

Earley Town Council Meeting 26th March 2025

Agenda Item 6.1

Mayor's Announcements to 18th March 2025

Since the last full Council meeting at the beginning of February, I have attended a number of events in an official capacity bring the total so far this year to 34. One of the disappointing elements of some of these engagements are comments I receive along the line of "I didn't know we had a Mayor". I always respond and have determined that in future I will bring more attention to the role of the Mayor of Earley and hopefully future Mayors will continue to promote the role vigorously. This is my penultimate report and as always, it has been a great honour to represent Earley Town.

Mayor's Charity Event

As this is Mayor's announcements, I would like to take the opportunity to promote the **Earley's Easter Eggstravaganza** on the afternoon of **Monday 7th April**. As the Mayor of Earley and in conjunction with Daisy's Dream, we invite you to join us for an Easter Trail around Maiden Erlegh Lake plus arts and craft activities at the Interpretation Centre.

Get your tickets in advance – all proceeds to Daisy's Dream:

Online: <http://www.ticketsource.co.uk/earley-town-council> or By phone: 0118 986 8995 or

In person at the Council Offices, Radstock Lane, RG6 5UL.

The following gives a brief synopsis of events I have attended up to 18th March 2025:

8th February – I was invited to be a guest speaker at the **Men's Breakfast** operated by the Salvation Army. The brief was an interview type format spanning background and concentrating mainly on how I become mayor and what the role includes. The Men's Breakfast is a project to alleviate loneliness. This is my second invitation.

24th February – **Recording of "take 5" at Hospital Radio Reading**. This is the internal radio station for in-patients at the Royal Berkshire Hospital. "Take 5" is similar to Desert Island Disc where the guest chooses five favourite tracks and the DJ does a Q&A session with the guest. This is still in editing and they also invite the Borough Mayor.

27th February – **Community Learning Awards** – This is an annual event at The Crecent Centre which celebrates the achievements of the 400+ students that pass through the 100+ courses in the last 12 months. There were quite a number of awards and speeches which included some very heartfelt thanks to the tutors and administration staff. I spoke with a number of the award winners and it was very interesting to hear how the courses had helped them into employment. Funding is provided by the Earley Charity.

27th February – **LINK Visiting Open Day** – this took place at St Paul's Church in Wokingham. It was an interesting opportunity to meet many of the volunteers, understand the wide range of activities they undertake and also speak with their friends. There is almost a 1:1 ratio of volunteers to Friends for the 400 + Friends!

8th March – **Magistrates Mock Trials – Round 1**. This is an annual event organised by the Reading Judiciary and consists of a number of rounds and a County playoff. Maiden Earley School was in Round 1 and I am delighted to say they performed very well and despite losing both verdicts, they still came 2nd (the all-girl team were only just beaten by Reading School). They go forward to the final in May.

10th March – **University Court** – this is a prestigious annual event with several other Mayors in attendance along with the Lord Lieutenant of the Royal County of Berkshire and the High Sherriff of Berkshire. It took the form of a series of presentations by senior University Staff and was followed by table discussions and formulation of questions to the panel of speakers. Subjects covered included employability, issues with Artificial Intelligence, decolonising the University and its courses and majored on liaison with local communities. Unsurprisingly, most of the questions posed covered opportunities and threats from AI.

11 March – **Care4Calais concert** at St Nicholas Church, Earley. This was a concert by members of the Royal Philharmonic Orchestra working with the Irene Taylor Trust Lullaby Project. It consisted of 8 pieces, the lyrics coming from Refugees and Asylum Seekers from across the whole Reading area based on their stories of why they left their countries, their journeys and in particular these lullabies were all messages to those they left behind. The lyrics and stories were very moving. I learnt after the event that the people providing the stories included a dentist, two professional engineers and a hotel manager from an international chain. People do not leave family, friends and home to cross continents without massively compelling reasons which include persecution and fear. I thought it important to make clear these people were welcome in Earley. This was probably one of the most poignant events I attended.

