



Watford Borough Council Members' Performance Scheme

2014/15

End of Year Self Assessments

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Introduction

The Council introduced a Member Performance Scheme in February 2008. Part of the scheme required Councillors to complete a self assessment at the end of each Municipal Year providing evidence of their activities and demonstrating how these contributed to the Council's objectives:

1. Making Watford a better place to live in
2. To provide the strategic lead for Watford's sustainable economic growth
3. Promoting an active, cohesive and well informed town
4. Operating the Council efficiently and effectively

18 Councillors have completed self assessments representing 9 of the 12 wards. The assessments are summarised in this document.

The training listed for each Councillor is what they have undertaken during 2014/15.

Central Ward

Ward Councillors: Stephen Bolton, Helen Lynch and Rabi Martins

Councillor Bolton completed a self assessment.

Councillor Bolton

Year elected: 2014

Ward: Central

Reasons for becoming a Councillor: To support and represent residents, to have a say in decisions affecting the local area and Watford more broadly and to contribute to improvements to the local environment.

Roles in the Council: Council, Planning Policy Advisory Group, Community Safety Partnership Task Group, Member Development Group, Central Neighbourhood Forum and 'Get Active' Steering Group (Chair).

Membership of outside bodies: Watford Community Church (now Wellspring Church), Queens Community Action Group and Watford Foodbank Trustee.

Training and development undertaken: New Councillor Training (day 1&2), Development Control training, Initial Licensing training, Boundary Review briefing, Health Campus briefing, and Neighbourhood Watch presentation.

Attendance record: Expected at 15 meetings. Attended 11 meetings. Percentage = 73%.

How he has met Council objectives:

Making Watford a better place to live in

- Attending meetings with the police to discuss residents' concerns and looking at priorities for Central Ward.
- Observing items in need of repair or improvement, and reporting them as appropriate.
- Responding to residents' requests for assistance or concerns expressed.
- Giving input into the plan, on behalf of residents, to develop a hurling pitch on Radlett Road playing fields.
- Attending a session to see the impact of the new CCTV control room.

To provide the strategic lead for Watford's sustainable economic growth

- Being a member of the Planning Policy Advisory Group.

- Becoming involved in meetings with various stakeholders looking at how the new market is working, and potential improvements which could be made.
- Attending a briefing on the Health Campus development.

Promoting an active, cohesive and well informed town

- Chairing the ‘Get Active’ Steering Group, a Lottery Funded project, which is helping Central Ward residents to become more active and develop healthier lifestyles.
- Attending and chairing Neighbourhood Forums, which provide useful information for residents. They also give residents the opportunity to ask questions of the speakers (such as the police or the Mayor) and Councillors.
- Attending residents’ associations meetings, and also meetings at residential homes/accommodation for the elderly.
- Arranging the delivery of regular newsletters, which keep residents up to date concerning events and developments.

Operating the Council efficiently and effectively

- Attending full Council and other committee meetings, being appropriately prepared by reading relevant documents.
- Communications with Council officers on matters that arise or on issues raised by residents.

Objectives for 2015/16

- Support and engage with residents.
- Encourage the development of residents’ associations, with initially one more being set up.
- Develop my knowledge and experience, so that I can become more effective in my role.



Holywell Ward

Ward Councillors: Nigel Bell, Jackie Connal and Matt Turmaine

Councillors Bell and Connal completed a self assessment.

Councillor Bell

Year elected: 2007

Reasons for becoming a councillor: I wanted to make a difference to the lives of residents in my local area with regard to anti-social behaviour, highways issues and education policy as the father of 2 children. As a Member of the Labour Party I wanted to put forward Labour policies that could

help the most vulnerable and least well-off in my local area and across Watford.

Roles in the Council: Became Leader of Labour Group in May 2012; as the Leader of the Labour Group I have continued to attend the Cabinet to question the Mayor and her Cabinet on their policies and put forward the Watford Labour Party views and policies. Member of Development Control, Major Projects Board, Market Working Group and Overview and Scrutiny Committee.

Membership of outside bodies: I am a member of the Advisory Board of the Westfield Children's Centre.

Training & Development undertaken: As a Borough and County Councillor for West Watford I have been a member of and attended the Highways Liaison meetings at the Town Hall in conjunction with Herts Highways and Borough Officers on Highways issues. Throughout the Year I have had meetings with Highways Officers in connection to the Croxley rail link and the progress on the project, important as the 2-new stations in West Watford will be in my County division.

I have also been briefed by Borough and County Officers on changes to the parking, cycleways and footways in the Watford Business park.

On 16th July 2014 I attended Licensing training.

On 28th July 2014 I attended a briefing by Council Officers on 'Ensuring healthy standards in properties' by environmental Control Officers.

On the 15th December I attended the official Boundary Review briefing and then we had the 2nd meeting of the Borough Councillor Group to discuss the proposals for the Borough's possible boundary changes.

On January 13th I attended the Labour Group budget briefing from the borough Council's Director of Finance.

On February 18th I attended a briefing at Watford Town Hall on Domestic Violence.

