

29 July 2026

TO ALL MEMBERS OF THE COUNCIL

Dear Sir/Madam

You are hereby summoned to attend a meeting of the Full Council which will be held in the Council Chamber, Hebden Bridge Town Hall on **MONDAY 3 AUGUST 2026 at 7.30pm.**




Emma Green
Clerk to the Council

This meeting is open to the public unless Members decide to exclude the public for any exempt or confidential item of business.

Under the Openness of Local Government Bodies Regulations 2014, members of the public, the press or the Council may record, film, photograph or broadcast the meeting whilst it is open to the public.

AGENDA

1. PUBLIC QUESTION TIME.

HRTC would like to invite public questions for the council. You may attend in person or submit questions electronically to info@hebdenroydtowncouncil.gov.uk no later than 2.00pm on the day of the meeting.

2. APOLOGIES AND REASONS FOR ABSENCE.

To note apologies for absence and approve the reasons for absence where presented.

3. MEMBERS' INTERESTS' RELATING TO AGENDA ITEMS.

To receive and note interests relating to the agenda.

4. PLANNING APPLICATIONS

Interested members of the public, if they are present, will be invited to speak followed by Ward Councillors on applications within their ward followed by other Councillors.

- a. **Application 20/01224/FUL** at Linden Works, Linden Road, Hebden Bridge for Conversion of part of mill to form 18 apartments. (West End ward).

- b. **Application 26/00432/HSE** at Hillside, Savile Road, Hebden Bridge, HX7 6ND for Link extension between house to garage. (Part Retrospective). (West End ward).
- c. **Application 26/00616/LBC** at The Lodge, Church Bank Lane, Cragg Vale, HX7 5TF for Application to regularise completed works - roof repairs and insulation (Listed Building Consent). (Cragg Vale).
- d. **Application 26/20051/TPO** at 5 Longfellow Court, Mytholmroyd, HX7 5LG for Fell one tree (Tree Preservation Order). (Cragg Vale).

The Chair proposes that the recommendations on the above planning applications are sent to the Environmental Services Department, Calderdale MBC. When the Chair or Deputy Chair cannot attend, Ward members be authorised to represent the view of Hebden Royd Town Council at meetings of the Planning Committee at Calderdale MBC.

5. **APPLICATIONS FOR PLANNING PERMISSION GRANTED BY CALDERDALE MBC**

- ✓ a. Application 26/00348/HSE at 43 Hangingroyd Lane, Hebden Bridge, HX7 7DD for Insert roof lights to front, rear and side and external alterations.
- ✓ b. Application 26/00402/LBC at Bluebell Cottage, Brearley Old Hall, Brearley Lane Top, Mytholmroyd, HX2 6HS for Fit EV Charging Unit.
- ✓ c. Application 26/20049/TPO at Unit Known As Unit 1 And 2 Hoo Hole Mill, Cragg Road, Mytholmroyd for Reduce one tree (Tree Preservation Order).
- ✓ d. Application 26/20044/TPO at Beckfoot, Cragg Road, Mytholmroyd, HX7 5RX for Fell one tree (Tree Preservation Order).
- ✓ e. Application 26/00223/FUL at Southcliffe House, Commercial Street, Hebden Bridge, HX7 8AX for Walling up of internal kitchen door opening to create two separate dwellings.
- ✓ f. Application 26/00224/LBC at Southcliffe House, Commercial Street, Hebden Bridge, HX7 8AX for Walling up of internal kitchen door opening to create two separate dwellings. (Listed Building Consent).

- X g. Application 26/20026/TPO at Throstle Bower Farm, Midgley Road, Mytholmroyd, HX7 5QT for Fell four trees (Tree Preservation Order).
- ✓ h. Application 26/00165/FUL at 3 Fair View, Wood Hey Lane, Hebden Bridge, HX7 6JQ for Change of use of ancillary outbuilding into dwelling.
- X i. Application 26/20052/TPO at Netherclough, Cragg Road, Mytholmroyd, HX7 5RX for Fell seven trees (Tree Preservation Order).
- ✓ j. Application 26/20040/TPO at 7 The Brook, Mytholmroyd, HX7 5ED for Fell one tree (Tree Preservation Order).
- ✓ k. Application 25/00095/FUL at Land Adjacent To Unit 22 Moderna Business Park, Moderna Way, Mytholmroyd for The construction of one storage & distribution/general industrial Unit (use classes B8/B2) and one storage & distribution/office Unit (use classes B8/E(g)).

6. HRTC & HBPH STATEMENT OF ACCOUNT

To receive the Statement of Account for Hebden Royd Town Council and the Hebden Bridge Picture House and to decide on actions as appropriate (enc).

7. HRTC & HBPH BANK RECONCILIATION

To receive the bank reconciliation and decide on actions as appropriate (enc).

8. HRTC & HBPH PAYMENT SCHEDULE

To receive schedule, note items of information and to authorise payments totalling £30,321.96. (enc)

9. COMMUNICATIONS FROM THE TOWN MAYOR AND THE CLERK.

To receive and decide actions on communications (enc).

- a. Living Wage Foundation Impact Report

10. CORRESPONDENCE BETWEEN CLLR. BODEN & THE CLERK

At the request of Cllr Borrows

To consider the motion presented by Cllr Borrows and to decide on actions as appropriate. (enc)

11. MAYOR'S REPORT/DEPUTY MAYOR'S REPORT

To receive and note the activities of the Mayor (enc).

- 12. MINUTES OF THE TOWN COUNCIL held 6 JULY 2026**
To consider minutes and approve as a correct record (enc).
- 13. MINUTES OF THE STRATEGY & REVIEW COMMITTEE held 13 JULY 2026**
To receive minutes for information and endorse recommendations therein. (Any member may comment on or ask questions regarding the decisions taken to the Chair of the Committee, or in the absence of the Chair the Deputy Chair) (enc).
- 14. MINUTES OF THE PICTURE HOUSE COMMITTEE (CPS) held 14 JULY 2026**
To receive minutes for information. (Any member may comment on or ask questions regarding the decisions taken to the Chair of the Committee, or in the absence of the Chair the Deputy Chair) (enc).
- 15. MINUTES OF THE COMMUNITY FUNDING COMMITTEE (CPS) held 20 JULY 2026**
To receive minutes for information. (Any member may comment on or ask questions regarding the decisions taken to the Chair of the Committee, or in the absence of the Chair the Deputy Chair) (enc).
- 16. MINUTES OF THE COMMUNITY FUNDING COMMITTEE held 20 JULY 2026**
To receive minutes for information. (Any member may comment on or ask questions regarding the decisions taken to the Chair of the Committee, or in the absence of the Chair the Deputy Chair) (enc).
- 17. MINUTES OF THE PROJECT & EVENTS COMMITTEE (CPS) held 22 JULY 2026**
To receive minutes for information. (Any member may comment on or ask questions regarding the decisions taken to the Chair of the Committee, or in the absence of the Chair the Deputy Chair) (enc).
- 18. WORKING GROUPS**
To receive reports from and to decide on appropriate actions.
- 19. REPRESENTATIVES TO OUTSIDE BODIES**
To receive reports from representatives to outside bodies and other organisations.
- 20. EXCLUSION OF THE PRESS AND PUBLIC**
To resolve to exclude members of the public and press under the Public Bodies (Admissions to Meetings) Act 1960 during consideration of items of a confidential nature.

Date: 06/07/2026

Time: 13:02:34

HEBDEN BRIDGE PICTURE HOUSE

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Statement of Account

From: Month 1, April 2026

To: Month 1, April 2026

Chart of Accounts:

Picture House Partial (Public) [PARTIAL]

	<u>Period</u>				<u>Year to Date</u>			
	<u>Actual</u>	<u>Ratio(%)</u>	<u>Budget</u>	<u>Variance</u>	<u>Actual</u>	<u>Ratio(%)</u>	<u>Budget</u>	<u>Variance</u>
Income								
Ticket sales	27,146.49	62.70	32,133.33	(4,986.84)	27,146.49	62.70	32,133.33	(4,986.84)
Kiosk Sales - Food & Beverages	9,711.52	22.43	11,306.67	(1,595.15)	9,711.52	22.43	11,306.67	(1,595.15)
Memberships	1,352.00	3.12	875.00	477.00	1,352.00	3.12	875.00	477.00
Private Hire & parties	0.00	0.00	1,666.67	(1,666.67)	0.00	0.00	1,666.67	(1,666.67)
Shop Rentals	2,578.40	5.96	1,335.00	1,243.40	2,578.40	5.96	1,335.00	1,243.40
Screen Advertising	1,382.94	3.19	800.00	582.94	1,382.94	3.19	800.00	582.94
Donaations received	126.00	0.29	83.33	42.67	126.00	0.29	83.33	42.67
Grants Received	0.00	0.00	2,249.50	(2,249.50)	0.00	0.00	2,249.50	(2,249.50)
Gift Vouchers sold	997.35	2.30	500.00	497.35	997.35	2.30	500.00	497.35
Bank Interest Received	0.00	0.00	83.33	(83.33)	0.00	0.00	83.33	(83.33)
Overs/Shorts	0.00	0.00	4.17	(4.17)	0.00	0.00	4.17	(4.17)
	43,294.70	100.00	51,037.00	(7,742.30)	43,294.70	100.00	51,037.00	(7,742.30)
Direct Costs								
Royalties	4,806.08	11.10	13,020.00	8,213.92	4,806.08	11.10	13,020.00	8,213.92
Kiosk supplies - Food & Beverages	3,858.09	8.91	4,183.47	325.38	3,858.09	8.91	4,183.47	325.38
Kiosk Supplies Merchandise	0.00	0.00	41.67	41.67	0.00	0.00	41.67	41.67
Repairs, Alterations & Maintenance	783.13	1.81	916.67	133.54	783.13	1.81	916.67	133.54
	9,447.30	21.82	18,161.81	8,714.51	9,447.30	21.82	18,161.81	8,714.51
Running Costs								
Energy	176.75	0.41	1,333.33	1,156.58	176.75	0.41	1,333.33	1,156.58
Water	0.00	0.00	339.50	339.50	0.00	0.00	339.50	339.50
Waste & recycling	716.61	1.66	216.67	(499.94)	716.61	1.66	216.67	(499.94)
Cleaning Materials & equipment	396.38	0.92	300.00	(96.38)	396.38	0.92	300.00	(96.38)
Projection Equipment	320.55	0.74	83.33	(237.22)	320.55	0.74	83.33	(237.22)
Staff Uniforms	0.00	0.00	41.67	41.67	0.00	0.00	41.67	41.67
Buildings Insurance	0.00	0.00	700.00	700.00	0.00	0.00	700.00	700.00
Film Delivery & couriers	0.00	0.00	100.00	100.00	0.00	0.00	100.00	100.00
Office Expenses	1,711.72	3.95	166.67	(1,545.05)	1,711.72	3.95	166.67	(1,545.05)
Press listings	0.00	0.00	16.67	16.67	0.00	0.00	16.67	16.67
PRS & PPL Licenses	75.00	0.17	191.67	116.67	75.00	0.17	191.67	116.67
Training	0.00	0.00	125.00	125.00	0.00	0.00	125.00	125.00
Bank Charges	27.65	0.06	166.67	139.02	27.65	0.06	166.67	139.02
Box Office Oscar	367.05	0.85	916.67	549.62	367.05	0.85	916.67	549.62
Screen 2 Development stage	0.00	0.00	2,249.50	2,249.50	0.00	0.00	2,249.50	2,249.50
	3,791.71	8.76	6,947.35	3,155.64	3,791.71	8.76	6,947.35	3,155.64
Gross Profit/(Loss):	30,055.69	69.42	25,927.84	4,127.85	30,055.69	69.42	25,927.84	4,127.85
Staff Costs								
Staff Costs	22,541.68	52.07	27,827.03	5,285.35	22,541.68	52.07	27,827.03	5,285.35
	22,541.68	52.07	27,827.03	5,285.35	22,541.68	52.07	27,827.03	5,285.35
Net Profit/(Loss):	7,514.01	17.36	(1,899.19)	9,413.20	7,514.01	17.36	(1,899.19)	9,413.20

Statement of Account

From: Month 1, April 2026

To: Month 1, April 2026

Chart of Accounts:

TOWN COUNCIL [PARTIAL]

	<u>Period</u>				<u>Year to Date</u>			
	<u>Actual</u>	<u>Ratio(%)</u>	<u>Budget</u>	<u>Variance</u>	<u>Actual</u>	<u>Ratio(%)</u>	<u>Budget</u>	<u>Variance</u>
Income								
Precept	524,013.00	98.49	524,013.00	0.00	524,013.00	98.49	524,013.00	0.00
Hanging Baskets	5,540.00	1.04	0.00	5,540.00	5,540.00	1.04	0.00	5,540.00
Allotments	2,060.00	0.39	0.00	2,060.00	2,060.00	0.39	0.00	2,060.00
Projects & Events Income	436.48	0.08	0.00	436.48	436.48	0.08	0.00	436.48
	532,049.48	100.00	524,013.00	8,036.48	532,049.48	100.00	524,013.00	8,036.48
Committes, Projects and Awards								
Awards Service to the community	100.00	0.02	250.00	150.00	100.00	0.02	250.00	150.00
Community Funding	9,500.00	1.79	0.00	(9,500.00)	9,500.00	1.79	0.00	(9,500.00)
LE & CE Land & Biodiversity	15.00	0.00	740.75	725.75	15.00	0.00	740.75	725.75
LE & CE Environmental Projects	525.00	0.10	0.00	(525.00)	525.00	0.10	0.00	(525.00)
LE & CE Allotments	37.21	0.01	0.00	(37.21)	37.21	0.01	0.00	(37.21)
P & E Xmas Events	11,499.54	2.16	10,000.00	(1,499.54)	11,499.54	2.16	10,000.00	(1,499.54)
P & E Happy Hounds	150.92	0.03	2,000.00	1,849.08	150.92	0.03	2,000.00	1,849.08
P & E New Projects	71.00	0.01	0.00	(71.00)	71.00	0.01	0.00	(71.00)
P & E Xmas Lights	0.00	0.00	20,000.00	20,000.00	0.00	0.00	20,000.00	20,000.00
	21,898.67	4.12	32,990.75	11,092.08	21,898.67	4.12	32,990.75	11,092.08
Gross Profit / (Loss):	510,150.81	95.88	491,022.25	19,128.56	510,150.81	95.88	491,022.25	19,128.56
Administration								
Salaries	16,689.42	3.14	21,187.00	4,497.58	16,689.42	3.14	21,187.00	4,497.58
HR Support	580.18	0.11	576.75	(3.43)	580.18	0.11	576.75	(3.43)
Office Expenditure	4,198.73	0.79	0.00	(4,198.73)	4,198.73	0.79	0.00	(4,198.73)
Website	660.00	0.12	208.33	(451.67)	660.00	0.12	208.33	(451.67)
Public Liability Insurance	608.28	0.11	0.00	(608.28)	608.28	0.11	0.00	(608.28)
Subscriptions	1,505.49	0.28	0.00	(1,505.49)	1,505.49	0.28	0.00	(1,505.49)
Stripe Fees	50.49	0.01	0.00	(50.49)	50.49	0.01	0.00	(50.49)
Election expenses	(7,370.87)	(1.39)	0.00	7,370.87	(7,370.87)	(1.39)	0.00	7,370.87
Clocks	238.65	0.04	0.00	(238.65)	238.65	0.04	0.00	(238.65)
Mayors Allowance	250.00	0.05	0.00	(250.00)	250.00	0.05	0.00	(250.00)
Disability Access Forum	0.00	0.00	50.00	50.00	0.00	0.00	50.00	50.00
Accounts Support	0.00	0.00	208.33	208.33	0.00	0.00	208.33	208.33
Legal & Professional services	1,995.00	0.37	900.00	(1,095.00)	1,995.00	0.37	900.00	(1,095.00)
Screen 2	0.00	0.00	20,000.00	20,000.00	0.00	0.00	20,000.00	20,000.00
	19,405.37	3.65	43,130.41	23,725.04	19,405.37	3.65	43,130.41	23,725.04
Net Profit / (Loss):	490,745.44	92.24	447,891.84	42,853.60	490,745.44	92.24	447,891.84	42,853.60