Earley Town Council Meeting 26th March 2025

Agenda Item 8.1

Sonning & District Welfare & Education Trust

Meeting: Wednesday 12th March 2025

Purpose: The Trust provides welfare support and educational equipment for individuals who are in need.

Report:

Application forms to support a grant have been improved and are available on the website:

<https://sonningwelfaretrust.org.uk>.

The number of applications that the Trust receives last year was very low.

At the meeting it was agreed that effort will be made to increase awareness within the area of the funding that can be applied for.

All schools [primary to begin with] will be contacted to highlight how the Trust may be able to support pupils.

A sum of money will be sent to the three Food Banks within the area to support their cause.

Action for ETC

To access the list of small volunteer groups which operate within the Lower Earley area who may be able to benefit from the funding in this Trust

Note: Typically, awards are made to pay for furniture or home appliances or a contribution to school trips and educational equipment. Awards cannot be made to pay off debts.

To date no applications have been received from anyone living in Lower Earley.

Bethan Owen

16.03.2025

Earley Town Council Meeting 26th March 2025

Agenda Item 10 - Community Governance Review

Report from the Working Group:

In attendance – Cllrs Al Neal, Sheena Matthews, Anne Bassett, Caroline Smith. Cllr Pauline Jorgensen sent apologies.

1. The Working Group felt the number of twenty-five councillors for Earley Town Council should stay the same, with eight wards, consisting of seven wards with three councillors and one with four.
2. However, in the Wokingham (Electoral Changes) Order 2023, the following table indicates differently; namely seven town council wards, two with four Councillors, (Hawkedon and Cutbush) , one with five (Radstock) and one with only two (St Nicholas). Redhatch ward will cease to exist.

Names of parish wards and number of councillors of the parish of Earley

Parish wards of the parish of Earley	
(1)	(2)
Name of parish ward	Number of councillors
Cutbush	4
Hawkedon	4
Hillside	3
Maiden Erlegh	3
Radstock	5
St Nicolas	2
Whitegates	4

It is not clear how this community governance review can change anything in this Order?

3. Looking at town council ward boundaries, if the above table is immutable, we would like to suggest Markby/Sellafield and roads off to move into St. Nicholas ward making it a three Councillor Ward and

reducing Radstock to a four member ward. A five Councillor ward is not acceptable, neither is a two Councillor ward as currently proposed.

4. Recent statistics are showing a drop in residents of over 1,500 by 2028 but we felt that there are changing patterns of living arrangements with multigenerational homes and the increase of HMO's in Earley. It was also thought in the future there may be larger developments happening at Thames Valley Business Park with change of use from offices to living accommodation which could alter the Town Wards in the future.
5. At the bottom of Ryhill Way, including Melksham Close and Wilsford Close, some houses are in Shinfield Parish but have recently been moved to Hillside Borough Ward at the boundary changes in 2024. The working group had differing views over whether the Borough ward changes should be copied across to the Parish boundary. There is the historical perspective of the line of the Parish boundary following in part Pearmans Lane. Conversely, it has come to light since the meeting that Shinfield Parish has suggested that the houses in Uffcot Close and Ryhill be moved from Earley parish to Shinfield parish. A firm view needs to be determined by Council.