General: I arranged for a briefing to the Labour Group by the Chief Inspector on Policing in Watford.

Attendance Record: Expected at 33 meetings. Attended 30 meetings. Percentage = 91%.

How he has met Council Objectives

Making Watford a better place to live in

- I have continued to support and vote for a 20MPH Zone throughout Watford in a motion to the Full County Council
- As a Borough and County Councillor for West Watford I have continued to campaign throughout the year on behalf of the 'Farm Terrace' allotment holders, believing their historic site should be preserved along with a modernised Hospital and Health Campus.
- I have questioned County Officers about County issues in Watford as a County Councillor, arguing for better road repairs. I have also taken up

many issues of residents' complaints about potholes and other Highways maintenance issues, such as streetlights and the new LED lights.

- I have been able to use most of my Highway Locality budget to have much-needed repairs to footways in my West Watford division.
- I have continued to campaign against the County administration's policy of turning streetlights off at midnight after more casework on this throughout the year and again at County Council spoke on our Labour County Group motion to turn the streetlights back on at midnight.
- As a member of Chessbrook Education support centre as a County Councillor, I have continued to take an interest in children who are educated outside their school and vulnerable.
- As a member of the County Council's children's services panel and as the County Labour spokesperson for children's services, I have continued to taken a keen interest in the 'looked after children' and children's safeguarding services in Watford and through the County.
- I have taken up school place issues from parents from my division and across Watford and argued for more primary school places across Watford in my role on the education committee at County Hall.

To provide the strategic lead for Watford's sustainable economic growth

- I have continued throughout the year to be a member of the Council's Development Control Committee. I have made comments at most Development Control meetings. I take the membership of DC very seriously as it has such far reaching and important implications for the Town.
- I have continued taking up various issues of parking concern by residents regarding enforcement in my division working with the Parking Shop and Highways Officers and I also urged the administration to consult on a possible Controlled Parking Zone for the area in my division.
- As a member of the Major Projects Board I asked questions of Officers regarding the new Watford Market.
- As Leader of the Labour Group I was pleased that our Group was able to put forward an amendment to the Liberal-Democrat budget proposals to try again to get St Albans Road regenerated and renewed and although it was defeated it was important to make this point again on behalf of residents there and the town's future growth.
- I have attended a meeting with other Councillors at the Housing Trust to be briefed on the Trust's future plans. And I have a good working relationship with Housing trust officers.
- As Chair of the Property Task Group, I have chaired meetings to look into the future property assets of the Council and this is an ongoing project and it will continue into the next Council year.

Promoting an active, cohesive and well informed town

- As usual I attended the Annual Remembrance service.
- I attended some Watford Live events and 'Imagine Watford' events.
- As a West Watford Councillor, I have continued to ask questions throughout the Council year regarding the Health Campus and the hospital and the regeneration of Cardiff Road.

- I have asked questions of Officers throughout the year on planning applications and on building enforcement.
- I have continued in 2014/15 to attend the Holywell Action Group set up by Watford Council Housing Trust with residents to inform and influence actions by the Trust for Holywell residents and taken up issues that were raised at the meetings.
- My main casework has continued as ever to be Housing related issues as always and I have continued to have contact with the Borough Council Housing Officers on behalf of residents as well as Officers of the Housing Trust. This is by phone, email and meetings.
- I have met my local Police and Police Community Support Officer throughout the year taking up residents' enquiries on crime and anti-social behaviour.
- I took part in the Police's after street's campaign in my Ward of Holywell in July 2014 and again on Sunday 15th February, accompanying police Officers and PCSOs to knock on doors and meet residents and discuss their concerns.

Operating the Council efficiently and effectively

- This year as a member of the Overview and Scrutiny Panel I have continued to ask questions of Lead Officers on all aspects of Council policy.
- I was pleased we were able to again ask questions of senior Housing Trust Officers on their performance.
- I gave part of my Highway locality funds towards 'decluttering' to remove unnecessary signage from my West Watford County division.
- Throughout the year I have delivered Labour leaflets explaining Labour policy in being able to oppose the Liberal-Democrat administration, as well as continuing to put down motions and opposing the Mayor's policies and questioning her at Full Council and writing letters to the Watford Observer and helping my Labour colleagues in being an effective opposition.
- I have also continued to e-mail and have contact with the Office of Watford's MP regarding residents' enquiries and casework.
- I have had contact and communication with the Labour Party nationally and with the Labour Party Local Government Association for advice and help.
- I continue to not only work to promote the Labour Party policies as a local Councillor but also to work with all Councillors of whatever party for the good of the Town and try to give help and advice where I can.

Objective for 2014/15	Update on progress
To continue to represent residents in my ward of Holywell and across Watford to get the best value out of the Council and as Leader of the Labour Group to put forward the Labour view in the Council chamber and question the Liberal Democrat administration.	I have continued throughout the year with the help of the other 2 Labour Councillors in Holywell - Jackie Connal and Matt Turmaine to produce informative leaflets and to canvas residents to find out their views and how we can help them. We donated money from the Neighbourhood forum to the Westfield Childrens centre and the West Watford Free church and Homestart to help vulnerable families in Holywell.