Bank Reconciliation

Bank Ref:	1250	Date To:	30/04/2026
Bank Name:	HBPH - Current Account	Statement Ref:	1250 2026-07-20 01
Currency:	Pound Sterling		

Balance as per cash book at 30/04/2026:

33,286.88

Add: Unpresented Payments

Tran No	Date	Ref	Details	£
				0.00

Less: Outstanding Receipts

Tran No	Date	Ref	Details	£
				0.00

Reconciled balance :

33,286.88

Balance as per statement :

33,286.88

Difference :

0.00

Bank Reconciliation

Bank Ref:	1250	Date To:	30/06/2026
Bank Name:	HBPH - Current Account	Statement Ref:	1250 2026-07-20 03
Currency:	Pound Sterling		

Balance as per cash book at 30/06/2026:

39,034.49

Add: Unpresented Payments

Tran No	Date	Ref	Details	£
				0.00

Less: Outstanding Receipts

Tran No	Date	Ref	Details	£
				0.00

Reconciled balance :

39,034.49

Balance as per statement :

39,034.50

Difference :

-0.01

Bank Reconciliation

Bank Ref:	1250	Date To:	31/05/2026
Bank Name:	HBPH - Current Account	Statement Ref:	1250 2026-07-20 02
Currency:	Pound Sterling		

Balance as per cash book at 31/05/2026:

46,661.99

Add: Unpresented Payments

Tran No	Date	Ref	Details	£
				0.00

Less: Outstanding Receipts

Tran No	Date	Ref	Details	£
				0.00

Reconciled balance :

46,661.99

Balance as per statement :

46,661.99

Difference :

0.00

Bank Reconciliation

Bank Ref:	1200	Date To:	30/04/2026
Bank Name:	HRTC - Current Account	Statement Ref:	1200 2026-07-14 01
Currency:	Pound Sterling		

Balance as per cash book at 30/04/2026:

118,753.28

Add: Unpresented Payments

Tran No	Date	Ref	Details	£
				0.00

Less: Outstanding Receipts

Tran No	Date	Ref	Details	£
				0.00

Reconciled balance :

118,753.28

Balance as per statement :

118,753.28

Difference :

0.00

Bank Reconciliation

Bank Ref:	1200	Date To:	30/06/2026
Bank Name:	HRTC - Current Account	Statement Ref:	1200 2026-07-14 03
Currency:	Pound Sterling		

Balance as per cash book at 30/06/2026:

53,608.49

Add: Unpresented Payments

Tran No	Date	Ref	Details	£
				0.00

Less: Outstanding Receipts

Tran No	Date	Ref	Details	£
				0.00

Reconciled balance :

53,608.49

Balance as per statement :

53,186.44

Difference :

422.05

Bank Reconciliation

Bank Ref:	1200	Date To:	31/05/2026
Bank Name:	HRTC - Current Account	Statement Ref:	1200 2026-07-14 02
Currency:	Pound Sterling		

Balance as per cash book at 31/05/2026:

86,034.90

Add: Unpresented Payments

Tran No	Date	Ref	Details	£
				0.00

Less: Outstanding Receipts

Tran No	Date	Ref	Details	£
				0.00

Reconciled balance :

86,034.90

Balance as per statement :

86,034.90

Difference :

0.00

Payment and Receipt Schedule
03/08/2026

Hebden Bridge Picture House

Accounts to be Paid

Item no:	Payee	Details	Invoice No	Amount	Payment
a	PPS	Cleaning Supplies	INVKEI-91403	£ 142.74	BACS
b	Calderdale Council	Insurance	IN26080774	£ 8,705.76	BACS
c	Eden Farm	Kiosk	595247	£ 266.16	BACS
d	JL Brooks	Kiosk	691241	£ 119.81	BACS
e	JL Brooks	Kiosk	693295	£ 158.19	BACS
f	JL Brooks	Kiosk	693294	£ 245.41	BACS
g	Just Jennys	Kiosk	8701	£ 117.60	BACS
h	Just Jennys	Kiosk	8722	£ 175.20	BACS
i	Leodis	Kiosk	INV-23009	£ 259.02	BACS
j	Matthew Clark	Kiosk	4359770	£ 421.62	BACS
k	Suma	Kiosk	A86456	£ 216.45	BACS
l	The Buttercup Bakery	Kiosk	No368	£ 85.60	BACS
m	The Buttercup Bakery	Kiosk	No369	£ 108.80	BACS
n	The Buttercup Bakery	Kiosk	No370	£ 76.60	BACS
o	The Buttercup Bakery	Kiosk	No371	£ 85.60	BACS
p	Vocation Brewery	Kiosk	181738	£ 116.45	BACS
q	Yorkshire Vice-Cream	Kiosk	PH1028	£ 100.00	BACS
r	Yummycomb	Kiosk	INV-0957	£ 113.48	BACS
s	GB Air Control	Maintenance	61769	£ 230.40	BACS
t	Happy Valley Pride	Marketing	Inv-142	£ 85.00	BACS
u	Print Bureau	Marketing	PB9613	£ 294.00	BACS
v	Print Bureau	Marketing	PB9625	£ 12.00	BACS
w	Print Bureau	Marketing	PB9652	£ 72.00	BACS
x	Print Bureau	Marketing	PB9642	£ 25.00	BACS
y	Print Bureau	Marketing	PB9672	£ 24.00	BACS
z	Savoy Systems	Oscar	C-0726-34	£ 523.06	BACS
aa	Altitude	Royalties	1193	£ 120.00	BACS
bb	Arrow	Royalties	PSI0126207	£ 120.00	BACS
cc	Bulldog	Royalties	1123	£ 120.00	BACS
dd	Curzon	Royalties	11425	£ 120.00	BACS
ee	Metfilm	Royalties	INV-3049	£ 130.20	BACS
ff	Park Circus	Royalties	1504120	£ 219.10	BACS
gg	Park Circus	Royalties	1506512	£ 174.00	BACS
hh	Universal	Royalties	22314831142-1	£ 1,406.51	BACS
ii	Universal	Royalties	22314831127-1	£ 3.00	BACS
jj	Vertigo	Royalties	SI015366	£ 144.00	BACS
kk	Verve Pictures	Royalties	8500	£ 142.45	BACS
ll	Vue	Royalties	2002938	£ 187.60	BACS
mm	Vue	Royalties	2002942	£ 55.66	BACS
nn	Vue	Royalties	2002784	£ 24.50	BACS
oo	Vue	Royalties	2003240	£ 157.85	BACS

£ 15,904.82

Direct Debits

Item no:	Payee	Details	Invoice No	Amount	
a	FDMS	Box Office	12/06/26	£ 162.66	DD
b	FDMS	Box Office	12/06/26	£ 179.36	DD
c	Apple	Office	07/04/26	£ 0.99	DD
d	Croft	Office	92027	£ 217.82	DD
e	Spotify	Office	29/04/26	£ 12.99	DD
f	Spotify	Office	29/05/26	£ 12.99	DD
g	Spotify	Office	29/06/26	£ 12.99	DD
h	Clover	Oscar	16/06/26	£ 50.40	DD
i	Crown Gas	Utilities	4021538	£ 273.11	DD
j	Crown Gas	Utilities	231154	£ 1,077.48	DD
k	Crown Gas	Utilities	252486	£ 986.54	DD
l	Crown Gas	Utilities	207500	£ 920.45	DD

£ 3,907.78

Payments paid by Clerk

Item no:	Payee	Details	Invoice No	Amount	
a	Amazon	Cleaning Supplies	GB606M4PG5RLFI	£ 35.11	Card
b	Matthew Clark	Kiosk	4260030	£ 424.06	BACS
c	Amazon	Office	GB64XFU4ABEI	£ 16.99	Card
d	Ben Gwilliam	Office	10.06.26	£ 12.90	BACS
e	Nativespace	Office	392871	£ 80.26	Card
f	UK Cinema Ass	Office	07/05/26	£ 185.00	Card
g	Post Office	Petty Cash	22/07/26	£ 197.41	Card
h	Post Office	Post	08/06/26	£ 1.80	Card
i	Post Office	Petty Cash	18/06/26	£ 191.26	Card
j	PPL	PRS	SIN3410381	£ 1,544.10	BACS
k	UK Cinema Ass	PRS	INV-5158	£ 210.00	BACS
l	Sony	Royalties	1712566-1	£ 120.00	BACS
m	Studiocanal	Royalties	60259681	£ 125.82	BACS
n	Universal	Royalties	22314828919-1	£ 537.50	BACS
o	BFI	Training	11/06/26	£ 75.00	Card
p	Hotel Ibis	Training	11/05/26	£ 316.71	Card
q	McDonalds	Training	13/05/26	£ 10.78	Card
r	Sectfrog	Training	11/05/26	£ 28.00	Card
s	Sectfrog	Training	13/05/26	£ 22.00	Card
t	Trainline	Training	08/05/26	£ 108.80	Card
u	Uber	Training	12/05/26	£ 10.95	Card
v	Uber	Training	14/05/26	£ 23.39	Card

£ 4,277.84

PAYMENTS

£ 24,090.44

Authorised by			
Councillor	Councillor	Clerk	Date

Payment and Receipt Schedule
03/08/2026

Hebden Royd Town Council
Accounts to be Paid

Item

No.:	Payee	Details	Invoice No	Amount	Cost Centre	Payment
a	Briggs Priestley	Shields Engrave	50136	£ 408.00	Community Service	BACS
b	Calvag	Paint Brush, Renseal One Coat, Pruning Saw	INV-19934	£ 85.20	Local Environment	BACS
c	The Buttercup Bakery	Refreshments for Hay Time Tea	21 July 2026	£ 199.00	Local Environment	BACS
d	Dalton Smith	Outsourced Finance Support	INV-0675	£ 156.90	Office	BACS
e	Dalton Smith	Outsourced Finance Support 09/07/26	INV-0679	£ 96.50	Office	BACS
f	Hebden Bridge Community Association	Office	01/09/24	£ 153.00	Office	BACS
g	P3	Microsoft 365 Business Stn & Exchange Online	40761	£ 177.42	Office	BACS
h	Kaspersky	IT Security	FR-26-19469879	£ 38.99	Office	BACS
i	Dalton Smith	Payroll Services for July 2026	INV-0681	£ 202.80	Payroll	BACS
j	Emma Green	Keighley PH Site Visit	Screen 2	£ 122.45	Screen 2	BACS
k	Hebden Bridge Community Association	Catering - June for Twinning Society	19635	£ 172.00	Twinning	BACS
l	HBPH	Twinning - bar supplies	HBPH 26/21	£ 162.22	Twinning	BACS
				£ 1,974.48		

Accounts previously paid by the Town Clerk

No.:	Payee	Details	Invoice No	Amount	Cost Centre	
a	Scythe Cmyru	Tools	13/5/26	£ 31.80	Allotments	card
b	Scythe Cmyru	Tools	#27856	£ 176.00	Allotments	card
c	Julie Winham	Internal Audit Consultant	2026-7	£ 1,997.15	Audit	BACS
d	Dodnaze Community Association	Forest School Activities	INV-0054	£ 450.00	Local Environment	BACS
e	Enterprise Van Hire	Allotments	#3GSP1C	£ 118.80	Local Environment	card
f	Lidl	Refreshments for Woodmeadow	24/07/26	£ 27.87	Local Environment	card
g	Amazon	Office supplies	GB64WNJIABEI	£ 9.98	Office	card
h	Amazon	Office supplies	GB65525ZABEI	£ 46.14	Office	card
i	Amazon	Office supplies	GB604C7HKQ0WNI	£ 12.98	Office	card
j	Amazon	Office supplies	GB65Z9RRABEI	£ 5.99	Office	card
k	Amazon	Office supplies	GB65ZA0ZABEI	£ 21.07	Office	card
l	Amazon	Office supplies	GB66ADYJABEI	£ 15.03	Office	card
m	Amazon	Office supplies	GB6000EQ0UWXESI	£ 14.27	Office	card
n	Amazon	Office supplies	GB6000D2SXE75I	£ 4.58	Office	card
o	Amazon	Office supplies	GB66ADYYABEI	£ 5.66	Office	card
p	Amazon	Office supplies	GB668YGUABEI	£ 5.99	Office	card
q	Ebony Andrews	Contribution to DSE Standard Office Chair	20/07/26	£ 100.00	Office	card
r	Post Office	Petty Cash		£ 135.67	Office	card
s	Post Office	Petty Cash		£ 71.74	Office	card
t	White Ribbon	Office	10720	£ 144.00	Office	card
u	Cote Hill Filling Station	Happy Hounds		£ 16.00	Project & Events	card
v	Amazon	Twinning	GB64WNEBABEI	£ 4.99	Twinning	card
w	Amazon	Twinning	GB64XMMUABEI	£ 4.99	Twinning	card
				£ 3,420.70		

Direct Debits

No.:	Payee	Details	Invoice No	Amount	Cost Centre	
a	Peninsula	Employment Services	U005783022	£ 689.76	HR Support	DD
b	EE	Mobile Phones	V02492462706	£ 86.40	Office	DD
c	Information Commissioners Office	Data Protection	26/27	£ 47.00	Office	DD
d	Stripe	Fees May	51MLEFT4-2026-05	13.18	Office	DD
				£ 836.34		

TOTAL PAYMENTS

£ 6,231.52

Authorised by			
Councillor	Councillor	Clerk	Date

A real Living Wage: 25 years in Impact report



One of the most successful social movements of the century



Sponsored by



HERBERT SMITH
FREEHILLS
KRAMER



02 People

03 Business

04 Society

05 What's next



About the real Living Wage

The real Living Wage remains the only UK wage rate calculated on the real cost of living. It is voluntarily paid by over 16,000 UK businesses who have chosen to transform millions of people's lives and raise the bar for what decent work looks like in the UK.