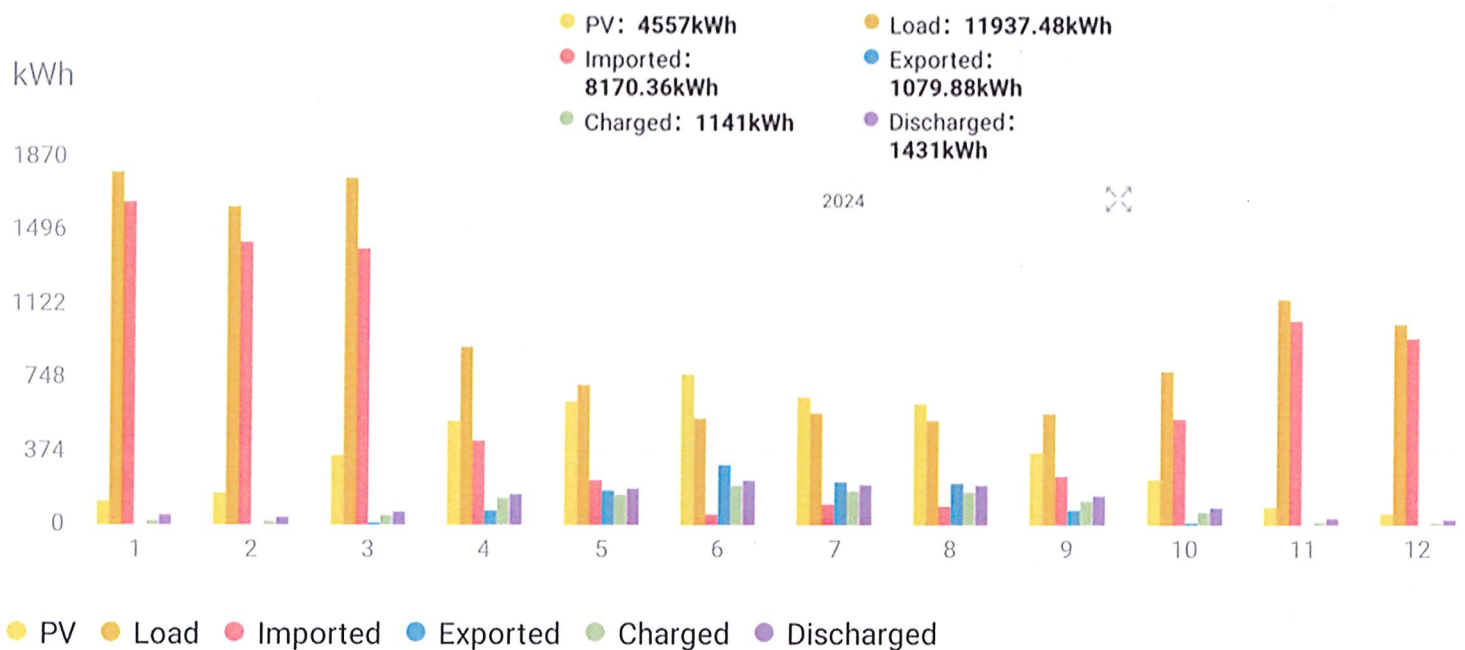
EARLEY TOWN COUNCIL MEETING 26th March 2025**Agenda Item 11****Solar panel report- 2024 totals**

Report by Max Brown- Operations Manager - 11th March 2025

This report shows the total energy generated, consumed and exported from the solar panels and battery at Radstock House from 1st January 2024 to 31st December 2024.

The last report to P&R on 11/9/24 showed that just over 1/3 of our total energy consumption from 1st January to 3rd July was powered by solar and 75% of the energy generated was being used while 25% of the energy that could not be used immediately or stored for future use in the battery was exported back to the grid.

The pie charts below demonstrate the breakdown of the percentage of solar energy used vs how much is imported from the grid to feed the demand (load) and how much of that solar energy is then being used vs exported back to the grid.



PV- Energy generated from the solar panels (photovoltaic)

Load- energy used by electrical items (current demand on system)

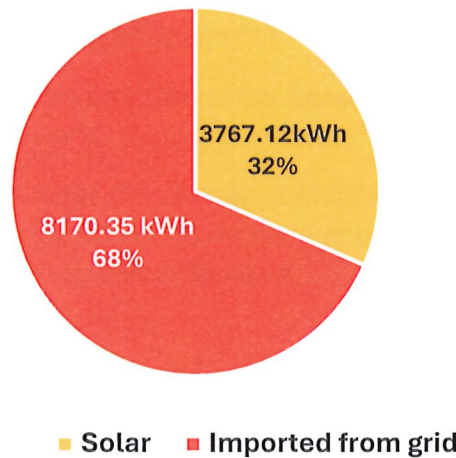
Imported- Energy imported from the grid due to no available PV and no charge remaining in battery to discharge (system will always try PV and battery first before importing from grid)