Objective for 2015/16

To continue to represent residents in my ward of Holywell and across Watford to get the best value out of the Council and as Leader of the Labour Group to put forward the Labour view in the Council chamber and question the Liberal Democrat administration.

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Councillor Connal

Year elected: 2010

Reasons for becoming a Councillor: To be more involved in the community. To help those who do not know where to turn other than their local Councillor. To try and ensure that Watford remains the wonderful town it is for many more years. To talk to people who need to share their lives and experiences.

Roles in the Council: Licensing Committee, Member Development Group, Development Control and Standards Committee.

Membership of outside bodies: Friends of Watford Museum, U3A (University of third age), Watford Fairtrade and Friends of Cassiobury Park.

Attendance Record: Expected at 32 meetings. Attended 28 meetings. Percentage = 88%.

How she has met the Council objectives

Making Watford a better place to live in

- Promoting activities at Holywell Community Centre.
- Attending events at African Caribbean Society, Portuguese Community and assorted lunch clubs/coffee mornings that are held in Holywell Community centre and Café West.
- Supporting numerous Museum Activities.
- Contact with the police on crime in Holywell.

To provide the strategic lead for Watford's sustainable economic growth

- Working with Watford Community Housing Trust.

Promoting an active, cohesive and well informed town

- Visit Watford Museum as many times as possible.
- Often talk to residents about the museum and the history attached.
- On Tuesday mornings visit Café West where I make contact with lots of residents and am able to listen and help.
- Attend regular residents meetings.
- Meetings with police.
- Attend events at as many local schools as possible.
- Housing difficulties resolved.

Operating the Council efficiently and effectively

- Attending all Council meetings.
- Attending committee meetings of all committees to which I belong and also attending many others as an observer.
- Working with staff members on behalf of residents.
- Attending Training and Briefings.

Objective for 2014/15	Update on progress
Looking into the possibilities of how the over 60s might be able to come together.	Café West opens every Tuesday morning and all ages go there for coffee and a chat. I am there every Tuesday and if people have a query or a problem they can ask me for help.

Objective for 2015/16

To always be there when help is needed.



Meriden Ward

Ward Councillors: Jan Brown, Sue Greenslade, Kareen Hastrick

Councillors J Brown and Hastrick completed a self assessment.

Councillor J Brown

Year elected: 1998-2002 and 2004

Reasons for becoming a Councillor: I was a police officer in Watford for 17 years and becoming a Councillor seemed a natural progression.

Roles in the Council: Licensing (2003 Act) Committee (Chair), Licensing Committee (Chair) and Licensing Sub Committees. I was also Council Chairman in 2008-9

Membership of outside bodies: Unpaid Director of the LeMarie Centre for Charities, Treasurer of the Ex-Mayors' Association and A Friend of Meriden Park.

Attendance Record: Expected at 12 meetings. Attended 12 meetings. Percentage = 100%.

How she has met the Council objectives

Making Watford a better place to live in

As Chair of the Licensing Committee, I work closely with officers and the police to sustain a balance in the night time economy. We constantly liaise to ensure the balance is right i.e. that people can have an enjoyable and safe night out, whilst the resident pubs, clubs and restaurants have good businesses. I also work with officers to improve where possible, the facilities for hackney carriage drivers and private hire companies. It is very much an ongoing remit and whilst time consuming, has a great deal of job satisfaction when we continue to achieve the right balance in the night time economy in the town centre.

I am also a member of the Meriden Residents' Association Committee and regularly attend their monthly meetings. They are the local eyes and ears and whatever they want done, together with my colleagues, I do my best to deliver for them.

To provide the strategic lead for Watford's sustainable economic growth

This is very much entwined with the previous category – i.e. the night time economy. We aim to keep a vibrant and up to date town centre which caters for all age groups. A lively night time economy brings jobs into the town, helping to bomb proof us against economic downturns.

For the last few years we have run what is known as the Best Bar None Awards. This year the public voted for the winners of the various different categories, i.e. Best Customer Service, in the licensed trade in the town. The awards are presented to the winners at an evening dinner held annually. The event grows bigger each year and the licensed trade really seem to appreciate the occasion. It brings a closer relationship between the licensed trade, the police and Watford Borough Council and we hope it will go from strength to strength each year.

Promoting an active, cohesive and well informed town

Again, my role as Chair of the Licensing Committee means that I work with various groups across the town, such as the Community Safety Partnership, Pubwatch and the police.

Meriden Community Centre is now leased by Watford FC’s charitable trust and I have good communication with them. We also contribute to various activities from the Councillors’ neighbourhood project allowance, funded by Watford Borough Council.

I also support Meriden’s ‘Green Canteen’ which is run by Herts County Council, and Watford Community Housing Trust for people with learning difficulties. Again, we have made a contribution from our neighbourhood project money for new trestle tables. The Green Canteen hold regular social events at which it is possible to buy the produce raised by the members.