The real Living Wage is different from the government's legal minimum wage (rebranded as the 'National Living Wage' in 2016). The minimum wage is set by the Government, weighing factors like its impact on youth employment and the wider labour market. The real Living Wage, by contrast, is independently calculated by the Resolution Foundation based on what is needed to cover the cost of living.

About the Living Wage Foundation

We are the movement at the heart of fairer, better work. We're bringing together employers, people and communities across the UK to shape work that works for everyone. We celebrate and recognise the leadership of employers choosing to drive up employment standards.

The Living Wage Foundation was established in 2011 after communities and low paid workers in East London successfully fought for pay that meets the cost of living. Still part of Citizens UK today, the Living Wage Foundation is part of the UK's biggest, most diverse and effective people powered alliance, with accreditation schemes that make change on the issues that matter.

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Foreword by Samantha Brown	4 ➤
Introduction by Matthew Sparkes	5 ➤
Impact on people	12 ➤
Impact on business	18 ➤
Impact on society	28 ➤
What's next: the 25 years ahead	34 ➤



Foreword



Samantha Brown

Managing Partner, Employment, Pensions & Incentives,
UK & EMEA, Herbert Smith Freehills Kramer

Twenty-five years ago, few people understood what a real Living Wage meant, and fewer still recognised why one was needed. Now, in 2026, thanks to the Living Wage movement, over 4 million employees work for an employer committed to paying the real Living Wage, and more than £4 billion has been transferred to the pockets of workers. The 25th anniversary of this transformative initiative is a significant milestone.

We became an accredited Living Wage employer in 2012 and committed to ensuring that all employees, interns, apprentices and contractors in our UK offices are paid a real Living Wage. This decision was grounded in a clear business case: decent pay supports workforce stability and strengthens our position within our sector. We believe that participating in the accreditation has delivered on these promises. Encouraged by the impact on our business, our people and community, in 2023 HSF Kramer became one of the first employers

– and the first law firm – to join the Living Pension initiative, ensuring that employees can achieve the savings required to meet basic everyday needs after retirement.

Against a backdrop of economic uncertainty, the Living Wage Foundation has expanded its mission, tackling insecure work and ensuring employers deliver a decent standard of living now and in the future. There are now more than 16,000 Living Wage-accredited employers in the UK, and room for many more. A responsible business recognises the role it has to play in delivering economic stability and wellbeing for employees and communities. The Living Wage Foundation has led a movement that has helped improve the lives of so many workers and their families over the past 25 years. At HSF Kramer, we are committed to building on our 14-year partnership in the years to come to ensure this change is long-lasting.

Introduction



Matthew Sparkes

Chair of the Living Wage Advisory Council

The Living Wage movement began with a simple but powerful idea: that work should provide people with the means to live a decent life. What started twenty-five years ago as a local campaign has grown into a national movement for change that has delivered proven, measurable impact for workers, employers and communities across the UK.

Today, more than 16,000 UK employers including well-known names such as Aviva, Ikea, Everton FC and over half of the FTSE 100 have committed to paying the real Living Wage. Together they lifted pay for nearly half a million people.

I have been part of this endeavour for just over half of its life. I have been privileged to witness so many inspiring stories shared by the most remarkable individuals. With the introduction of Living Hours and Living Pension accreditations, I have seen us grow in our offer

for tackling in-work poverty in the UK and, in partnership with the UN, WageMap and others, I have seen us also grow our influence beyond these shores.

But our work is not finished. The real Living Wage has become the standard for responsible employment. The question now is how we extend that standard so that every worker can rely on decent pay and secure work as the norm, not the exception.

So, consider this a moment of celebration and a call to action. Even in difficult years, you've stuck by the commitment you made to your employees to pay a real Living Wage and as a result, transformed lives. That is something to be incredibly proud of. Now it's time to keep that commitment going and help shape the next 25 years of work. I hope you'll continue to lead the way.



The Living Wage movement in numbers

16,000+

Living Wage employers,
covering every
nation and region
of the UK.



£1,400+

The difference each year
between getting paid the real
Living Wage (£13.45) and the
minimum wage (£12.71).¹
In London, the higher London
Living Wage means this
difference is £4,000+ per year.

¹ Full-time is defined as 37.5 hours
of work per week.



450,000+

people in work get paid
more every month thanks
to the real Living Wage.



94%

of Living Wage businesses
say they've benefited
since accrediting.



4.4m

jobs in the UK are still
paid less than the real
Living Wage.



4.1m

people work for Living
Wage employers across
the UK.



42%

of people in jobs paid
less than the real
Living Wage have
used a foodbank
in the past year.



Bernadette and Paul Community organisers in East London

More than a decade before the Living Wage Foundation officially launched, the Living Wage movement was taking shape in East London. Churches, mosques, synagogues, schools, unions and community organisations came together around a shared concern: in-work poverty and low pay.

Many workers – including cleaners and security guards in hospitals and major financial institutions – were struggling to survive on the minimum wage, often juggling multiple jobs without sick pay while facing London's high housing and childcare costs. Activists including Bernadette Harris, a senior NHS leader and Catholic activist and Methodist minister Paul Regan stood alongside workers and communities demanding fair pay and accountability from employers.

Together, they built a movement calling for a London Living Wage that reflected the real cost of living.

They knew that by coming together, telling their stories, and cultivating relationships with decisionmakers, workers and civil society could build the power to win real change in their communities. In 2003, Abdul Durrant, a night cleaner at HSBC, was trained to take action and speak to the bank's annual general meeting. Abdul courageously addressed Sir John Bond, who earned £2 million a year as chairman of the bank, saying: "Sir John, we work in the same office, but we live in different worlds. Let me tell you what it's like to work on £4.50 an hour and bring up six children." Within eighteen months, major UK banks in Canary Wharf had raised cleaners' pay and were among the first real Living Wage employers.

Today, the Living Wage movement spans the UK and is part of a growing global movement, while Bernie and Paul continue to campaign for a real Living Wage in UK supermarkets and health and social care. Our movement remains rooted in the lives of workers and the same simple aim: work that works for everyone.



10 milestone moments of the Living Wage movement

2001 The Living Wage movement launches in East London

Citizens UK brought together churches, mosques, schools and other local institutions to talk about the issues affecting their communities. One issue came up again and again: low pay and the impact it was having on family life. Many families were stretched across multiple low-paid jobs, with parents often leaving for work before their children woke up and returning home after they were asleep. Together, low paid workers began to call on major employers in London to pay a real living wage – not just the legal minimum.



2002–03 We start winning – community action sees the first hospitals and banks sign up.



2011
The movement goes
national with launch of
first UK wide real Living
Wage and Living Wage
Foundation established
to recognise and
celebrate the employers
choosing to go beyond
the legal minimum.



2016
The 'National Living Wage' comes
into effect, following success of
our campaign for a real Living
Wage. While challenging for
our movement, it reflected our
growing influence on UK wages.
The rebranded 'National Living
Wage' remains the legal minimum
for workers aged 21+, with only the
real Living Wage reflecting actual
costs of living.



2012
We secure the London
Living Wage for the
2012 Olympics – the
world's first Living
Wage Olympics after
years of campaigning.



2018
The Living Wage goes global
With over one billion workers
worldwide in working poverty, the
Foundation begins exploring the
possibility of developing a global,
collaborative approach to delivering
a real Living Wage (see chapter 5 ☺).



2019
Our Living Hours accreditation
launches to tackle widespread
insecurity over working hours and
shift periods (see chapter 5 ☺).



2020–21
The COVID-19 pandemic hits, and
with it a growing recognition for
the value of our essential workers.
Our movement grows at its fastest
pace as it launches a 'Living Wage
for Key Workers' campaign.



2023
We introduce a Living
Pension accreditation,
an accreditation to provide
workers with financial
security now and in the
future (see chapter 5 ☺).



2026
16,000+ accredited employers and a
brand which has gone mainstream.
The Living Wage movement has
transformed lives, having delivered
over £4bn in pay rises for nearly
half a million low paid workers.
The campaign remains as relevant
today as it ever was. With 4.4 million
UK jobs paid less than the real Living
Wage, community leaders still
organise to end low pay in the UK.





Herbert Smith Freehills Kramer



Emanuela and Palash, members of
HSF Kramer's catering team

HSF Kramer is one of the world's leading global law firms and a longstanding champion of the UK Living Wage movement. They have been a Living Wage Employer since 2012, shortly after the accreditation's launch, and are passionate about ensuring their staff are financially secure during their time at the firm and beyond.



I'm very happy that I got a £2 per hour increase in my wage [compared to my previous employer]. It's very easy for me to manage everything and support my family as well.

Palash
HSF Kramer catering team

Emma Cooke, Director of Responsible Business, says that getting involved in the early days was a "no-brainer" once the team delved deeper and realised that the National Minimum Wage wasn't enough for people to support themselves, noting that

their contracted staff were most affected. Offering a real Living Wage to all employees and onsite contractors has helped HSF Kramer to attract and retain talent, creating a more dynamic workforce that helps the firm to thrive.

The firm has found that clients are increasingly asking whether it pays a real Living Wage and how that commitment extends through its supply chain. This reflects growing awareness of the role businesses play in providing economic security.



Here, the way that people work is totally different from my previous job [...] so I'm very grateful to stay here.

Emanuela
HSF Kramer catering team

HSF Kramer has continuously sought to go further and give back to the movement. They provided pro bono legal advice to develop the original Living Wage standard and subsequently the Living Pension standard and were early adopters of the accreditation when it launched in 2023.

They strongly believe that being a responsible employer means ensuring their staff can live well in the future, not just in the short term. Offering a Living Pension ensures that employees are saving enough for retirement whilst also helping with recruitment, with candidates often asking about the benefits programme and pension contributions.

David Perkins (right), Senior Rewards & Benefits Manager at Herbert Smith Freehills Kramer, accepting the Beyond the Living Wage Award at Champion Awards 2023.

HSF Kramer continue to use their position as one of the biggest law firms in the sector to advocate for the Living Wage and Living Pension, whether through hosting events to raise awareness, or encouraging others to get involved. They remain committed to championing the movement into the future, recognising the ongoing challenges faced by those on low pay.





02 People

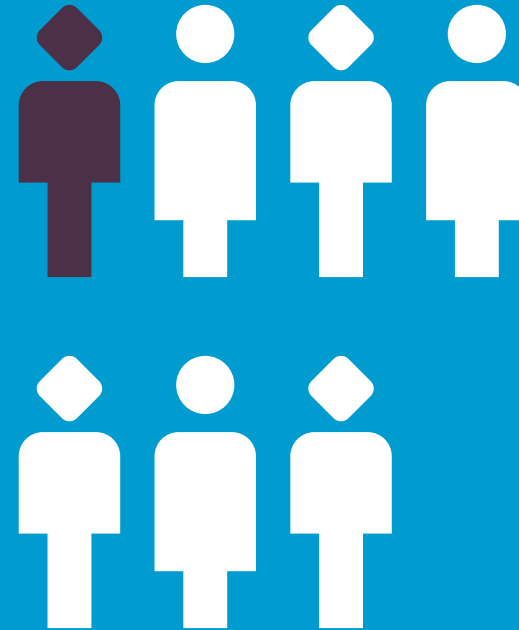


Earning the Living Wage means I can spend more time with my daughter doing the things together we enjoy. I can be the dad I want to be.

A cleaner paid the real Living Wage

1 in 7

UK employees work for an accredited Living Wage employer. That's 4.1m people in the UK.





Martin Lewis CBE

Founder of MoneySavingExpert.com



I believe the Living Wage Foundation has had a profound effect on society over the past 25 years. There are many stats you can look at such as the fact nearly half a million people in the UK are now with Living Wage accredited employers, though sadly 4.4m people still continue to be paid below a real Living Wage.

If you look at the difference between the real Living Wage and the minimum wage now compared to when this all started, the change is huge. The gap has narrowed and some of that can be attributed to the Living Wage Foundation which is a big achievement.



The only wage based on the cost of living

As part of Citizens UK, the Living Wage Foundation sits within the UK's biggest, most diverse and effective people powered alliance. By bringing together everyday people and local organisations, Citizens UK makes change on the issues that matter – from campaigning for zebra crossings on dangerous roads, to reforming the immigration system, to launching the Living Wage campaign. Today, that campaign has gained support from thousands of leading employers that have chosen to do the right thing and transform millions of people's lives through fair pay and secure hours.

We believe work should provide a decent standard of living for everyone; no-one should be in work and unable to make ends meet, now or in their future.

The cost of missing out on a real Living Wage

Every year we ask people who are paid less than the real Living Wage about the impact their wage rate has on their lives, and what getting paid a real Living Wage would change.

59%

of low-paid workers skipped meals, turned off the heating, fell behind on bills or took out a pay-day loan in the past year to cover essentials.



12%

of low-paid workers have no money left over each week or find themselves further in debt after paying for basics.



29%

of low-paid workers report that their level of pay has a negative impact on their relationships with close friends and family.



65%

of low-paid workers say that if they were paid the real Living Wage, it would improve their quality of life.



69%

of those with dependent children said that getting paid the real Living Wage would improve their relationship with their children somewhat or a lot.





Gina Rodriguez

Community leader and campaigner,
Empoderando Familias & Citizens UK

My journey with the Living Wage Campaign began in 2021, but my commitment to decent pay goes back much further. When I came to the UK 17 years ago, I worked as a cleaner, spending years on minimum wage, often unaware of my rights. I experienced hunger, poverty, and insecure work—experiences that still drive my passion for the real Living Wage and for supporting others facing the same struggles.