Exported- remaining energy generated from PV not used by load or charged into battery (have a limit on exportation to the grid of 3.68kW)

Charged- Energy charged into the battery from PV

Discharged- Energy drawn from the battery to be consumed by load

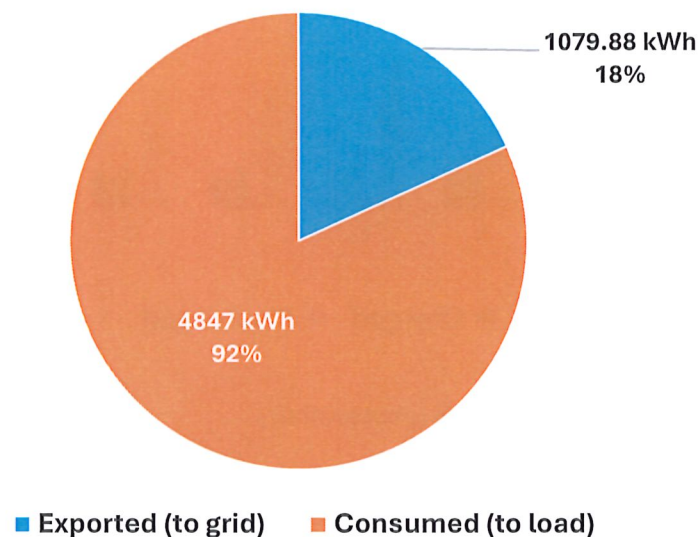
Consumption (energy used from solar vs imported from grid)



The solar consumption percentage has been calculated by adding the total PV & battery discharge minus the energy taken to charge the battery and the total excess exported to the grid once the battery is full.

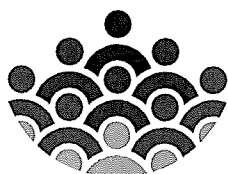
Summary: In 2024 just under 1/3 of our total energy consumption in 2024 has been powered by Solar

How Solar and battery energy is used



the total for consumed energy used has been calculated by adding the PV & Discharge from battery minus the charge to the battery.

Summary: In 2024 18% of the total solar energy that has been generated has been exported back to the grid- this is the excess that the battery cannot store.



Our Equality, Diversity and Inclusion Policy

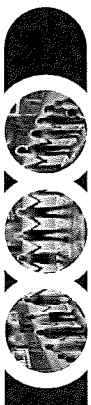


WOKINGHAM
BOROUGH COUNCIL

www.wokingham.gov.uk



We aim to provide services fairly to all sections of our community, and that all our existing and future employees have equal opportunities.



1. Introduction

Equality, Diversity & Inclusion (EDI) is important to us.

We want people to thrive in Wokingham Borough whoever they are.

We must listen to our residents so we know what's going well and what could be better.

We must make sure our workforce has equal employment and training opportunities.

2. Our commitment to EDI

Our mission is to work with and for our communities, to ensure that all residents have the opportunity to thrive.

Our Council Plan says we will do this by helping Wokingham Borough to be **Fair, Green, Safe** and **Connected**.

EDI is relevant to all four themes: it's essential to achieving our mission, and it's the right thing to do.

We want EDI to be included in all that we do, and our vision for EDI is that Wokingham Borough is:

- A borough where people trust and respect each other
- A place where everyone feels they belong

- A place where services are accessible for all communities, including for people with disabilities
- And Wokingham Borough Council is:
- A council that listens to our residents and makes changes to improve people's lives
 - An employer whose recruitment is fair and open to all
 - A council whose workforce reflects our diverse communities
 - An organisation where everyone can be themselves and feel valued when they come to work



3. Definitions

What we mean by equality, diversity and inclusion:

Equality - equal opportunities to employment, training and fair treatment in the workplace and in accessing our services.

Diversity - celebrating differences and valuing everyone. This means respecting and appreciating the individuality of our colleagues and customers, whether visible or invisible.

Inclusion - taking steps to make sure colleagues and residents feel able to get involved in the workplace and community, and that their contributions are valued.

Other terms:

Equity - recognising that we do not all start from the same place and some people need more support than others to receive equal treatment.