I support my colleague, Kareen Hastrick, who is leading on residents’ concerns over Watford Community Housing Trust’s proposal to knock down some of the old folks’ bungalows on the Meriden estate in order to build some 150+ new dwellings in the area.

Operating the Council efficiently and effectively

I have attended appropriate training. I contact officers regularly on areas of concern to residents. I encourage residents to participate in consultations on various Council proposals and I challenge in areas where I do not believe residents or the Council are getting a good deal.

Objective for 2014/15	Update on progress
To administer the neighbourhood project money for Meriden, ensuring that the money is spent on causes for the community.	We have spent our entire £2,500 allowance on small projects in Meriden, such as new trestle tables for the Green Canteen, tree planting etc.

Objective for 2015/16

My objective for this year will be the same in previous years – to administer spending the neighbourhood project money on small projects that enhance and benefit the community of Meriden.

Councillor Hastrick

Year elected: 2006

Reasons for becoming a Councillor: Living in Meriden Ward, I felt it important that residents have an advocate and I was impressed with what the present administration had achieved for Watford.

Roles in the Council: Constitution Working Party, Council, Licensing (2003 Act) Committee, Licensing Committee, Overview and Scrutiny Committee, Membership Development Group, Outsourced Services Scrutiny Committee and Scrutiny Task Groups (Property, CPZ).

Membership of outside bodies: Watford Citizens Advice Bureau Trustee Board (special responsibility H&S), Member of Berrygrove Children's Centre Advisory Board and Herts Highways – Joint Member Panel (now known as Highways Liaison).

Training and development: Outsourced Services Scrutiny Training (Contract Management), Boundary Review Briefing and Housing Nomination Policy Briefing.

Attendance Record: Expected at 32 meetings. Attended 30 meetings. Percentage = 94%.

How she has met the Council objectives

Making Watford a better place to live in

- Funding New Hope Trust project & Foodbank (Watford).
- Meriden Fishing Club and Football Club.
- Checking and reporting on litter and rubbish levels.
- Supporting improvements to parks.
- Reporting on highway issues and raising concerns i.e. potholes, pavement hazards, re-surfacing problems and street lighting.
- Raising issues with Highways Agency.
- Meriden RA meetings and Community Cafe as well as community events.
- RAKE (Residents Association for Kytes Estate).
- Edward Amey RA.
- Responding to residents' personal concerns and problems and taking these forward.

- Providing funding from HCC Locality Budget for various local groups and charities.
- Working with WBC Councillors in both Meriden and Tudor and taking up County issues on their behalf.

To provide the strategic lead for Watford’s sustainable economic growth

- Founding action group on the Meriden Estate with regard to WCHT redevelopment plans – frequent meetings.
- Chair of Friends of the Meriden Estate.
- Attending stakeholder meetings and design workshops re Meriden Estate Development hosted by WCHT.

Promoting an active, cohesive and well informed town

- Meriden Fishing Club & Football Club support.
- Attendance as Vice-Chair at civic events such as Remembrance Ceremony at Town Hall, Audentior Awards and various events representing WBC.
- Helping out with Knutsford Fun Day to raise awareness for Friends of Knutsford Park (Tudor).
- Friends of Garston Park and Lea Farm Park – talks held with a view to setting up these groups.
- Keeping in touch with regular newsletters. Publicising contact details and maintaining Facebook page for the division.

Operating the Council efficiently and effectively

- Checking and reporting on litter and rubbish levels.
- Supporting improvements to parks.
- Reporting on highway issues and raising concerns i.e. potholes, pavement hazards, re-surfacing problems and street lighting.
- Raising concerns with Watford Community Housing Trust and WBC on behalf of residents.
- Resolving housing problems on behalf of residents, both with the Council and with housing providers.
- Acting to resolve road hazards with Herts Highways – e.g. clearing flooding hazard on Gossamers through-road.
- Membership of Scrutiny & Overview Committee as well as Outsourced Services Scrutiny, Constitution Working Party, Regulatory Committee (Licensing) and task groups.
- Supporting Chair in representing WBC.

Objective for 2015/16

- Continuing support and organisation for Friends of Meriden Park.
- Help start up ‘Friends of’ groups for Garston & Lea Farm Parks.
- Support ‘Friends of The Meriden Estate’ action group.



Nascot Ward

Ward Councillors: Jeanette Aron, Mark Hofman, Mark Watkin

All three Councillors completed a self assessment.

Cllr Aron

Year elected: 2011

Reasons for becoming a Councillor: To take a more active role in the life of the community in which I live.

Roles in the Council: A member of Budget Panel, Overview & Scrutiny, Housing Policy Advisory Group, the Community Safety Task Group and Council Functions. At Herts CC I am on Healthy Scrutiny and the Hertfordshire Covenant Group.

Membership of outside bodies: I am a long-standing supporter & volunteer with charities based in the Gambia and an office volunteer at our synagogue in Northwood.

Attendance Record: Expected at 28 meetings. Attended 24 meetings. Percentage = 86%.