I was invited to join the steering group for the project to help [Make London a Living Wage City](#). As the only Latina in the room, I felt I represented the wider Latino cleaners' community, which is close to my heart.

Together, we developed long-term strategies, including targeting major cultural institutions to create a domino effect of accreditation.

Through my community group, Empoderando Familias, with Citizens UK, we campaigned to persuade iconic South Bank institutions like the Tate, Shakespeare's Globe, and the National Theatre to become Living Wage employers. These weren't easy conversations, but powerful testimonies – like my colleague Doris sharing her experience of low pay – helped influence decision-makers. It showed me how transformative our stories can be.

Knowing over 70,000 London workers have benefited from the campaign to Make London a Living Wage City makes me proud. This work has strengthened me as an advocate. I believe the next priority is growing worker centres and Living Hours accreditations – so every worker can have not just decent pay, but dignity and stability.



At times it can be equally challenging and rewarding working in health and social care, but being paid the London Living Wage and a fixed salary not only means I can plan ahead, but it also motivates me to be productive because I know my time and work is being valued by my employer.

My kids can't believe I'm at work. I go to work happy and return feeling the same. I feel like I am breaking the cycle and creating opportunities for my children to reach their potential. All because of a fair wage.

Michael Lascelles

Health and social worker, Enabled Living



I'm so pleased that we are paid a real Living Wage as it really makes a difference to our quality of life living in London. Bringing our roles in-house and being paid the Living Wage makes us feel valued and recognised for the work we do', says Anna.

Jacky adds, "We work around the clock to ensure our ambulances are in perfect condition and our crews can provide the best possible care for our communities. Being paid the Living Wage means I can enjoy the opportunities that come with living in London whilst training to be a social worker.

Anna and Jacky

London Ambulance Service





03 Business



“People say, ‘you guys are successful, therefore you can pay the Living Wage’, but they’ve got it the wrong way around – we’re successful because we pay the Living Wage.”

James Hennebry
CEO of Rosslyn Coffee

16,000+

Accredited Living Wage employers





SSE

Championing the Living Wage movement has been a core part of SSE's sustainability agenda for more than a decade, because we know that fair pay and secure work matter to our people and our business. SSE's committed to building on that strong legacy and helping drive it forward across our workforce and supply chain.

Rhian Kelly
Chief Sustainability Officer, SSE

SSE plc is a leading UK-listed energy company that invests in, develops, builds and operates electricity infrastructure needed for a clean, secure and affordable energy system. Headquartered in Perth, Scotland, it has been a UK Living Wage accredited employer since 2013, underpinning its commitment to fair work and strengthening its position as an employer of choice.

Over the last 13 years, SSE has continued to build on this commitment. In 2014, it included a Living Wage clause in UK supplier contracts and has since updated it to reach as many workers as



possible across its diverse supply chain. In 2015, SSE became the first large corporate business in Ireland to pay a real Living Wage and will begin rolling this out to its supply chain there from 2026.

To formalise its commitment to providing secure work, SSE signed up to the Living Hours accreditation in 2021. In 2023, with the cost of living crisis making it even more important to help employees build a secure pension pot, SSE became Living Pension accredited. This provided an immediate financial benefit to 113 colleagues, averaging £215 a year per employee.

SSE was one of the first large companies to adopt all three Living Wage Foundation accreditations – committing to decent wages, hours, and pensions for its employees. It continues to work towards extending this beyond its direct workforce to its supply chain.

When businesses accredit, they benefit

Organisations commit to pay the real Living Wage because it's the right thing to do, it boosts their reputation as a good employer, and it's a way to recognise their staff's contribution to their work. The vast majority (94%) of employers tell us that they see benefits including reputational gains, improved staff recruitment and retention, and winning more contracts or attracting more customers. In this section, we hear from a range of employers about their experience of paying the real Living Wage.



KPMG

Anna Purchas

Vice Chair & London Office Senior Partner, KPMG UK and Co-chair of the 'Making London Work for All' Steering Group

Paying the Living Wage reduces in-work poverty and is a fundamental driver of social mobility, creating a more equitable society for future generations. Its impact on the working population is profound.

The Living Wage provides greater financial security, improving wellbeing and reducing stress, which extends positively to families and communities. Beyond its well-established social impact, it also delivers measurable business benefits – lower attrition and enhanced productivity, contributing to sustainable and inclusive growth. Being an accredited business

attracts great talent and customers. Our journey with the Living Wage Foundation spans back to its inception. We were a founding member of the Foundation, playing a crucial role in advocating for the Living Wage and becoming one of the first businesses in the UK accredited as a Living Wage employer. The strength of the Living Wage Foundation – then and now – lies in its ability to unite businesses, communities, and policymakers to drive change together.

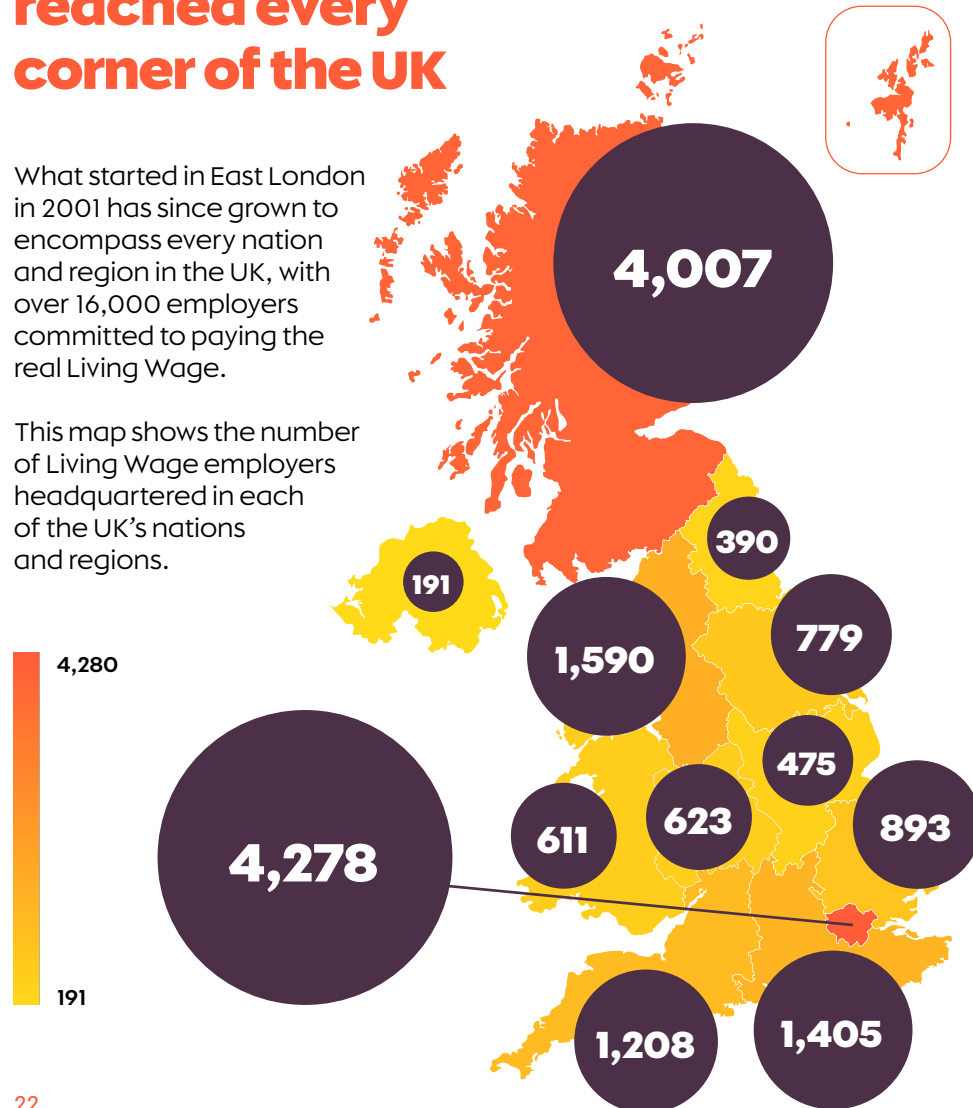
It is fantastic to be celebrating 25 years of this important movement, and I look forward to continuing our work together.



The Living Wage movement has reached every corner of the UK

What started in East London in 2001 has since grown to encompass every nation and region in the UK, with over 16,000 employers committed to paying the real Living Wage.

This map shows the number of Living Wage employers headquartered in each of the UK's nations and regions.



Living Wage Places

One of the biggest driving forces of growth in various regions has been our 17 [Living Wage Places](#) – collective groups of employers, public sector bodies, and civil society working together to grow the number of employers. Hear from two councils involved in Living Wage Places below.



Tom Stannard
CEO of Manchester
City Council



The Living Wage movement has had a significant impact in Manchester, becoming a widely recognised standard for responsible, ethical employment. Manchester City Council became accredited in 2019, raising wages for around 1,700 staff. Today there are 349 accredited employers across the city, delivering pay rises for over 9,600 people.

Through the Manchester Living Wage Places Action Group, employers across the public, private and voluntary sectors are working together to reduce in-work poverty and make Manchester a truly Living Wage city.



Councillor John Batterson
Southwark Council



Through the Living Wage employer scheme, businesses are now recognised for paying their staff fairly. This has created a strong network of businesses who pay their staff a fair wage as a matter of course.

In Southwark, we have also seen many employers sign up to pay the Living Wage, creating fairer and more equitable pay across different industries. Through the Southwark Living Wage Places work the Action Group has consistently promoted the real Living Wage, resulting in 310 new businesses accrediting over the past 6 years, moving 3,700 workers onto the London Living Wage.



COOK

COOK have been accredited for just over a decade now, proving that it's possible to make a long-term commitment to decent pay and being a responsible employer.

The impact that paying the real Living Wage has had on COOK can be best seen in our strengthened employer brand. It's allowed us to become an employer of choice, meaning we can remain competitive when recruiting for retail and manufacturing roles in local areas. In fact, paying the Living Wage has frequently been mentioned by candidates in interviews and has proved to be a particularly strong recruitment tool for younger workers.

We believe that, for retailers, paying the real Living Wage is a practical way to stand out in a highly competitive labour market. In our experience, it strengthens recruitment, signals credibility and helps retailers to differentiate themselves from others on the high street and online.



Employers continue to join the Living Wage movement, with more than 2,000 employers joining in the last year including UNIQLO and the Department for Business and Trade.

I am passionate about creating workplaces where people are treated with dignity and respect, and having been accredited as a Living Wage employer today, I am proud that my Department is just that.

I am delighted we are the trailblazer that other Government departments can follow, ensuring a fair day's pay for a fair day's work and providing the backing working people in this country deserve.

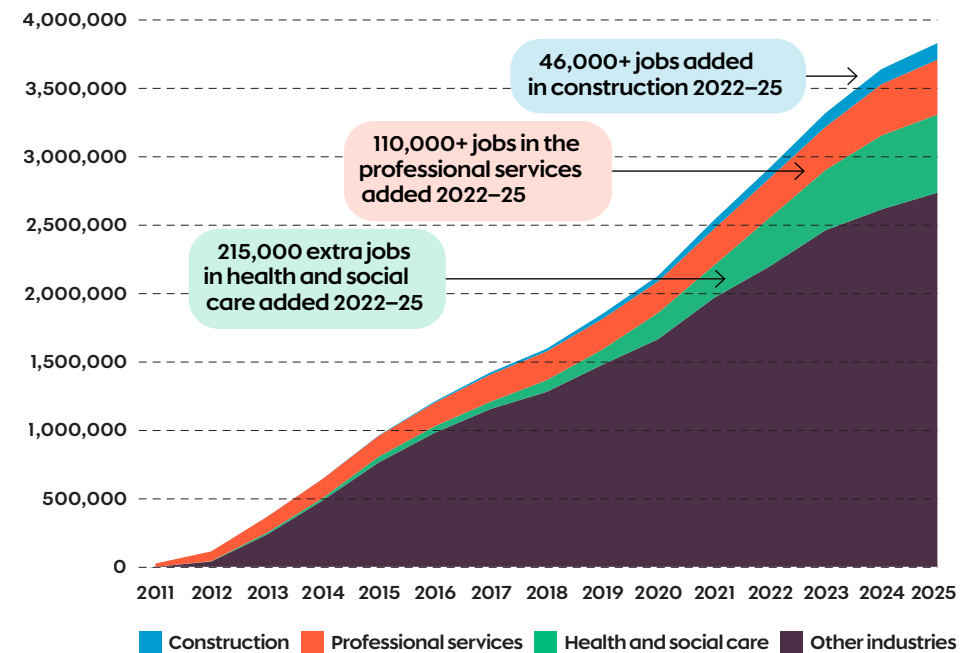
Kate Dearden
Employment Rights Minister
at the Department of Business
and Trade

The real Living Wage is paid in every industry

Today every UK industry is home to Living Wage employers. Over half a million people work for Living Wage employers in the health and social work sector, and another half a million work in core governmental functions. A number of other industries such as hospitality, professional services, and arts and culture, have seen the number of people working for Living Wage employer grow by more than 25% in the past three years.

In every industry, some people work for a Living Wage employer today.

Number of people working for Living Wage employers, by industry (SIC code).



Note: The number of people working for Living Wage employers is 4.1 million today. Some aren't represented here because of missing data about the industry.



Rosslyn Coffee

Rosslyn is an award-winning collection of coffee shops in the City of London, with 9 sites and counting. At the heart of Rosslyn's philosophy is a simple belief: success is best when shared. This commitment is reflected in their long-standing decision to pay the real Living Wage, a choice that has shaped culture, strengthened the team, and supported commercial success.

James Hennebry, CEO of Rosslyn, says paying the Living Wage is "part of who we are." To take good care of guests, Rosslyn believes it must first take good care of its team. Living Wage accreditation pays off in many ways, from attracting

talent aligned with Rosslyn's values to significantly improving retention and a motivated team who take pride in delivering consistently high standards.

Guests also really value knowing the team serving them are treated well, strengthening loyalty to the Rosslyn brand. Most importantly, team members have shared that the real Living Wage means they can "keep a stable roof over my head, not clambering paycheck to paycheck."



UNIQLO

Alessandro Dudech
UNIQLO UK COO

UNIQLO is delighted to be accredited by the Living Wage Foundation in the UK. We believe that ensuring our employees are fairly compensated for their hard work is essential for fostering a motivated and productive workforce. UNIQLO's investment in our UK team is in line with our ambitious growth plan here, enabling us to be an attractive employer of choice. We are proud to join the ranks of other responsible employers who are leading the way in promoting fair pay and improving the quality of life for their employees.