Belonging - individuals genuinely feel welcomed, valued, heard and accepted.



We will treat our workforce and customers with dignity and respect and embrace and celebrate diversity.

4. Our Responsibilities

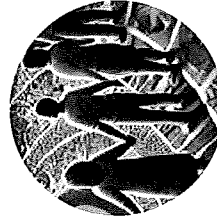
The Equality Act 2010 says that we must not discriminate against people because of their:

Age, disability, sex, gender reassignment, sexual orientation, race, religion or belief, pregnancy or maternity, marriage or civil partnership.

These are called "protected characteristics".

We go beyond the law to help other people who may get treated unfairly. They are:

- Armed services veterans
- Care experienced people
- People who are struggling financially



The Equality Act says we must also:

1. Eliminate any unlawful behaviour such as discrimination, harassment or victimisation
2. Improve equality of opportunity between people who have a protected characteristic and those who do not
3. Foster good relations between people who have a protected characteristic and those who do not



5. What residents and our workforce can expect from the council:

- **We will** agree new equality objectives every four years.
- **We will** consider the needs of our diverse communities in the way we communicate with our workforce and residents.
- **We will** work with our partners to increase opportunities for people from all backgrounds to take part in public life.
- **We will** proactively engage in activity that fosters good relations between different communities in Wokingham Borough.
- **We will** take equality for all into account when we design and deliver our services.
- **We will** produce service plans that include equality actions that we plan to undertake.
- **We will** compare our equality performance against other similar councils and share good practice.
- **We will** collect, analyse and share equality data and use it to identify our priorities.
- **We will** make decisions informed by robust equality analysis.
- **We will** ensure that all our suppliers and service providers work in line with the Equality Act 2010.
- **We will** train our workforce and support our councillors to help us meet our equality duties.
- **We will** recruit, select, train and promote our workforce fairly.
- **We will** work towards having a workforce that matches the make-up of our communities.
- **We will** have clear systems for staff to complain if they believe that they are treated unfairly.
- **We will** challenge discriminatory behaviour towards our workforce.



6. Our Equality Objectives

Priority 1

Continue to improve outcomes for everyone, with a focus on those who have the greatest need and the worst outcomes

Objectives:

- Provide services that are equitable and delivered in ways that are accessible to all communities.
- When we redesign council services, we will work with our communities using a co-production approach, ensuring that the lived experience of communities is used to address identified needs.
- Ensure that the procurement process removes barriers for community organisations and that they are supported to deliver services for our diverse communities.

We aim to have a workforce that reflects the diversity of Wokingham Borough.

Priority 2

Build a vibrant community where everyone can thrive, by understanding our communities and harnessing relationships

Objectives:

- Develop opportunities for communities to come together to build trust and a sense of belonging for everyone.
- Increase efforts to understand the needs of our communities, ensuring that people in the borough who need support can receive it.
- Update communities on progress against plans and next steps, in ways that are accessible to everyone.
- Tackle hate crime in all its forms, providing support to communities affected.
- Encourage all communities to engage in public life.



Priority 3

Deliver our equality commitments to communities, sharing details of impact and progress against our actions

Objectives:

- Communicate with our communities in a way that is accessible to everyone.
- Increase partnership working with communities that are underserved to identify and address issues of structural inequality.
- Strengthen and improve equality analysis using data to deliver targeted support to communities with poorer outcomes.

Priority 4

Build a diverse and engaged workforce where everyone is recognised, valued, respected and supported to thrive

Objectives:

- We will treat our workforce with dignity and respect and create an inclusive environment where everyone feels that they belong.



- We will consider the holistic needs of our workforce, providing support to address needs where possible.
- Continue to learn more about equality, diversity and inclusion, providing the skills for managers and the workforce to undertake challenging conversations about equality.
- Continue to work in partnership with staff network groups to identify and meet workforce needs for everyone and make improvements where appropriate.

7. Monitoring and review

Oversight of the delivery of the action plan will be through the council's Extended Leadership Team on a monthly basis.

