



TONBRIDGE & MALLING BOROUGH COUNCIL

EXECUTIVE SERVICES

Chief Executive
Damian Roberts

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NB - This agenda contains proposals, recommendations and options. These do not represent Council policy or decisions until they have received proper consideration through the full decision making process.

Contact: Democratic Services
committee.services@tmbc.gov.uk

13 January 2026

To: MEMBERS OF THE GENERAL PURPOSES COMMITTEE
(Copies to all Members of the Council)

Dear Sir/Madam

Your attendance is requested at a meeting of the General Purposes Committee to be held in the Council Chamber, Gibson Drive, Kings Hill on Wednesday, 21st January, 2026 commencing at 7.30 pm.

Members of the Committee are required to attend in person. Other Members may attend in person or participate online via MS Teams.

Information on how to observe the meeting will be published on the Council's website.

Yours faithfully

DAMIAN ROBERTS

Chief Executive

A G E N D A

1. Guidance for the Conduct of Meetings 5 - 8

PART 1 - PUBLIC

2. Apologies for absence

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| 3. | Notification of Substitute Members | 9 - 10 |
| 4. | Declarations of interest | 11 - 12 |

Members are reminded of their obligation under the Council's Code of Conduct to disclose any Disclosable Pecuniary Interests and Other Significant Interests in any matter(s) to be considered or being considered at the meeting. These are explained in the Code of Conduct on the Council's website at [Code of conduct for members – Tonbridge and Malling Borough Council \(tmbc.gov.uk\)](https://www.tmbc.gov.uk/code-of-conduct-for-members).

Members in any doubt about such declarations are advised to contact Legal or Democratic Services in advance of the meeting.

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| 5. | Minutes | 13 - 16 |
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To confirm as a correct record the Minutes of the meeting of General Purposes Committee held on 8 October 2025.

Matters for Recommendation to the Council

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| 6. | Localism Act - Pay Policy | 17 - 28 |
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This report summarises the requirements of the Localism Act and presents an updated Pay Policy Statement for 2026/27.

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| 7. | Pay Award 2026/2027 | 29 - 54 |
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This report provides Members with information to recommend to Full Council, the Council's pay award for employees for 2026/27.

Matters for Decision under Delegated Powers

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| 8. | Member Development Strategy 2026 - 2028 | 55 - 68 |
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This report seeks approval of a new Member Development Strategy 2026-2028, setting out how Tonbridge and Malling Borough Council will support and develop its Members to ensure the successful delivery of its strategic priorities.

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| 9. | Domestic Abuse Housing Alliance Accreditation - Policies and Procedures | 69 - 112 |
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This report seeks approval from Members for adoption of a set of policies and procedures, developed to support both staff members and residents who may be experiencing domestic abuse, as part of the Borough Council's work to achieve accreditation from the Domestic Abuse Housing Alliance (DAHA).

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| 10. | Urgent Items | 113 - 114 |
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Any other items which the Chairman decides are urgent due to special circumstances and of which notice has been given to the Chief Executive.

Matters for consideration in Private

11. Exclusion of Press and Public 115 - 116

The Chairman to move that the press and public be excluded from the remainder of the meeting during consideration of any items the publication of which would disclose exempt information.

PART 2 - PRIVATE

Matters for Recommendation to the Council and for Decision under Delegated Powers

12. Establishment Report 117 - 158

(Reason: LGA 1972 – Sch 12A Paragraph 2 – Information likely to reveal the identity of an individual.)

This report sets out for Members' approval a number of establishment changes recommended by the Council's Management Team. Members should note that, in accordance with adopted conventions, all of the savings/costs referred to in this report reflect the salary at the top of the scale/grade plus associated on costs.

13. Urgent Items 159 - 160

Any other items which the Chairman decides are urgent due to special circumstances and of which notice has been given to the Chief Executive.

MEMBERSHIP

Cllr M R Rhodes (Chair)
Cllr A McDermott (Vice-Chair)

Cllr B Banks
Cllr K Barton
Cllr L Chapman
Cllr J Clokey
Cllr D A S Davis

Cllr B A Parry
Cllr R V Roud
Cllr K B Tanner
Cllr K S Tunstall