West Brom Building Society



At the end of the day, it's much more than just being an accredited employer. It's a promise to your people that you're in it for the long-haul.

Susith Jayamanne

Reward Specialist at the West Brom.

West Bromwich Building Society ("The West Brom") has been an accredited Living Wage employer since 2020, gaining Living Hours, Living Pension and Living Wage Funder accreditations since, making them one of the first organisations to achieve all four accreditations.

Doing so has had a transformative impact on West Brom Building Society's employees and culture, having strengthened financial security for employees across their working lives and into retirement. The real Living Wage was always the foundation, but as a next step the West Brom sought Living Hours accreditation to validate the practices they already had to guarantee predictable working patterns and give people the stability they need to plan their lives.

Their Living Pension accreditation completed what The West Brom calls "the whole picture" by providing security for their employees in retirement too and after just six months as a Living Pension Employer, the West Brom saw 38% of staff voluntarily move to a higher pension contribution.

The West Brom believes the collective impact of their accreditations will be strengthened employee trust, loyalty, and engagement. They believe the commitments pay for themselves through a more united workforce and improved ability to attract and retain staff in competitive periods.

More broadly, these commitments are seen as fundamental to being a responsible employer, demonstrating that putting employee financial wellbeing first, through fair pay, secure hours and a dignified retirement is good for everyone.



04 Society

In a time of deepening inequality and declining trust, the Living Wage movement offers a hopeful path forward.

Matthew Bolton
Chief Executive Citizens UK



Matthew Bolton
Chief Executive of Citizens UK

The Living Wage movement has always been about more than pay. It's about respect for those who keep our country going and a belief in the power of those people whose voices are not heard to change our society for the better.

Over the years, I've seen how our movement has profoundly shifted what's possible for low paid workers. What started back in 2001 as a bold idea from low-income communities organising in East London grew to become the most successful social movement of the century.

I often think back to my time organising with the night cleaners in Canary Wharf and the City. People like Benedita and Anthony who worked back-breaking shifts, awake at night and trying to sleep in the day, working hard to keep the offices of FTSE 100 companies clean but not paid enough to buy school shoes for their children or take the tube home so they could be back for a family breakfast. Through their courage and stories, together we were able to make the real Living Wage the norm across that sector. When we think of the

450,000+ people who have been lifted out of working poverty, this is not just a number. This is real people being able to heat their homes, no longer skipping meals, families having more time to show their love to each other.

When people act together, they become impossible to overlook. This is the spirit at the heart of the Living Wage movement: a unique alliance of faith groups, schools, unions, communities and employers choosing to make sure work pays. It's the practice of taking the world as it is and pushing it, inch by inch, toward the world as it should be.

And in a time of deepening inequality and declining trust, the Living Wage movement offers a hopeful path forward. It's a story about what becomes possible when people come together, build relationships, and insist on the dignity of work.



Mike Brewer
Deputy Chief
Economist,
Resolution
Foundation

25 years ago, around one in five workers across the UK were low paid – earning below two-thirds of the median – one of the highest rates in Europe. Today, hourly low pay has been virtually eradicated. The Living Wage campaign played a major role in this change. Firstly, by getting thousands of employers to sign up to pay the real Living Wage. But secondly by making and winning the moral argument that low pay is something that needs to be tackled. This helped persuade recent Governments to turbo-charge rises in the statutory minimum wage over the past decade, including via the introduction of the flatteringly-named National Living Wage.

Building on this progress, policy debates have moved on to wider questions of job quality, including how to tackle the insecurity faced by workers reliant on unpredictable shift work. The Living Wage campaign is again playing a leading role by creating a new good employment benchmark that addresses these issues. The Resolution Foundation is privileged to have played its part in the Living Wage campaign by setting real living wage rates based on what people need to get by.



Edmund Heery
Professor Emeritus
at Cardiff Business
School

The Living Wage has been adopted by thousands of employers and led to a substantial increase in hourly pay for many low paid workers. In addition, non-accredited employers have used it as a guide when setting their own pay levels and trade unions have included it within collective bargaining.

David Nash
Professor, Cardiff
Business School

It shows that voluntary action can deliver genuine redistribution when backed by strong campaigning, public sector leadership, and a supportive coalition of employers committed to doing the right thing.

The Living Wage movement's ripple effects

Research from Cardiff Business School shows that the Living Wage movement has strengthened other methods of tackling workers' rights issues across the UK, helping to influence the Government's own minimum wage ambitions, reflected in the 2016 rebrand of the statutory minimum as the National Living Wage.

The influence of the campaign is also apparent in the rise of a 'shadow' Living Wage movement, where unaccredited employers set their pay scale in line with the real Living Wage, including several large supermarket chains. This is another factor influencing the increasing concentration of wage distribution around the real Living Wage over time, reflected in the time series below.

The Living Wage has gone mainstream

In 2025, a representative survey UK adults revealed that 75% people now recognise the real Living Wage.

While 75% have heard of the real Living Wage – which has become a term widely used in its own right

in campaigns for decent pay, 41% of the public also shared that they either knew what a 'Living Wage employer' was or had seen the 'Living Wage employer' logo.

This level of recognition is only possible because accredited employers choose not only to pay the real Living Wage, but also to promote it wherever they can.

Three quarters of the public have heard of the real Living Wage





Sadiq Khan
Mayor of London

“The real Living Wage campaign has had a seismic impact on the world of work and on society's expectations around fair pay. As a Londoner and as Mayor, I've been proud to support the campaign to make London a Wage City. It has made a phenomenal difference to working Londoners, growing from a grassroots movement into a cornerstone of our shared vision for a fairer London.

I've always believed a hard day's work deserves a fair day's pay. Since becoming Mayor in 2016, the number of Living Wage employers has increased sevenfold to over 4,300, putting more than £1bn into the pockets of our lowest paid workers, many in essential industries and services that keep our city running. This is an incredible achievement and testament to the hard work of everyone at the Living Wage Foundation and all those who've supported its campaigning.

Most impressive is the breadth of the movement – from community

and faith organisations to employers, policymakers, trade unions and workers themselves. This coalition has held together for a quarter of a century, growing the network of Living Wage employers through immense political and societal upheaval. It is a huge accomplishment and a clear sign the campaign can continue to thrive. The first 25 years show the transformative impact a citizen-led movement with a clear mission can have. But there is more to do when one in seven London workers still don't earn a Living Wage, and too many jobs remain low paid, insecure or fail to make best use of the talent in our communities.

A real Living Wage is central to creating an inclusive economy that works for all. As Mayor, I'm committed to ensuring no Londoners are left behind and that all communities share in London's prosperity, through the London Growth Plan, Good Work Standard, the London Anchor Institutions Network and continued support for citizen-led movements like the Living Wage campaign.



Manny Hothi
Chief Executive of
Trust for London

“Is it possible to ensure everyone in London is paid at least the London Living Wage? That's the future we set out to create when we backed the campaign to make London a Living Wage City in 2021 through our largest ever grant of nearly £5 million to the Living Wage Foundation and Citizens UK. It was one of the easiest decisions we've ever taken.

The campaign doubled the number of Living Wage employers in the city, putting £330 million into the pockets of low-paid Londoners.

Behind these numbers are immeasurable improvements to everyday life: less anxiety about being able to pay the bills or take a break with family. The Living Wage movement shows that decent pay, secure work, and a fairer city is achievable. The question is not whether change is possible, but how we build the power to deliver it.



Morgan Bestwick
Policy Advisor at
JRF

“The Living Wage movement is one of the most inspiring and effective workers' rights campaigns of recent decades. Evolving from a grassroots organising movement into a national standard of good work, with 16,000 UK employers accredited, is a stellar achievement.

It's encouraging to see the movement has built on the moral foundations of a fair, living wage, through working with employers to tackle other urgent injustices – including insecure and unpredictable work and poverty in retirement which supports people's economic security in the round.



05 What's next the 25 years ahead

**Work that works
for everyone**

Millions of people are still in low paid or insecure work

For 25 years, the Living Wage campaign has grown from its roots among campaigners in East London to a movement of 16,000+ employers, covering over 4 million workers. It's a staggering achievement. But there's still work to do.



4.4 million

jobs in the UK are paid less than the real Living Wage. That's 2 million fewer than were in low paid jobs a decade ago, but means that many workers today are still earning less than what they need to meet the cost of living.



80%

of all employees saving into a Defined Contribution pension are not saving enough for an acceptable standard of living in retirement, rising to 95% of low paid workers. Over 50% are worried they will never be able to retire.



4.2 million

people are employees in jobs that are insecure – for instance, with volatile pay or hours of work, or in a zero hour contract. For these workers, having enough hours of work every week and decent notice of their shifts can help to make work more manageable.



How we're planning to tackle in-work and post-work poverty

Over the past 25 years, the Living Wage movement has delivered change at scale. Building on this legacy, the next chapter of the movement is about creating work that works for everyone. Alongside paying a real Living Wage, we're working with employers to provide their employees with secure hours and fair pensions, so that work supports people throughout their lives.

Living Hours



Imagine trying to plan your budget or family life when you don't know when you're going to be working or if you'll get the hours and pay you need. That's why the Living Wage Foundation launched the Living Hours accreditation: so that everyone has the secure working hours they need to thrive.

Today, nearly 300 Living Hours employers including SSE, Aviva, Aberdeen, SpareRoom, and Wealthify are challenging the UK's culture of precarious employment

▀ **Living Hours is such a crucial follow-up to Living Wage. It gives people the stability they need to plan their lives, pay their bills, and breathe a little easier.**

Susith Jayamanne, Reward Specialist at the West Brom

Living Hours sees employers commit to providing at least 4 weeks' notice for every shift, with guaranteed payment if shifts are cancelled within this notice period. Employers also provide a guaranteed minimum of 16 working hours every week and a contract that accurately reflects hours worked.

Living Pension



Building on the success of the real Living Wage, the Living Pension accreditation sets an annual pensions savings target that employers can have confidence in, making it easier to do the right thing by their employees and provide workers with financial security now and in the future.

With 4 in 5 employees not saving enough to meet their basic needs in retirement, over 100 leading Living Pension Employers, including SSE, Everton, and Natwest are doing their bit to address the ticking timebomb of pensioner poverty.

By committing to provide a Living Pension, accredited employers are voluntarily going beyond the legal minimum to boost pension savings for their staff, making contributions designed to keep workers out of poverty in later life.

▀ **We believe that Living Pension will help us retain our staff, and as the first Living Pension cleaning company we really stand out in the sector.**

Clean for Good

Global Living Wage



Paying a real Living Wage is one of the most powerful ways employers can reduce inequality, strengthen communities, advance the Sustainable Development Goals and mitigate human rights risks.

We work with in-country movements to develop and grow Living Wage initiatives worldwide. We create spaces for organisations to connect, share expertise and

collaborate through our Global Living Wage Network and wider partnerships. We work with a growing number of recognised Affiliates who accredit businesses in different countries. These trusted organisations from around the world set and champion Living Wages in their own countries, based on the real local cost of living.

With businesses like ISS World, SSE, and Linklaters we have helped strengthen global consensus on robust living wage data and increased buy-in for collective action at the UN Leaders Summit and the UN Forum on Business & Human Rights.

Get started:

- ✿ Accredit with our [Affiliates](#) in the US and New Zealand
- ✿ Collaborate and support [in-country Living Wage work](#)
- ✿ Find out about Living Wage rates globally with [WageMap](#)
- ✿ Join the global conversation on Living Wages, sign up to the [UN Global Compact Forward Faster](#) initiative

Together, we can end in-work poverty.



01. Celebrate your role in our movement

Whether you're a part of the Living Wage employer movement, or you've helped move things forward in other ways, celebrate your involvement in one of the most successful social movements of the century, and use our social media materials to inspire others to follow your example.



02. Continue to talk about the importance of paying a real Living Wage

Why not spark up a conversation about the importance of a real Living Wage at your next meeting, event or online that raises

01 Introduction

02 People

03 Business

04 Society

05 What's next



How to play your part

awareness of why the real Living Wage matters for workers and communities? Use content in this report to help you make a case.



03. Reach out to your industry or sector peers to join our employer movement

Connect with some of your industry or regional peers and encourage them to become accredited Living Wage employers. You can put them in touch with the Living Wage Foundation team who are happy to support their accreditation journey and answer any FAQs.



04. Extend your commitment to good work and become a Living Hours or Living Pension Employer

Take the next step to supporting your employees and explore [Living Hours](#) and [Living Pension](#) accreditation, to provide your employees with security and stability now and in the future.



05. Become a Principal Partner

Investment builds impact and comes with tangible returns. With your strategic insight and funding support, we will continue to make progress in the right areas based on the strongest evidence and collaborative effort possible.



Not part of the movement yet?

Join thousands of UK Employers leading the way on decent pay and become an accredited real Living Wage Employer.

Find out more at: livingwage.org.uk/accredit

This report was supported by our lead sponsor Herbert Smith Freehills Kramer, and our supporting sponsor SSE.



Principal Partners:



Get in touch



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accreditation@livingwage.org.uk

Livingwage.org.uk



Living Wage Foundation
Citizens UK Head Office,
Jacquard Point 1 and 3
Tapestry Way, London, E1 2FJ



PART OF
citizensUK

Motion for Full Council

This motion is submitted to the Proper Officer in accordance with Standing Order 9.

Proposed Resolution**That Hebden Royd Town Council resolves:**

1. To revoke any previous resolution, instruction, practice or informal arrangement under which correspondence or emails from Councillor Boden are diverted away from the Town Clerk or other appropriate officers.
2. To cease immediately the diversion or redirection of correspondence from Councillor Boden to any third party, including the Monitoring Officer or any external adviser, unless required by law or authorised by a future resolution of the Council.
3. To instruct the Town Clerk, as Proper Officer, to receive, consider and respond to correspondence from Councillor Boden in the same manner as correspondence from any other councillor, subject only to the Council's adopted policies and any applicable legal requirements.

Reason for the Motion

The purpose of this motion is to restore the normal constitutional relationship between a councillor and the Council's Proper Officer.

The Council's Monitoring Officer has confirmed to the Local Government and Social Care Ombudsman that no Code of Conduct complaint concerning Councillor Boden was ever accepted for investigation by him. In light of that confirmation, this motion seeks to bring to an end the current arrangements for the handling of Councillor Boden's correspondence and to restore the ordinary arrangements that apply to all councillors, subject to the Council's adopted policies and any applicable legal requirements.