How she has met the Council objectives

Making Watford a better place to live in

- By supporting the projects that will improve the health & well being of the town & enhance the quality of life for the residents of Watford.

To provide the strategic lead for Watford's sustainable economic growth

- Through the work of Budget Panel and Overview & Scrutiny one is able to ensure that the projects encouraging economic growth for the town are viable & sustainable offering a good selection of business projects that actively promote Watford as a place to work & live.

Promoting an active, cohesive and well informed town

- By sharing and promoting the work of Watford Borough Council through their events & activities within our community.

Operating the Council efficiently and effectively

- By good communication with the Officers of Watford Borough Council.

- Talking through issues and concerns of residents with the Officers and working together to find a solution.
- Supporting the staff of Watford Borough Council in their work and being a critical friend when the need arises.
- By working with all partners that help support the residents in the communities of Watford be they Council Officers, the Police, our Resident Associations, fellow Councillors and all those volunteers who work on the many projects that make the Borough of Watford such a wonderfully diverse but supportive community that it is.

Objective for 2014/15	Update on progress
To continue to work with and help support the residents of Nascot Ward and the partnerships that enable my work as a Councillor to support that need.	Accomplished.



Cllr Hofman

Year elected: 2012

Reasons for becoming a Councillor: To engage with local residents, help Constituents with issues they may encounter and ensure the interests of young people are heard.

Roles in the Council: Council, Council Functions Committee (Vice-Chair), Highways Forum, Licensing, Major Projects Board and Member Development Group.

Training and development: Parking Briefing, Development Control Training and Health Campus Presentation.

Attendance record: Expected at 20 meetings. Attended 15 meetings. Percentage = 75%.

How he has met Council objectives

Making Watford a better place to live in

- I attend to residents' casework and support my fellow Nascot Councillors with their work on behalf of local constituents; this is usually concerned with planning issues, parking, schools and potholes.
- In the last year I helped organise a residents' forums and liaised with local Police, Highways and stakeholders to ensure they have a regular opportunity to hear the issues our constituents may have.
- Meet with residents to discuss their parking concerns in a 1-2-1 capacity whenever required.

- Work with residents associations to improve local parks, participating in clean-up sessions.
- Suggested future improvements to local infrastructure which improve the image of the town and wellbeing of residents.

To provide the strategic lead for Watford's sustainable economic growth

- Member of the Major Projects Board.
- Member of the Highways Forum.
- Member of the Licensing Committee.
- Attended the Health Campus briefing and invited the general manager of INTU shopping centre to present plans for Charter Place redevelopment.
- Encouraged the participation of the Watford Cultural Leaders Group in infrastructure improvements to help enhance the appearance of our local assets.

Promoting an active, cohesive and well informed town

- Nascot is home to several active residents' associations. I have supported their activities through the use of our WBC forum budget, attended their meetings, functions and met with the groups' leaders and members whenever needed.
- I provide information to residents via our frequent newsletters, telephone calls and personal visits.
- Attend civic events such as the Remembrance service at the Town Hall and St Marys Church.
- Providing advice to residents regarding the recent outsourcing of waste services.
- Supporting local residents with their objections to local development plans and representing their views at Development Control Committees.
- Attended the Health Campus briefing and invited the general manager of INTU shopping centre to present plans for Charter Place redevelopment.

Operating the Council efficiently and effectively

- Member of the Council Functions Committee.
- Member of the Major Projects Board.
- Regularly researching new legislation affecting the Council and where possible best practice from other authorities.

Objective for 2014/15	Have you met your objective?
To continue my development as a local Councillor and build my knowledge of local government.	I have built my knowledge of local government by attending training sessions and briefings during the past year to ensure I'm up-to-date with changes in the local landscape.

Objective for 2015/16

Enhance my knowledge of development control and support the enhancement of our local community assets and activities.

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Councillor Watkin

Year elected: 2006

Reasons for becoming a Councillor: My principal reason was, and remains my desire, to improve the facilities and services provided to my Ward by the Council and its associated bodies. "To make a difference" to the lives of the community I serve.

Roles in the Council: Cabinet, Chief Officer Pay Panel, Council, Council Functions Committee (Chair), Development Control Committee, Joint Housing and Planning Policy Advisory Group, Planning Policy Advisory Group, Portfolio Holder for Legal and Democratic and Shared Services and Property Investment Board.

Membership of outside bodies: Chessbrook ESC (governor), Trustee for Friends of Little Cassiobury, Friends of Cassiobury Park, Nascot Residents Association and Friends of Watford Museum.

Training and development: LGA Conference and Welfare Reform Briefing.

Attendance record: Expected at 33 meetings. Attended 25 meetings. Percentage = 76%.

How he has met Council objectives

Making Watford a better place to live in

- I have continued being actively involved in finding a use for the wonderful Little Cassiobury, possibly as a heritage museum or an arts centre.
- I am a member of the Friends of Cassiobury Park and have participated in their working parties tackling conservation issues in the Park.
- I have worked to enhance the facilities of both the parks in my Ward as these are vital to the development of a healthy lifestyle for all our community.
- I work closely with all three major Residents Associations who do such an excellent job of highlighting areas of concern in my Ward and have assisted in the creation of other new ones this year.

