March:

### Recommendation 1:

1. Cabinet Agenda Item 8: Budget Monitoring Period 10 2025/2026:

Recommends that Full Council

- a) Notes the contents of the report and the current forecast year end position.
- b) Increase the 2025/26 capital budget for Disabled Facilities Grants to £2,317,266. This is to reflect the addition of £118,204 of grant award towards the scheme
- c) Agrees to use the Extended Responsibility Producer grant of £1,312,840, which was previously forecasted to be an in-year contribution to reserves, to offset relevant in year recycling expenditure.
- d) *Request the approval for £50,000 of the forecast underspend to be awarded to a domestic oil fuel poverty charity, to support residents across North Norfolk who are experiencing hardship because of current high oil prices*
- e) That the resulting underspend of £1,262,840 in the respective recycling revenue budgets be transferred to the General Reserve to mitigate future unfunded new burdens.

*Please note that the Overview & Scrutiny Committee considered this item at the meeting on 18<sup>th</sup> March. This was after the Full Council agenda was published. The Chair of the Committee will therefore provide verbal feedback at the meeting.*

Recommendation 2:

2. Cabinet Agenda Item 9: Treasury Management Q3 Report 2025/2026

Recommends that Full Council receives the Treasury Q3 Report 2025/2026

*Please note that Governance, Risk & Audit Committee (GRAC) considered this report at the meeting on 24<sup>th</sup> March. Due to the proximity of this meeting to Full Council, the Chair will provide verbal feedback at the meeting.*

**13. RECOMMENDATIONS FROM THE OVERVIEW & SCRUTINY COMMITTEE 18 MARCH 2026**

To consider any further recommendations from the Overview & Scrutiny Committee meeting held on 18<sup>th</sup> March 2026.

**14. QUESTIONS RECEIVED FROM MEMBERS**

None Received.

**15. OPPOSITION BUSINESS**

None Received.

**16. NOTICE(S) OF MOTION**

The following Notices of Motion have been received:

1. RIGHT TO PLAY PLEDGE

Proposed by: Cllr Liz Withington  
Seconded by: Cllr Shires

This Council recognises that access to safe, inclusive and welcoming spaces for play is fundamental to the health, wellbeing and development of children and young people. Opportunities for free play support physical activity, social connection, creativity and mental wellbeing, and are an important part of creating thriving and inclusive communities.

North Norfolk District Council has a strong track record of supporting high-quality public spaces, parks and play areas which benefit residents, families and visitors across the district. As the Council approaches Local Government Reorganisation (LGR), it is important that the value of accessible and inclusive play continues to be recognised within future local authority policy and place-making.

Council further notes the **Right to Play Pledge** being promoted by the **Norfolk Youth Advisory Board through the Mancroft Advice Project**, which seeks to encourage organisations and public bodies to recognise and support children and young people's right to play.

Further information about the Right to Play Campaign and pledge can be found by visiting [www.map.uk.net/righttoplay](http://www.map.uk.net/righttoplay)

**Council therefore resolves to:**

1. **Sign the Right to Play Pledge**, demonstrating North Norfolk District Council's support for the principle that all children and young people should have access to safe, inclusive and welcoming opportunities for play.
2. **106 Funding Playpark allocations and sports facilities**

That the Council adopts a policy approach whereby S106 play contributions may, where appropriate and legally permissible, be directed towards **strategic play and activity spaces** rather than solely within the boundary of the originating development.

This approach would allow funding to be pooled or directed to locations that:

- Deliver **fully inclusive and accessible play equipment**
- Provide **larger, higher-quality activity spaces**
- Serve **multiple developments and neighbourhoods**
- Improve **connectivity with walking and cycling routes**
- Support **family-friendly community spaces** that encourage physical activity and social interaction

Developers and planning officers would work together to ensure that residents of the contributing development continue to benefit from the facilities delivered.

3. **Request that officers prepare a short position statement for the authority** outlining the Council's commitment to inclusive and accessible play and highlighting the importance of continuing to ensure accessible and inclusive play, recreation and family-friendly public spaces continue to be prioritised as part of asset management, policy development and place planning through the Local Government Reorganisation process.

2. MOTION TO COUNCIL ON FLY-TIPPING

Proposer : Cllr Andrew Brown  
Secunder: Cllr Callum Ringer

THIS COUNCIL NOTES:

1. The Corporate Plan 2023- 2027 includes the following statement of intent: Protecting and enhancing the special landscape and ecological value of North Norfolk whilst improving the biodiversity of the district
2. That fly-tipping is a criminal act, a major anti-social behaviour problem and a blight on our local wildlife and environment
3. That fly-tipping and littering imposes a significant financial burden on councils for removal and disposal costs.
4. That illegal disposal of waste provides an unfair financial advantage to unscrupulous individuals and businesses over

those who use legitimate methods to dispose of their waste.

5. That residents are increasingly frustrated by the impact of litter and fly-tipping in their communities

**THIS COUNCIL BELIEVES:**

- a) Residents deserve safe and clean streets and local environments
- b) The Council should take a zero-tolerance approach to environmental criminals
- c) Those who dispose of waste illegally should be dealt with through appropriate enforcement action.
- d) All businesses and individuals should dispose of their waste in a compliant manner.

**THIS COUNCIL RESOLVES TO ASK CABINET TO:**

- i) Investigate fly-tipping instances and where suitable evidence exists, take appropriate enforcement action possible against those responsible.
- ii) Ensure all fixed penalty notices for littering and fly-tipping to the legal maximum as appropriate
- iii) Promote regularly the "Lets S.C.R.A.P. fly-tipping" campaign to increase awareness of the householder Duty of Care requirements so that they only use registered waste carriers to dispose of their waste.
- iv) Ensure that all businesses in the district have appropriate Duty of Care arrangements in place and take appropriate action where this is found not to be the case.

**17. EXCLUSION OF PRESS AND PUBLIC**

To pass the following resolution – if necessary:

"That under Section 100A(4) of the Local Government Act 1972 the press and public be excluded from the meeting for the following item(s) of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraph(s) \_ of Part 1 of Schedule 12A (as amended) to the Act."

**18. PRIVATE BUSINESS**