Proposed by: Councillor Scott Borrows

Hebden Royd Town Council

2026/2027

Mayor & Consorts Councillor Steve Woodhead, Mrs Jo Woodhead and Miss Winnie Woodhead

- | | |
|--|-------------------------|
| 2. Winnie's Charity Bike Ride for Mayors Charity,
From Mytholmroyd to Manchester and back. | Sunday, 10 July 2026 |
| 3. Interview on Calder Valley Radio with regards to
Winnie's Charity Bike Ride – Mytholmroyd
Community Centre. | Wednesday, 15 July 2026 |

MEETING OF THE FULL COUNCIL
held MONDAY 6 JULY 2026 at
GREENWOOD ROOM, HEBDEN BRIDGE TOWN HALL

PRESENT

Councillors Woodhead (Chair), Boden, Boggis, Butterick, Cammack, Fraser, Guilfoyle, Harvey, Howes, Hoyle, Morse, Parry, Trickett and Turner.

Minutes Town Clerk - E Green

ABSENT

Councillors Borrowes, Hedges, Macdonald.

MINUTES

26(FC)113	1. PUBLIC QUESTION TIME. There were no questions raised at this meeting.
26(FC)114	2. APOLOGIES AND REASONS FOR ABSENCE. Apologies were received from Cllrs Borrowes, Hedges (Holiday), Macdonald (CMBC Commitments) RESOLVED: To note apologies and approve the reasons for absence.
26(FC)115	3. MEMBERS' INTERESTS' RELATING TO AGENDA ITEMS. There were no members' interests reported at this meeting.
26(FC)116	4. PLANNING APPLICATIONS a. Application 26/20069/TPO at 2 Edgewood, Savile Road, Hebden Bridge, HX7 6BY for Fell 2 trees (Tree Preservation Order). (West End ward). RESOLVED: Recommend Refusal – Lack of information b. Application 26/00479/VAR at Oaklands, Brier Hey Lane, Mytholmroyd, HX7 5PJ for Variation of condition 1 on application 23/00978/FUL (two dwellings); variation to house type for plot 1. (White Lee ward). RESOLVED: No Objection

	c. Application 26/20070/TPO at 11 Eiffel Buildings, Hebden Bridge, HX7 8DD for Fell one tree (Tree Preservation Order). (Birchcliffe ward). RESOLVED: No Objection, and to recommend CMBC to undertake an inspection of the other self-seeded trees in the same area and to consider remedial works prior to future issues occurring. RESOLVED: that the recommendations on the above planning applications are sent to the Environmental Services Department, Calderdale MBC. When the Chair or Deputy Chair cannot attend, Ward members be authorised to represent the view of Hebden Royd Town Council at meetings of the Planning Committee at Calderdale MBC.
26(FC)117	5. APPLICATIONS FOR PLANNING PERMISSION <u>GRANTED</u> BY CALDERDALE MBC RESOLVED: To note for information
26(FC)118	6. HRTC & HBPH STATEMENT OF ACCOUNT The Statement of Account for Hebden Royd Town Council and the Hebden Bridge Picture House were considered. Cllr Boden stated that the accounts were not accurate in accordance with the budget, their presentation was not appropriate and highlighted that May and June accounts had not been presented. The clerk explained that the Finance Officer had attended a meeting of the Full Council to ask how Councillors would like to see the accounts presented, and that no changes were requested. The Clerk also explained that extenuating HR circumstances in respect to the financial administration of the council has caused delays and stated that procedures were in place to ensure that the accounts were swiftly brought up to date. Cllr Boden moved that the accounts be redrafted and represented within the week, along with the accounts for May and June. The motion fell. RESOLVED: Note the accounts, and note that a process is in motion with additional support to resolve the current issue. The clerk will circulate the accounts to council as soon as they are prepared.

Date: 06/07/2026
Time: 13:02:34

HEBDEN BRIDGE PICTURE HOUSE
Statement of Account

Page: 1

From: Month 1, April 2026
To: Month 1, April 2026

Chart of Accounts:

Picture House Partial (Public) [PARTIAL]

	Period				Year to Date			
	Actual	Ratio(%)	Budget	Variance	Actual	Ratio(%)	Budget	Variance
Income								
Ticket sales	27,146.49	62.70	32,133.33	(4,986.84)	27,146.49	62.70	32,133.33	(4,986.84)
Kiosk Sales - Food & Beverages	9,711.52	22.43	11,306.67	(1,595.15)	9,711.52	22.43	11,306.67	(1,595.15)
Memberships	1,352.00	3.12	875.00	477.00	1,352.00	3.12	875.00	477.00
Private Hire & parties	0.00	0.00	1,666.67	(1,666.67)	0.00	0.00	1,666.67	(1,666.67)
Shop Rentals	2,578.40	5.96	1,335.00	1,243.40	2,578.40	5.96	1,335.00	1,243.40
Screen Advertising	1,382.94	3.19	800.00	582.94	1,382.94	3.19	800.00	582.94
Donaations received	126.00	0.29	83.33	42.67	126.00	0.29	83.33	42.67
Grants Received	0.00	0.00	2,249.50	(2,249.50)	0.00	0.00	2,249.50	(2,249.50)
Gift Vouchers sold	997.35	2.30	500.00	497.35	997.35	2.30	500.00	497.35
Bank Interest Received	0.00	0.00	83.33	(83.33)	0.00	0.00	83.33	(83.33)
Overs/Shorts	0.00	0.00	4.17	(4.17)	0.00	0.00	4.17	(4.17)
	43,294.70	100.00	51,037.00	(7,742.30)	43,294.70	100.00	51,037.00	(7,742.30)
Direct Costs								
Royalties	4,806.08	11.10	13,020.00	8,213.92	4,806.08	11.10	13,020.00	8,213.92
Kiosk supplies - Food & Beverages	3,858.09	8.91	4,183.47	325.38	3,858.09	8.91	4,183.47	325.38
Kiosk Supplies Merchandise	0.00	0.00	41.67	41.67	0.00	0.00	41.67	41.67
Repairs, Alterations & Maintenance	783.13	1.81	916.67	133.54	783.13	1.81	916.67	133.54
	9,447.30	21.82	18,161.81	8,714.51	9,447.30	21.82	18,161.81	8,714.51
Running Costs								
Energy	176.75	0.41	1,333.33	1,156.58	176.75	0.41	1,333.33	1,156.58
Water	0.00	0.00	339.50	339.50	0.00	0.00	339.50	339.50
Waste & recycling	716.61	1.66	216.67	(499.94)	716.61	1.66	216.67	(499.94)
Cleaning Materials & equipment	396.38	0.92	300.00	(96.38)	396.38	0.92	300.00	(96.38)
Projection Equipment	320.55	0.74	83.33	(237.22)	320.55	0.74	83.33	(237.22)
Staff Uniforms	0.00	0.00	41.67	41.67	0.00	0.00	41.67	41.67
Buildings Insurance	0.00	0.00	700.00	700.00	0.00	0.00	700.00	700.00
Film Delivery & couriers	0.00	0.00	100.00	100.00	0.00	0.00	100.00	100.00
Office Expenses	1,711.72	3.95	166.67	(1,545.05)	1,711.72	3.95	166.67	(1,545.05)
Press listings	0.00	0.00	16.67	16.67	0.00	0.00	16.67	16.67
PRS & PPL Licenses	75.00	0.17	191.67	116.67	75.00	0.17	191.67	116.67
Training	0.00	0.00	125.00	125.00	0.00	0.00	125.00	125.00
Bank Charges	27.65	0.06	166.67	139.02	27.65	0.06	166.67	139.02
Box Office Oscar	367.05	0.85	916.67	549.62	367.05	0.85	916.67	549.62
Screen 2 Development stage	0.00	0.00	2,249.50	2,249.50	0.00	0.00	2,249.50	2,249.50
	3,791.71	8.76	6,947.35	3,155.64	3,791.71	8.76	6,947.35	3,155.64
Gross Profit/(Loss):	30,055.69	69.42	25,927.84	4,127.85	30,055.69	69.42	25,927.84	4,127.85
Staff Costs								
Staff Costs	22,541.68	52.07	27,827.03	5,285.35	22,541.68	52.07	27,827.03	5,285.35
	22,541.68	52.07	27,827.03	5,285.35	22,541.68	52.07	27,827.03	5,285.35
Net Profit/(Loss):	7,514.01	17.36	(1,899.19)	9,413.20	7,514.01	17.36	(1,899.19)	9,413.20

Date: 06/07/2026
Time: 12:42:40

Hebden Royd Town Council
Statement of Account

Page: 1

From: Month 1, April 2026
To: Month 1, April 2026

Chart of Accounts:

TOWN COUNCIL [PARTIAL]

	Period				Year to Date			
	Actual	Ratio(%)	Budget	Variance	Actual	Ratio(%)	Budget	Variance
Income								
Precept	524,013.00	98.49	524,013.00	0.00	524,013.00	98.49	524,013.00	0.00
Hanging Baskets	5,540.00	1.04	0.00	5,540.00	5,540.00	1.04	0.00	5,540.00
Allotments	2,060.00	0.39	0.00	2,060.00	2,060.00	0.39	0.00	2,060.00
Projects & Events Income	436.48	0.08	0.00	436.48	436.48	0.08	0.00	436.48
	532,049.48	100.00	524,013.00	8,036.48	532,049.48	100.00	524,013.00	8,036.48
Committes, Projects and Awards								
Awards Service to the community	100.00	0.02	250.00	150.00	100.00	0.02	250.00	150.00
Community Funding	9,500.00	1.79	0.00	(9,500.00)	9,500.00	1.79	0.00	(9,500.00)
LE & CE Land & Biodiversity	15.00	0.00	740.75	725.75	15.00	0.00	740.75	725.75
LE & CE Environmental Projects	525.00	0.10	0.00	(525.00)	525.00	0.10	0.00	(525.00)
LE & CE Allotments	37.21	0.01	0.00	(37.21)	37.21	0.01	0.00	(37.21)
P & E Xmas Events	11,499.54	2.16	10,000.00	(1,499.54)	11,499.54	2.16	10,000.00	(1,499.54)
P & E Happy Hounds	150.92	0.03	2,000.00	1,849.08	150.92	0.03	2,000.00	1,849.08
P & E New Projects	71.00	0.01	0.00	(71.00)	71.00	0.01	0.00	(71.00)
P & E Xmas Lights	0.00	0.00	20,000.00	20,000.00	0.00	0.00	20,000.00	20,000.00
	21,898.67	4.12	32,990.75	11,092.08	21,898.67	4.12	32,990.75	11,092.08
Gross Profit/(Loss):	510,150.81	95.88	491,022.25	19,128.56	510,150.81	95.88	491,022.25	19,128.56
Administration								
Salaries	16,689.42	3.14	21,187.00	4,497.58	16,689.42	3.14	21,187.00	4,497.58
HR Support	580.18	0.11	576.75	(3.43)	580.18	0.11	576.75	(3.43)
Office Expenditure	4,198.73	0.79	0.00	(4,198.73)	4,198.73	0.79	0.00	(4,198.73)
Website	660.00	0.12	208.33	(451.67)	660.00	0.12	208.33	(451.67)
Public Liability Insurance	608.28	0.11	0.00	(608.28)	608.28	0.11	0.00	(608.28)
Subscriptions	1,505.49	0.28	0.00	(1,505.49)	1,505.49	0.28	0.00	(1,505.49)
Stripe Fees	50.49	0.01	0.00	(50.49)	50.49	0.01	0.00	(50.49)
Election expenses	(7,370.87)	(1.39)	0.00	7,370.87	(7,370.87)	(1.39)	0.00	7,370.87
Clocks	238.65	0.04	0.00	(238.65)	238.65	0.04	0.00	(238.65)
Mayors Allowance	250.00	0.05	0.00	(250.00)	250.00	0.05	0.00	(250.00)
Disability Access Forum	0.00	0.00	50.00	50.00	0.00	0.00	50.00	50.00
Accounts Support	0.00	0.00	208.33	208.33	0.00	0.00	208.33	208.33
Legal & Professional services	1,995.00	0.37	900.00	(1,095.00)	1,995.00	0.37	900.00	(1,095.00)
Screen 2	0.00	0.00	20,000.00	20,000.00	0.00	0.00	20,000.00	20,000.00
	19,405.37	3.65	43,130.41	23,725.04	19,405.37	3.65	43,130.41	23,725.04
Net Profit/(Loss):	490,745.44	92.24	447,891.84	42,853.60	490,745.44	92.24	447,891.84	42,853.60

26(FC)119

7.

HRTC & HBPH BANK RECONCILIATION

The bank reconciliation was presented noting that there were some outstanding ledger payments to be reconciled due to the issues as referenced at minute 26(FC)118

RESOLVED: To note the bank reconciliation.

26(FC)120

8.

HRTC & HBPH PAYMENT SCHEDULE

Cllr Boden request clarity on the payment to Peninsula. It was noted the payment of £689.76 was the regular payment for contracted HR support and the payment of £1194.00 was for additional HR services provided by Peninsula.

RESOLVED: to authorise payments totaling £37,574.03.