- Through my role as a County Councillor I have worked to ensure that there is sufficient primary and secondary education provision for the young people of Nascot and indeed the whole of Nascot.
- Together with my ward Councillors we have worked to reduce the impact of the pressures of car parking on our busy streets.
- I am working to reduce the problems of speeding on roads in my Ward and I actively support the '20's Plenty' Campaign.
- I have challenged those development schemes in the ward that have been inappropriate or not in keeping with our neighbourhood. Regrettably Planning Inspectors do not always agree with me and more particularly the community's views.
- I regularly report Highways faults using the online reporting tool on the HCC website.
- I am able, through my role as County Councillor, to use their Highways Locality Grant to bring about significant improvements to the highway and pavements in my Ward.

To provide the strategic lead for Watford's sustainable economic growth

- I am in the fortunate position to be a member of the Cabinet, and in this role I have reviewed and supported the plans for the economic development of the town, among which are the Health Campus project, the development of Charter Place, the new market, the renovation of Watford Business Park and the Croxley Rail Link. I have just been appointed a member of the strategic Property Investment Board

Promoting an active, cohesive and well informed town

- In my role as a Cabinet Member I have reviewed, commented on and approved policies and projects brought before the Cabinet which cover all these areas.
- My position as a County Councillor has enabled me to become closely involved in the planning of the education provision in the town, which is now unequalled in its variety and quality.

Operating the Council efficiently and effectively

- In my role as Portfolio Holder of Shared Services. I have worked closely with the Council's Section 151 officer and her team to effect a transformation in the efficiency and overall performance of the Revenues and Benefits Department. This has resulted in the neediest in the community receiving the level of service that all Watford residents expect from our high achieving Council.
- I have attended appropriate training to keep me abreast of the changing environment facing my portfolio responsibilities and the wider Council. I also research issues on the internet and receive a number of publications on Local Government Issues.
- I believe every element of the Council's operation should be open to challenge and scrutiny to ensure that our residents receive as high a

quality of service but as economically as possible. It is for this reason that I have supported the use of external providers to run our Environmental Services and our ICT Services.

- I have played an active part in supporting the Council's ICT team in their endeavours to compel Capita to provide the level of ICT service they contracted to provide and which is essential for the Council to meet its own targets and aspirations.

Providing Vision (Cabinet Members only)

- As a member of Cabinet I am constantly asked to consider matters of policy which in themselves set the vision for the future of Watford. Before agreeing to such proposals I challenge and question their effectiveness before agreeing to their implementation.
- In my particular area, my objective is to ensure that all the shared services are responsive, effective and are in good shape to meet the demands facing them in the future.

Managing Performance (Cabinet Members only)

- This is absolutely at the heart of everything I do in my portfolio. The work that has been done between me and the senior officers in Revenues and Benefit, ICT and indeed all the Shared Services, substantiates this.

Objective for 2014/15	Update on progress
To aim to ensure that all the departments in my portfolio achieve their targets and when the services are supplied by 3 Rivers, that we receive a high standard of performance matching agreed targets.	Partly accomplished. Revenues and Benefits have been transformed through the excellent work of managers and staff but have been hampered by the unreliability of the IT service needed to support them. ICT has been a general cause for concern because of the failure of Capita to meet virtually any of their targets.

Objective for 2015/16

To aim to ensure that the fundamental issues in ICT are addressed and a positive way forward is established and the other departments in my portfolio achieve their targets and for the services supplied by 3 Rivers, that the service provided to WBC matches or exceeds the agreed targets.

Oxhey Ward

Ward Councillors: Shirena Counter, Iain Sharpe, Peter Taylor

All three Councillors completed a self assessment.

Councillor Counter

Year elected: 2002

Reasons for becoming a Councillor: I wanted to influence what happened in my local area. Was also persuaded that it was a good idea and didn't take up huge amounts of time!

Roles in the Council: Budget Panel and Outsourced Services Scrutiny.

Membership of outside bodies: Ashfield School Foundation (Chair), Oxhey Village Environment Group and Trustee for Signpost Counselling.

Training and development undertaken: Outsourced Services Scrutiny training.

Attendance record: Expected at 17 meetings. Attended 16 meetings.
Percentage = 94%.

How she has met the Council objectives

Making Watford a better place to live in

- Chaired a meeting with OVEG and WBC Conservation team about Oxhey Conservation Area.
- Chaired a number of meetings with residents, Councillors, County and WBC officers and specialist consultants to discuss the Health Campus access road through Oxhey Park, resulting in an alternative route which will have far less impact on the park.
- Attended various residents' meeting at Attenborough Court and Watford Heath to discuss issues and facilitate resolutions.
- Chaired a meeting with Councillors and representatives of OVEG to discuss and update on the planning application for the Massey site.
- I have been actively involved in casework for individual residents, including issues around parking, planning, problems with difficult neighbours and minor issues such as pavements.
- I am actively working with a representative from Network Rail to clear rubbish from their land and cut back vegetation around Bushey Arches.