Progress against our equality objectives will be reported annually to the Overview and Scrutiny Management Committee.

We will keep our communities regularly updated on our progress.

The policy and objectives will be reviewed formally in 2029.

RECORD OF COUNCILLOR ATTENDANCES - 2024/25

NAME OF COUNCILLOR	COUNCIL					AMENITIES & LEISURE					PLANNING										POLICY & RESOURCES							
	05	07	09	11	02	03	05	07	10	01	03	05	06	07	08	09	10	11	12	01	02	03	04	07	09	11	01	03
R. AHLAWAT	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓																	
A. BASSETT	✓	✓	✓		✓		✓	✓		✓	✓													✓		✓		
A. BRADLEY		✓	✓	✓			✓	✓	✓	✓	✓																	
N. BROCK	✓	✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓		✓	✓	✓	✓	✓
R. BROWNE	✓		✓	✓			✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓		✓						
R. COOK	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓						
M. DE JONG	A	A	A	A	A							A	A	A	A	A	A	A	A	A	A	A						
J. EASTWELL	✓	✓	✓		✓																			✓	✓	✓	✓	✓
D. HARE	✓	✓	✓	✓	✓																			✓	✓	✓	✓	✓
T. HOLTON			✓	✓	✓																			✓	✓	✓	✓	✓
M. IYENGUNMWENA	✓	✓	✓	✓	✓							✓	✓	✓	✓		✓	B	✓	B	✓	✓						
S. JORDAN	✓	✓	✓	✓	✓							✓	✓	✓		✓	✓	✓	✓	✓		✓						
N. JORGENSEN		✓	B	B																								
P. JORGENSEN		B	✓	✓	✓							✓		✓	✓		B	✓	✓	B	B	B				✓	✓	
I. KHAYINZA	✓	✓	✓	✓	✓																							
G. LITTLER	✓		✓	✓	✓																			✓	✓	✓	✓	✓
A. LONG		✓	✓	✓	✓																							
T. MAHER	✓		✓	✓	✓																							
S. MATTHEW'S	✓	✓	✓	✓	✓							✓												✓	✓	✓	✓	
A. NEAL	✓	✓	✓	✓	✓							✓	✓		✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓
S. NEWTON		✓	B	B	✓										✓			✓	✓	✓		✓				B	✓	✓
B. OWEN	✓	✓	✓	✓								✓																
H. SARASAN	✓	✓	✓		✓																							
C. SMITH	✓	B	✓	✓	✓							✓		✓	✓	✓	B	B	✓	B	B	B						
M. SMITH	✓	✓	✓	✓	✓							✓		✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	B

R = Representing Town Council B = Attending Borough Meeting ✓ = In Attendance F = Attending Fire Authority Meeting A = Approved Leave of Absence
(shaded cell denotes non-representation on Committees)

APPENDIX G

February 2025 Barclaycard

ORDERS FOR PAYMENT - BY BARCLAYCARD

Number	Supplier	Purchase Description	Amount
7609	Ornamental Trees	Oak Tree (Recharged to resident Inv 4304)	£87.00
7610	Zoom	Feb 25 Subscription	£15.59
7611	Adobe	Subscription M/e 10/3/25	£11.29
7612	Ucheck	DBS (Responsible Org. Registration)	£58.80
7613	Ucheck	DBS Check NT	£37.20
7614	Royal Mail	Stamps	£272.50
7615	Net World Sports	Football Equipment	£144.10
7616	Rawlins	Graffiti Remover	£100.37
7617	ASDA	Flask for MELNR Volunteers	£7.00
Total Barclaycard			£733.85