**Payment and Receipt Schedule
06/07/2026**

**Hebden Royd Town Council
Accounts to be Paid**

Item

No.:	Payee	Details	Invoice No	Amount	Cost Centre	Payment
a	Lancashire Clockmakers	Annual Clock Service St.Jame's	INV-0986	£ 204.00	Clocks	BACS
b	Peninsula	Provision of Services agreement 743511	U005693930	£ 1,194.00	HR Support	BACS
c	Peninsula	Employment Services	U005717287	£ 689.76	HR Support	BACS
d	Zurich	Insurance Renewal	555598695	£ 3,871.73	Insurance	BACS
e	Zurich	Insurance MTA	557157532	£ 300.97	Insurance	BACS
f	Calvag	5ft and 6ft posts	INV-19676	£ 97.80	Local Environment	BACS
g	DA and FR Gibbon	Installing Hanging Baskets	8th June 2026	£ 936.00	Local Environment	BACS
h	EPS Hire Centres	Brushcutter, petrol, weed wakka, Husqvarna	124871	£ 103.95	Local Environment	BACS
i	Gardenius	Hanging Baskets	6532	£ 9,465.72	Local Environment	BACS
j	Paul Knights	High Hirst Meadows Day history walk x 2	20260601	£ 75.00	Local Environment	BACS
k	P&D Builders	Inspect all hanging brackets - refit and replace	03/06/26	£ 368.00	Local Environment	BACS
l	Steve Hindle	Meadows Day Ecology walks	26014	£ 100.00	Local Environment	BACS
m	Croft	Service Charges	89039	£ 176.10	Office	BACS
n	Euro Digital Systems	Monthly Network Print Support	169310	£ 251.26	Office	BACS
o	Grenke	Quarterly Fee for 01/07/26 to 30/09/26	280200/2026	£ 1,154.38	Office	BACS
p	Hebden Bridge Community Association Ltd	Room Hire for AMTC	19554	£ 169.20	Office	BACS
q	Hebden Bridge Community Association Ltd	Recharges - Data, IT, Phone, Call, Cleaning	19555	£ 153.00	Office	BACS
r	P3	Microsoft 365 Business	40325	£ 177.42	Office	BACS
s	The Shredding Alliance	Offsite Shredding	161778	£ 62.42	Office	BACS
t	Dalton Smith Accountants	Payroll Services for June	INV-0643	£ 202.80	Payroll	BACS
u	PPL PRS	Hebden Happy Hounds PRS PPL 23-24	SIN2892691	£ 350.42	Project & Events	BACS
v	Dry Stone wallin Ass	2 Day Course - GM	#27	£ 140.00	Training	BACS
w	SLCC	National Conference 2026	BK226326-1	£ 635.00	Training	BACS
x	SLCC	National Conference 2026	BK226327-1	£ 928.00	Training	BACS
y	SLCC	Qualification Fee ILCA BM	QL208751-1	£ 168.00	Training	BACS
z	Stephen Shulman	Trio Gitane performance at Twinning event	16/06/26	£ 260.00	Twining	BACS

£ 22,234.93

Accounts previously paid by the Town Clerk

No.:	Payee	Details	Invoice No	Amount	Cost Centre	Payment
a	Goole Town Council	Yorkshire Day Celebrations 1 August 2026	09/06/26	£ 110.00	Mayors Allowance	BACS
b	Fleur De Lys	Flowers	08/06/26	£ 36.00	Office	Card

£ 146.00

Direct Debits

No.:	Payee	Details	Invoice No	Amount	Cost Centre	Payment
a	EE	Mobile phones	V02481603896	£ 86.40	Office	DD

£ 86.40

TOTAL PAYMENTS

£ 22,467.33

Payment and Receipt Schedule
06/07/2026

Hebden Bridge Picture House

Accounts to be Paid

Item no:	Payee	Details	Invoice No	Amount	Paym
a	PPS	Cleaning Supplies	INVKEI-89025	£ 112.20	BACS
b	PPS	Cleaning Supplies	INVKEI-89723	£ 51.78	BACS
c	Cathedral Leasing Limited	Hygiene Services	MI/1778165	£ 225.11	BACS
d	Eden Farm Hulley's	Kiosk	548505	£ 242.20	BACS
e	Eden Farm Hulley's	Kiosk	568608	£ 249.41	BACS
f	Grenke	Kiosk	294397/2026	£ 241.78	BACS
g	JL Brooks	Kiosk	686384	£ 160.85	BACS
h	JL Brooks	Kiosk	688706	£ 129.53	BACS
i	Just Jenny's	Kiosk	8656	£ 116.40	BACS
j	Just Jenny's	Kiosk	8677	£ 117.60	BACS
k	Slack Bottom Fudge	Kiosk	T2026011	£ 36.00	BACS
l	Suma	Kiosk	A75119	£ 294.27	BACS
m	The Buttercup Bakery	Kiosk	No365	£ 85.60	BACS
n	The Buttercup Bakery	Kiosk	No366	£ 231.00	BACS
o	The Buttercup Bakery	Kiosk	No367	£ 85.60	BACS
p	Rosse Systems	Maintenance	523708	£ 166.32	BACS
q	Pennine Signs	Marketing	34374	£ 198.00	BACS
r	Print Bureau	Marketing	PB9403	£ 24.00	BACS
s	Print Bureau	Marketing	PB9451	£ 12.00	BACS
t	Print Bureau	Marketing	PB9456	£ 24.00	BACS
u	Print Bureau	Marketing	PB9476	£ 50.00	BACS
v	Savoy Systems	Oscar	C-0626-34	£ 716.11	BACS
w	Luke Hutchinson GenErika	Quiz	08 June 2026	£ 310.00	BACS
x	Anime Ltd	Royalties	ANI4071	£ 317.80	BACS
y	Curzon	Royalties	10935	£ 134.05	BACS
z	Disney	Royalties	2316823	£ 462.80	BACS
aa	Disney	Royalties	2318381	£ 45.85	BACS
bb	Disney	Royalties	2321106	£ 702.90	BACS
cc	Lions Gate	Royalties	80236313	£ 1,893.50	BACS
dd	Metfilms	Royalties	INV-2218	£ 375.20	BACS
ee	Metfilms	Royalties	INV-2524	£ 53.90	BACS
ff	MUBI	Royalties	INV-MUK-4032	£ 815.84	BACS
gg	MUBI	Royalties	INV-MUK-4129	£ 170.10	BACS
hh	MUBI	Royalties	INV-MUK-3999	£ 197.40	BACS
ii	MUBI	Royalties	INV-MUK-4483	£ 219.46	BACS
jj	MUBI	Royalties	INV-MUK-4464	£ 43.75	BACS
kk	Paramount Pictures	Royalties	R2448866	£ 802.56	BACS
ll	Paramount Pictures	Royalties	R2450005	£ 203.00	BACS
mm	Park Circus	Royalties	1497294	£ 150.00	BACS
nn	Park Circus	Royalties	1497949	£ 222.70	BACS
oo	Peccadillo	Royalties	5195	£ 28.36	BACS
pp	Peccadillo	Royalties	5186	£ 120.00	BACS
qq	Sony	Royalties	1699789-1	£ 366.80	BACS
rr	Warner Bros	Royalties	23377036	£ 120.00	BACS
ss	FCC	Waste Collection	40560	£ 795.13	BACS

£ 12,120.86

Direct Debits

Item no:	Payee	Details	Invoice No	Amount	
a	The Co-operative Bank	Banking	133	£ 49.93	DD
b	Crown Gas	Utilities	3970868	£ 879.55	DD

£ 929.48

Payments paid by Clerk

Item no:	Payee	Details	Invoice No	Amount	
a	Independent Cinema Office	BFI FAN CON	GMZM 0000073	£ 120.00	BACS
b	The Buttercup Bakery	Kiosk	No356	£ 230.40	BACS
c	Universal	Royalties	22314818587-1	£ 786.46	BACS
d	Universal	Royalties	22314820687-1	£ 425.40	BACS
e	Business Stream	Utilities	10761141	£ 494.10	BACS

£ 2,056.36

PAYMENTS

£ 15,106.70

Authorised by

26(FC)121	9. COMMUNICATIONS FROM THE TOWN MAYOR AND THE CLERK. To receive and decide actions on communications. a) General Regulatory Chamber First Tier Tribunal Cllr Woodhead shared the information noting that no further action would be required of the Town Council. Cllr Boden informed the council that she has applied for permission to appeal the decision made by the GRC. Cllr Guilfoyle requested a breakdown of the costs to the Town Council of the tribunal, and Cllr Boden stated that she would also like to see these costs. RESOLVED: to note the information and to prepare a breakdown of the costs incurred by the Town Council.
26(FC)122	10. REVIEW OF APPROACH TO RISK The Clerk presented the Town Council Risk Assessment, highlighting that it had been updated since last year but was at this stage a draft for councillors to review and comment upon. Cllr Boden stated that she had concerns with a number of entries, and that it was important that these were addressed as the External Auditor is about to start their inspection of the Town Council. RESOLVED: to note the risk assessment and to ask that councilors forward any corrections to the mayor. The document will be presented at a future meeting of the Town Council.
26(FC)123	11. ROAD SAFETY IN CRAGG VALE Cllr Trickett shared some of the history of the road safety measures taken on Cragg Road (B6138), and the current concerns of residents and users of the road. There is reportedly a significant issue with excessive speed which has failed to be addressed, and although the Police do attend, there needs to be further infrastructure to support the reduction in speed. There was agreement from Cllrs Butterick and Harvey in respect to these concerns. Cllr Howes highlighted the importance of representing the children's voices. RESOLVED: That Cllr Trickett provide outline detail to the clerk and a letter is to be sent by the Clerk on behalf of the Town Council to CMBC which summarises the concerns, and requests that an action plan be put in place. It was suggested to also approach our CMBC ward councilors directly, it may be that there is a willingness to engage given current climate.

26(FC)124	12. MAYORAL ALLOWANCE POLICY The draft Mayoral Allowance policy was circulated for consideration. Cllr Boden stated that there were a number of issues with the policy as written. RESOLVED: That comments regarding the Mayoral Allowance Policy should be forwarded to the mayor. The policy will be amended and presented at a later date.
26(FC)125	13. MAYOR'S REPORT/DEPUTY MAYOR'S REPORT Cllrs Woodhead and Turner reported on the activities of the mayor. The mayor reported that his consort, 8-year-old Winnie, will be undertaking a 60-mile bike ride in aid of his charity Calder Valley Search and Rescue and that Cllrs are able to sponsor this should they wish to do so. Cllr Turner reported on the excellent Twinning Visit and the benefits of learning from colleagues in our Twin Towns encouraging other councillors to get involved. RESOLVED: to note the information.
26(FC)126	14. MINUTES OF THE TWINNING COMMITTEE held 1 JUNE 2026 RESOLVED: To note the information and to consider membership as per the Terms of Reference at the next meeting of this committee.
26(FC)127	15. MINUTES OF THE TOWN COUNCIL held 8 JUNE 2026 RESOLVED: To approve the minutes as a correct record
26(FC)128	16. MINUTES OF THE LOCAL ENVIRONMENT COMMITTEE held 9 JUNE 2026 RESOLVED: To note the information and approve the recommendation to adopt the Terms of Reference.
26(FC)129	17. MINUTES OF THE GRIEVANCE PANEL COMMITTEE held 12 JUNE 2026 Cllr Boden asked for further details in respect of item respect of item 26(G)085. As the meeting had approved to exclude members of the press and public prior to this item, further details were not provided. RESOLVED: To note the information
26(FC)130	18. MINUTES OF THE PROJECT AND EVENTS COMMITTEE held 16 JUNE 2026

	RESOLVED: To note for information and add Cllr Fraser as a member of the committee.
26(FC)131	19. MINUTES OF THE STAFFING COMMITTEE held 22 JUNE 2026 Cllr Boden asked for further details in respect of minute 26(S)100. As the meeting had approved to exclude members of the press and public prior to this item, further details were not provided. <i>Cllr Boden asked for a recorded vote</i> For: Boggis, Butterick, Cammack, Fraser, Guilfoyle, Harvey, Howes, Hoyle, Morse, Parry, Trickett, Turner and Woodhead. Against: Cllr Boden RESOLVED: to note the information and approve the recommendation to adopt the Terms of Reference
26(FC)132	20. MINUTES OF THE PICTURE HOUSE COMMITTEE held 29 JUNE 2026 RESOLVED: To note the information
26(FC)133	21. WORKING GROUPS Cllr Harvey provided an update in respect of the Calderdale Energy Park Parish Forum. The focus of the meeting was primarily on the Community Benefit Fund, and access and transport, particularly in respect of the abnormal loads associated with the project. The slides from the meeting will be circulated and there is an informative article from the Peatland Alliance on Heb Web. There are concerns that some of the information on which the consultation was based may be inaccurate. RESOLVED: that the Town Council continue to share its public survey response in the relevant forums.
26(FC)134	22. REPRESENTATIVES TO OUTSIDE BODIES Cllr Harvey reported that Hebden Bridge, Mytholmroyd and Todmorden Walkers Action were continuing to promote walking in the area restocking leaflets and have a regular walk featured in the Valley Life magazine. They are also updating Hebden Bridge loop on the Pennine Way and working on a Children's walks publication.

26(FC)135	23. EXCLUSION OF THE PRESS AND PUBLIC There was no resolution to exclude members of the public and press under the Public Bodies (Admissions to Meetings) Act 1960 during consideration of items of a confidential nature.
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Meeting finished at 8:40 pm.

STRATEGY & REVIEW COMMITTEE
held MONDAY 13 JULY 2026 at
GREENWOOD ROOM, HEBDEN BRIDGE TOWN HALL

PRESENT

Councillors Butterick, Guilfoyle, Hedges, Morse, Parry, Turner and Woodhead

Minutes Town Clerk - E Green

ABSENT

Councillors None

MINUTES

26(SR)136	1. TO CONFIRM MEMBERSHIP OF THE COMMITTEE, & TO ELECT A CHAIR & DEPUTY CHAIR FOR THE COUNCIL YEAR 2026-27 RESOLVED: that Cllr Butterick be Chair of the Strategy & Review Committee for 2026 - 27. RESOLVED: that Cllr Turner be Deputy Chair of the Strategy & Review Committee for 2026 - 27. RESOLVED: The membership of the Strategy & Review Committee shall be formed of the chairs of each committee plus two members as appointed by the committee
26(SR)137	2. TO RECEIVE APOLOGIES AND REASONS FOR ABSENCE. There were no apologies at this meeting.
26(SR)138	3. TO RECEIVE MEMBERS' INTERESTS RELATING TO AGENDA ITEMS FOR THIS MEETING. There were no members' interests reported at this meeting.
26(SR)139	4. MINUTES OF THE MEETING HELD 28 APRIL 2026 There were no matters arising.
26(SR)140	5. TERMS OF REFERENCE RESOLVED: To approve the Terms of Reference with amendments to reflect the updated provision of external support for FOI and GDPR matters.

26(SR)141	6. CYBER SECURITY INSURANCE Councillors considered a cyber security risk assessment which currently places the council at low risk and quotes for cyber security insurance. RESOLVED: To undertake further investigations into the merits and cover provided and to bring the matter back to the next meeting of this committee.
26(SR)142	7. TOWN COUNCIL COMMITTEE PRIORITY SETTING The committee discussed the forthcoming Committee Priorities meetings. RESOLVED: that the meetings would seek to draw out the overarching themes and values of each committee rather than focusing on individual activities. These are to be brought back to Strategy & Review for consideration. The proforma will be updated to reflect this.
26(SR)143	8. HRTC ACCOUNTING SOFTWARE Councillors considered the report that provided options for a new accounting software package specifically designed for Town and Parish Councils which will create simpler process, better reporting and links across the functions of the Tow Council RESOLVED: To approve supplier 1 – Scribe Accounts, to provide accounting software for the Town Council with costs of £2687 to include the allotments package.
26(SR)144	9. EXCLUSION OF THE PRESS AND PUBLIC There was no resolution to exclude members of the public and press under the Public Bodies (Admissions to Meetings) Act 1960 during consideration of items of a confidential nature.