To provide the strategic lead for Watford's sustainable economic growth

- I continue to liaise with London Midland to improve fast train services to Bushey and from May 2015 there will be a new service from Bushey to Euston at 6.20am.

Promoting an active, cohesive and well informed town

- Supported a local resident to make a formal complaint (including attending the hearing) about her son being unfairly excluded from school.
- Facilitated a meeting with a resident who had problems with her housing and a member of the housing team.

Operating the Council efficiently and effectively

- Member of budget panel, questioning officers on value for money provided by Council services.
- Also member of the Outsourced Services Scrutiny Panel, overseeing external contracts to ensure the Council is receiving a high quality service.

Objective for 2014/15	Update on progress
1) To facilitate/support the development of a biodiversity plan for Watford and work with the head of Parks & Open spaces to bid for money to run a project similar to the Wild Stevenage project.	Not achieved due to workloads (both myself and officers)
2) To work with the HMWT and Health Campus team to ensure that a Wildlife corridor is planned into the design of the Health Campus Access Road, enabling wildlife to safely move across the road	Achieved – a tunnel under the Campus road is being built to provide a wildlife corridor and HMWT have been involved in its design.

Objective for 2015/16

- 1) To continue to push for the development of a biodiversity plan for Watford.
- 2) To push for a feasibility study by Network Rail to find out whether the short platform (No 3) at Bushey station can be realistically lengthened to take 8 carriages.

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Councillor Iain Sharpe

Year elected: 1991

Reasons for becoming a Councillor: I wanted to make a contribution to ensuring that Watford remains a good place to live in, and for people to visit and work in, especially to protect and enhance the built environment. I believe strongly in local democracy and the need for Councillors to hold public bodies

accountable to the public. In addition, I am a committed Liberal Democrat and believe the party has strong policies for open government, responding to the concerns of local residents and providing quality services at a reasonable cost to taxpayers.

Roles in the Council: Cabinet Member for Regeneration and Development, Member of Development Control Committee, Hertfordshire Highways Joint Member Panel, Major Projects Board (Chair), Planning Policy Advisory Group (Chair), Highways Forum (Chair) and Watford Borough Council and West Herts Golf Club Joint Committee.

Membership of outside bodies: Traffic Management Act Adjudication Joint Committee and Hertfordshire Infrastructure and Planning Partnership.

Training and development undertaken: New Development in Watford: the importance of good design, and Boundary Review Briefing.

General: As in previous years, my work has involved both representing residents in Oxhey ward on a range of local issues and serving in the Mayor's Cabinet with responsibility for Regeneration and Development. I have worked closely with my ward colleagues Peter Taylor and Shirena Counter and County Councillor Stephen Giles-Medhurst to deal with issues in Oxhey such as highway repairs, improving rail services at Bushey Station, planning policy and individual applications and improving local green space. As Chair of the Major Projects Board and Cabinet Member I have worked with officers to progress key projects for Watford's future, including Part 2 of the local plan, the health campus, the strategic property review etc. It is implicit in what I set out below that all the matters I have worked on have involved cooperation with others and due credit must go to my Councillor colleagues, Council officers, local community groups etc.

Attendance record: Expected at 42 meetings. Attended 39 meetings. Percentage = 93%.

How he has met the Council objectives

Making Watford a better place to live in

- As Chair of Planning Policy Advisory Committee and Cabinet Member for Regeneration and Development I have been responsible for guiding planning policy resulting in formal consultation this year on Part 2 of the Local Plan.
- In particular, promoted planning policies that safeguard Watford's heritage and the character of residential areas, while focusing growth on derelict and under-used land which is in need of regeneration.
- Have liaised with housing portfolio-holder and attended joint meetings of the Planning Policy Advisory Committee and Housing Policy Advisory Committee to shape the Council's housing strategy and allocations policy.

- Worked with officers and fellow Councillors to promote improvements to Watford Heath and Riverside Road Recreation Ground, which I hope will come to fruition in next year.
- Regularly taking up issues raised by local residents, such as litter, highways faults etc.

To provide the strategic lead for Watford's sustainable economic growth

- Overseen the Council's property review, bringing reports to Cabinet
- Responsible for the health campus project, which has now gained planning permission (mostly in outline form), and work has started on the new access road.
- Overseen the Council's contribution to promoting the Croxley Rail Link, which now has been given government funding to go ahead, bringing underground services to Watford Junction by 2018.
- In the emerging local plan agreeing policies that identify how Watford can provide for future economic growth, including safeguarding land for employment uses.
- As part of the Cabinet team, championed improvements to The Parade and development of Watford's cultural profile (including Big Events) to encourage prosperity of town centre.
- Overseen the relocation of Watford Market.
- Promoted the enhancement of Watford Business Park (ongoing project) to regenerate this under-performing area and increase return for the Council.
- Agreed progress on compulsory purchase applications for the redevelopment of Charter Place shopping centre.