Date Prepared: 04/3/2025

ORDERS FOR PAYMENT - BY BACS TRANSFER

Number	Supplier	Purchase Description	Amount
7618	2468 Ltd	Service of Water Heater RLCC 01/04/25-31/03/26	£115.91
7619	All Electrics & Building Management	Replacement lighting RLCC Feb 25	£175.20
7620	Anglia Sign Casting	Bronze Plaque (recharged) CEM Feb 25	£99.14
7621	Avoncrop Amenity Products Ltd	Moss treatment, Nurti-Pro and Cleanmax SJP	£435.12
7622	Building Bespoke Construction Ltd	New LED Lighting & redecoration MPCC	£3,100.20
7623	Buxtons	Work gloves & first aid kit RH Feb 25	£192.96
7624	Lister Wilder	Dennis Mower Service & Regrind Feb 25	£675.73
7625	Lister Wilder	Dennis Mower Service & Regrind Feb 25	£689.99
7626	Premier Office Supplies	Office admin stationery Feb 25	£103.60
7627	Seton	Safety Helmet & Glasses Feb 25	£118.55
7628	Shinfield Parish Council	Public Speaking Course - 2 delegates March 25	£60.00
7629	Surrey Loams Ltd	Cricket Top Dressing SJP Feb 25	£166.92
7630	Travis Perkins	Wheelbarrow and tyres MELNR Mar 25	£191.46
7631	Travis Perkins	Bags of Cement CEM Mar 25	£91.80
7632	Tudor Environmental	Hay rake, Saw and loppers Feb 25	£309.77
7633	Web Marketing Matters	Monthly Website Support & Maintenance Feb 25	£216.00
7634	William Luck	Planning Professional Services Feb 25	£337.80
7635	X-tern Services	Window Cleaning various sites Feb 25	£160.00

Total: £7,240.15

Date Prepared: 06/03/2025

ORDERS FOR PAYMENT - BY DIRECT DEBIT February 2025

Number	Supplier	Purchase Description	Amount
7636	Allstar	Vehicle Fuel Maintenance EN65 HDF 10/01/25	£67.61
7637	Allstar	Vehicle Fuel Parks YK60 UUJ 27/01/25	£74.92
7638	Castle Water	Water MPCC Jan 25	£182.43
7639	Castle Water	Water RH Jan 25	£185.64
7640	Castle Water	Water RLCC Jan 25	£18.66
7641	Castle Water	Water CEM Jan 25	£5.74
7642	Castle Water	Water IC Jan 25	£86.70
7643	Castle Water	Water SJP Jan 25	£201.82
7644	Culligan UK Ltd	RH Water Cooler Rental/Service Jan 25	£110.86
7645	Culligan UK Ltd	SJP Water Cooler Rental/Service Jan 25	£55.43
7646	DVLC	MX19WV Road Tax	£335.00
7647	Elavon	Credit Card Terminal rental Feb 25	£22.80
7648	Focus	RH Telephones Rental Feb 25 + Calls Dec 24	£196.16
7649	O2	Mobiles Rental 14/01 - 13/02/25	£253.28
7650	Virgin Media Business	Broadband RH Feb 25	£25.42
7651	Yorkshire Gas & Power	Tractor Shed Electricity Feb 25	£42.66
7652	Yorkshire Gas & Power	Electricity IC Advance Feb 25	£171.79
7653	Yorkshire Gas & Power	Electricity SJP Jan 25	£215.05
7654	Yorkshire Gas & Power	Electricity RLCC Jan 25	£292.17
7655	Yorkshire Gas & Power	Electricity MPCC Jan 25	£338.40
7656	Yorkshire Gas & Power	Electricity RH Jan 25	£413.88

Total Direct Debits £3,296.42

Date Prepared: 10th March 2025

IMPREST ACCOUNT

ORDERS FOR PAYMENT - BY DIRECT DEBIT

Jan 25 - Feb 24

Number	Supplier	Purchase Description	Amount
104	SGW Payroll	Jan 25 Payroll cost	£64.56
105	SGW Payroll	Feb 25 Payroll cost	£64.56
Total Direct Debits			£129.12

Date Prepared: 13/03/25

IMPREST ACCOUNT - Reimbursement Vouchers 1049 - 1051

Vouchers between 1st March 2025 - 12th March 2025

Number	Details	Amount
1049	Salaries Mar 25	£33,131.56
1050	LGPS Pensions Mar 25	£14,080.63
1051	HMRC PAYE & NI Mar 25	£11,451.95
Total Payments		<u>£58,664.14</u>