Meeting finished at 9pm.



STRATEGY & REVIEW COMMITTEE TERMS OF REFERENCE

Membership: Minimum of 5 Maximum of 7 Councillors and Ex-officio

Non-councillor: Non councillors are not elected to this committee.

Quorum: Three Town Councillors with voting rights

Meetings: Four meetings per year (or as required)

1. Introduction

- 1.1 The aim of the Strategy & Committee is to manage the internal audit of the Council's financial and procedural issues.
- 1.2 The Strategy & Review Committee has delegated powers to act on behalf of the Full Council in relation to the defined terms of reference. Any recommendations outside these terms of reference shall be made to the Full Council.
- 1.3 The Strategy & Review Committee shall be administered and managed in accordance with these Terms of Reference and the Council's Standing Orders.

2. Membership

- 2.1 The Strategy & Review Committee shall consist of at least five and up to seven Town Councillors. These shall be the chair of each committee and appointments made by the committee.
- 2.2 The Mayor is ex-officio on this committee.
- 2.3 Three members of the Committee shall constitute a quorum.

- 2.4 The Chair and Deputy Chair are to be elected annually at the first meeting of this committee.
- 2.5 In the event of the resignation, death or disqualification of a Councillor during the year any vacancy on the Strategy & Review Committee will be filled at the next meeting of the Full Council.
- 2.6 Substitutions are not permitted in the event of a member's absence from a meeting of the Strategy & Review Committee.

3. Meetings

- 3.1 The Town Clerk will call Strategy & Review Committee meetings as necessary and in accordance with the approved schedule of meeting dates.
- 3.2 Members will be summoned to attend meetings which will usually be held in Hebden Royd Town Hall. Non-Members of the Committee may attend in their capacity as a Councillor but will have no more rights at Committee meetings than members of the public.
- 3.3 Public notice of meetings shall be given in accordance with Schedule 12, Paragraph 10(2) of the Local Government Act 1972.
- 3.4 Members of the public may attend but shall not be permitted to take part in meetings of the Strategy & Review Committee.

4. Documentation

- 4.1 The minutes of all meetings will be taken by the Town Clerk and circulated for approval at Full Council meetings.
- 4.2 All correspondence shall be conducted through the Town Clerk.

5. Scope

- 5.1 To review and monitor the income and expenditure of the Council as a whole.
- 5.2 To prepare, in collaboration with the Clerk/RFO, and recommend the annual draft budget to the Full Council.

- 5.3 To recommend the draft precept to the Full Council.
- 5.4 To oversee & scrutinise expenditure, within budget, on budgets not specifically managed by other committees
- 5.5 To vire funds between budget allocations.
- 5.6 To review the Internal Audit and External Audit reports, make recommendations to Full Council and oversee the implementation of any required actions.
- 5.7 To draw up and annually review a reserves strategy for the Full Council's approval.
- 5.8 To review policies and procedures relating to financial and governance matters to ensure that they are compliant with statutory requirements and best practice and make recommendations thereon to the Full Council.
- 5.9 To scrutinise and make recommendation on proposals and fees for services.
- 5.10 The Committee shall have strategic oversight of the Council's compliance with the UK General Data Protection Regulation, the Data Protection Act 2018, and the Freedom of Information Act 2000. A sub committee can be formed to support this if required.
- 5.11 All operational data-protection matters, including the handling of data-subject rights requests and any related correspondence, shall be managed by the Town Council Officers with support and advice from independent advisors. All Freedom of Information requests shall be managed by the Town Council Officers, with advice and guidance from independent advisors where appropriate.
- 5.12 The Committee may, in the course of fulfilling its management and governance responsibilities, review reports or documentation that contain personal data, where this is necessary and proportionate for the discharge of the Council's lawful functions. Any access to such information must be limited to the minimum necessary and conducted in accordance with the Council's confidentiality and information-governance policies.

- 5.13 The Committee shall ensure that appropriate assurance reporting is maintained and may commission the Data Protection Officer or Proper Officer to provide anonymised or redacted summaries where full disclosure is not required.
- 5.14 To form a complaints sub committee if required.

6. Review

- 6.1 The Strategy & Review Committee's Terms of Reference are to be reviewed annually at the first meeting of the committee.

**PICTURE HOUSE COMMITTEE
held TUESDAY 14 JULY 2026 at
GREENWOOD ROOM, HEBDEN BRIDGE TOWN HALL**

PRESENT

Councillors Butterick, Harvey, Howes, Macdonald, Morse and Turner

Minutes Town Clerk - E Green

ABSENT

Councillors Fraser

MINUTES

26(PH)145	1. APOLOGIES FOR ABSENCE & REASONS Apologies were received from Cllrs Fraser
26(PH)146	2. MEMBERS INTERESTS RELATING TO AGENDA ITEMS There were no members interests reported at this meeting.
26(PH)147	3. MINUTES OF THE MEETING HELD 29 JUNE 2026 RESOLVED:
26(PH)148	4. PRIORITIES FOR THE PICTURE HOUSE COMMITTEE The committee considered the priorities of the Picture House committee and the budget requirements for the 2027-28 budget, and the three-year forecast to 2031. The Picture House Committee have recently received the confirmation of the council being successful with a bid to the NLHF development phase. This will be a core activity of focus over the coming years. The current challenges and possible response were discussed. The main competition, particularly for the family market comes from the Vue in Halifax. The Hebden Bridge Picture House need to play to

	its strengths with a focus on customer experience, and a consistent, well-priced service from the kiosk. There will continue to be a mix of programme, where possible ensuring that new titles are screened in a delivered in a timely manner. The Picture House will also continue to work with the Disability Access Forum and promote its accessible features. The idea of creating loyalty and community pride/ownership of the Picture House was discussed. How do we get people across the community to really engage? RESOLVED: To recommend consideration of the following: • Utilise the Passport to Leisure Scheme as a means of targeting services to people who live in areas of Lower Socio-economic status • Consider a crowd funding application to support the various elements of the project. • Consider a Fundraising venture that promotes people purchasing a something tangible so that they have ownership in the Picture House. • Seek additional funding from HRTC to create a marketing budget, that is able to promote awareness and challenge the competitors. • targeted ticket pricing to attract different target audiences.
26(PH)149	5. EXCLUSION OF THE PRESS AND PUBLIC There was no resolution to exclude members of the public and press under the Public Bodies (Admissions to Meetings) Act 1960 during consideration of items of a confidential nature.

Meeting finished at pm.

COMMUNITY FUNDING
held MONDAY 20 JULY 2026 at
GREENWOOD ROOM, HEBDEN BRIDGE TOWN HALL

PRESENT
Councillors Cammack, Guilfoyle and Hoyle

Minutes E Green

ABSENT
Councillors Borrowes, Fraser, Howes, Trickett

MINUTES

26(CF)150	1. APOLOGIES FOR ABSENCE & REASONS Apologies were received from Cllrs Borrowes, Fraser – on holiday, Howes – on holiday, Trickett – on business trip
26(CF)151	2. MEMBERS OF INTERESTS RELATING TO AGENDA ITEMS There were no members' interests reported at this meeting
26(CF)152	3. PRIORITIES FOR THE COMMUNITY FUNDING COMMITTEE This work will feed back into Strategy and Review for further consideration, particularly around the three-year budgeting question and how findings from this and other committees' priority-setting combine. It was agreed that the current priorities stated in the funding criteria as in section 3 of the guidance were still relevant. These are • improving residents' quality of life • increasing community cohesion • addressing needs like food insecurity. • young people • older people • those who are vulnerable or experiencing disadvantage

	It was discussed how there needs to be a measurable benefit, how many people benefit and what is the community value? The idea of building long-term partnerships was discussed. This would support the Town Council priorities but also support groups to become financially sustainable, attract match funding and make longer term plans. The question of whether tourism/economic vibrancy funding should sit within community funding or be handled elsewhere was left as an open question, flagged for further conversation rather than resolved in this session. Other themes and priorities discussed were Vulnerable people, social cohesion and cost-of-living support Elderly people and disabilities Community policing and community safety Grant-writing support capacity Distinguishing community funding from tourism/events funding Events, parades and celebrations Twinning The promotion of the Community Funding Committee was also discussed; how do we let the community know what we are funding? RESOLVED: That a meeting will be held, open to all those who engage in youth led provision in the area, to have an open conversation about how the Town Council can best support their needs and what the opportunities may be for longer term funding. The committee will convene a further discussion (an open forum or targeted conversation) with organisations working with young people, to gather information on needs and options before committing to a specific young-people funding priority or partnership structure — explicitly without promising funding at that stage. To consider revisiting projects upon completion to run stories about the project’s achievements, in particular looking at the human impact.
26(CF)153	4. EXCLUSION OF THE PRESS AND PUBLIC There was no resolution to exclude members of the public and press under the Public Bodies (Admissions to Meetings) Act 1960 during consideration of items of a confidential nature. RESOLVED:

Meeting finished at pm.

COMMUNITY FUNDING
held MONDAY 20 JULY 2026 at
GREENWOOD ROOM, HEBDEN BRIDGE TOWN HALL

**PRESENT
Councillors**

Guilfoyle (Chair), Cammack, Hoyle, Turner and Woodhead

Minutes

E Green

**ABSENT
Councillors**

Borrows, Fraser, Howes, Trickett

MINUTES

26(CF)154	1. APOLOGIES FOR ABSENCE & REASONS Apologies were received from Cllrs Borrows, Fraser (holiday), Howes (holiday), Trickett (business trip). RESOLVED: To note the apologies and approve the reasons for absence.
26(CF)155	2. MEMBERS INTERESTS RELATING TO AGENDA ITEMS There were no members interests reported at this meeting
26(CF)156	3. Matters arising from Minutes of Meeting held 26 May 2026 not itemised on this Agenda. There were no matters arising.
26(CF)157	4. REQUESTS FOR FINANCIAL ASSISTANCE FROM THE COUNCIL a) Out In The Valley LGBT+ Pantomime at The Little Theatre Hebden Bridge RESOLVED: To award £1500.00 b) The Station Building Mytholmroyd Churn Milk Joan Statue RESOLVED: No grant awarded. The proposed use of the funding requested did not sufficiently meet the Community Funding Priorities.
26(CF)158	5. EXCLUSION OF THE PRESS AND PUBLIC There was no resolution to exclude members of the public and press under the Public Bodies (Admissions to Meetings) Act 1960 during consideration of items of a confidential nature.

Meeting finished at 8:30pm.

PROJECTS, EVENTS & CHRISTMAS LIGHTING COMMITTEE
held WEDNESDAY 22 JULY 2026 at 6pm
GREENWOOD ROOM, HEBDEN BRIDGE TOWN HALL

PRESENT

Councillors Hedges, Fraser, Hoyle, Parry, Turner and Woodhead

Minutes Deputy Clerk - E Andrews
Town Clerk – Emma Green

ABSENT

Councillors Macdonald

MINUTES

26(PE)158	1. APOLOGIES FOR ABSENCE & REASONS Apologies were received from Cllr Macdonald – owing to a clash with Calderdale Full Council meeting. RESOLVED: To note the apologies and approve the reasons for absence.
26(PE)159	2. MEMBERS INTERESTS RELATING TO AGENDA ITEMS There were no members interests reported at this meeting.
26(PE)160	3. MINUTES OF THE MEETING HELD 16 JUNE 2026 RESOLVED: To note the information.
26(PE)161	4. PRIORITIES FOR THE PROJECTS & EVENTS COMMITTEE Cllrs considered the priorities of the Projects & Events committee and the budget requirements for the 2027-28 budget, and the three-year forecast to 2031. Cllr Hedges referred to Cllr Woodhead to direct the conversation on priority setting. The Committee's Terms of Reference were re-read. The beginning of the conversation was framed around a consideration of the purpose of the committee. All Cllrs contributed a and the following themes were highlighted: Enriching the community, providing / facilitating fun – making making people

happy, providing family focused provision and supporting local businesses.

It was discussed and recognised that the Council has a duty to residents of Hebden Royd first and foremost, but that a balance must be struck between also drawing in visitors and tourists which in turn also benefits the locality in a multiplicity of ways. Cllrs also agreed that the committee has focused on the delivery of events over projects (with the green Network and WOHB being notable exceptions), and that a 3 year strategy may provide a good opportunity for consideration of ways to correct this perceived imbalance.

Opportunities

An open conversation about Projects & Events opportunities followed, with the below ideas being put forward:

- Could Hebden Royd have a unified **brand or more widely recognised identity that could** be attached to an event or festival? Something that puts the area 'on the map'? It was noted that Happy Valley Pride is currently that largest event overall, with a wide reach.

- Areas of unused and **derelict land** were mentioned, what opportunities could these present?

- **A literature event and / or writing prize**, in reflection of the literary history of the area but also to showcase and celebrate current local talent (authors, poets and other creating writers). Cllrs suggested there may be an untapped enthusiasm for literature as indicated by the prevalence of book groups alongside more visible organisations such as The Arvon Centre at Lumb Bank. Delivering such an initiative in partnership with community organisations, book groups and local writers could broaden participation, strengthen community ownership and may also reduce the level of officer resource required.

- **Volunteers and volunteering** were discussed at length, with Cllrs suggesting that there may be an untapped pool of people in the community wishing to volunteer, but perhaps being unsure of where to look and how to get involved. The wellbeing aspect of volunteering was recognised as a means of connecting people and supporting positive mental health outcomes. Cllrs discussed the idea of developing the What's On Hebden Bridge (WOHB) platform to provide a means of connecting volunteers to volunteering opportunities in the locality. This would be free, and self serve, much like the platform itself. In addition, looking at

	opportunities in existing schemes such as the Green Network, and learning from models like the Friends of the Rotary Club of Hebden Bridge as a more 'light touch' volunteering offer were discussed. - Community safety and anti-social behavior was raised in light of Todmorden Town Council employing a PCSO. Cllrs mentioned anti-social behavior hot-spots such as Calder Holmes Park and routes around the park, which in places are poorly signed and poorly lit. It was again noted that there is less provision for youth groups than in previous years and that this may, at least in part, be a driving factor. - The addition of EV charging points at the Council owned car park on Station Road was also raised as a potential project to consider. RESOLVED: These Minutes will be considered at the next Strategy & Review Committee Meeting and will feed into discussion around the wider priority setting for the Town Council going forward.
26(PE)162	5. EXCLUSION OF THE PRESS AND PUBLIC There was no resolution to exclude members of the public and press under the Public Bodies (Admissions to Meetings) Act 1960 during consideration of items of a confidential nature.

Meeting finished at 7:22pm