Promoting an active, cohesive and well informed town

- Regular communication with local residents through newsletters and email to keep people informed about local issues.
- Ensuring that Council communications keep people informed about local services and the reasons for policies we are implementing, while also listening to residents and being willing to change in the light of public feedback.
- Ensuring that consultation on matters such as planning and parking is genuine and that the Council listens to the views of local people before reaching decisions.
- Writing letters to the Watford Observer to inform residents about key local issues.
- Attending public meetings to discuss issues such as rail services, parking policy and other public consultations.

Operating the Council efficiently and effectively

- Regular meetings with Head of Regeneration and Development to monitor general performance of the service.

- High performance according to latest figures by the development management service in terms of time taken to determine planning applications.
- Overseeing delivery of parking surveys, consultations and changes to the parking regime.
- Proposing workstreams arising from the Council's property review, including creation of the Property Investment Board.
- Contributing more widely to Cabinet discussions and decisions about key services, including parks improvements, recycling and economic development.

Providing Vision (Cabinet Members only)

- Contributing to the Council's corporate plan through discussions with senior officers, the Mayor, Cabinet Members and Councillors.
- Contributing to development and delivery of Council's key priorities, including work towards a family-friendly town centre, improvement of parks and green space.
- Promoting via planning policy etc. work towards a strong local economy and sustainable neighbourhoods.
- Willingness to take difficult decisions (e.g. over health campus) for the greater good of the town.
- Participation in regular meetings with senior management to further the Council's policy goals.

Managing Performance (Cabinet Members only)

- Regular meetings with the head of service and quarterly reviews to monitor performance of services within my Cabinet portfolio.
- Taking up complaints and concerns raised by local residents and being willing to challenge questionable performance by the Council where necessary.

Objective for 2014/15	Update on progress
<p>Ensure we continue to progress the Local Plan Part 2 in line with the recently agreed Local Development Scheme.</p> <p>New market to open in 2014.</p>	<p>Progress has been made on Local Plan Part 2, with formal consultation on the site allocations and development management policies. This has highlighted the need for further work on our evidence base by progress is being made as quickly as compatible with having a sound plan.</p> <p>Market opened in October. It is clear that further work is needed to ensure the market's long-term success and work is in progress to achieve this.</p>

Approve conservation area character appraisal for Oxhey.	Approved July 2014.
Ensure progress on improvements at Watford Heath and Riverside Road open spaces.	Consultation has been carried out with residents on these. Funding now needs to be confirmed to ensure this happens.
Increase frequency of email communication to constituents and investigate use of social media.	In collaboration with the Mayor and fellow Oxhey Councillors, have improved e-communications with local residents.

Objective for 2015/16

- Continued progress on Local Plan.
- Ensuring completion of parks improvements in Oxhey.
- Campaign for improved rail services and station facilities at Bushey.
- Ensure the implementation of town centre wi-fi.
- Establish successful operation of Property Investment Board.

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Councillor Taylor

Year elected: 2012

Reasons for becoming a Councillor: Wanting to make a difference in my local area.

Roles in the Council: Outsourced Services Scrutiny Panel (Chair), Audit Committee (Vice-Chair), Budget Panel and Council.

Training and development: Audit: Anti Fraud and Corruption and Outsourced Services Scrutiny Training.

Attendance record: Expected at 25 meetings. Attended 22 meetings. Percentage = 88%.

How he has met the Council objectives

Making Watford a better place to live in

- I have been actively involved in casework for individual residents including replacement of damaged street trees, filling of potholes and replacing broken street lights.
- Worked with Watford Community Housing Trust to replace damaged pavements and ensure heating is fixed for residents in Longcroft.
- Working in partnership with the police on community safety and reducing anti-social behaviour

- Ensuring local people have easy ways to access recycling and waste reduction by assisting Pinner Road residents who wanted wheelie bins rather than recycling boxes.
- Attended meeting with OVEG and WBC Conservation team about Oxhey Conservation Area.
- Attended a number of meetings with residents, Councillors, County and WBC officers and specialist consultants to discuss the Health Campus access road through Oxhey Park, resulting in an alternative route which will have far less impact on the park.
- Chaired a meeting of residents at Attenborough Court to discuss concerns with their social landlord and property maintenance company. This resulted in a number of improvements being carried out (lifts, lights, doors).
- Chaired meetings of the Outsourced Services Scrutiny Panel (OSSP) to ensure that residents across Watford receive a good service from Veolia, SLM and others.

To provide the strategic lead for Watford's sustainable economic growth

- Member of Budget Panel, questioning Council officers on value for money provided by Council and steps taken to boost local businesses.

Promoting an active, cohesive and well informed town

- Send regular email updates to hundreds of local residents. These inform them of local events of interest.
- I have attended various local meetings held by OVEG, Friends of Oxhey Park and also chaired a meeting with residents who were concerned about the service being provided by the social landlord at Attenborough Court.
- Communicating regularly with residents through different methods, e.g. face to face, telephone, e-mail, letter, social media etc.
- Involvement with local schools – meeting head teachers, parents and representatives of Hertfordshire Highways to try to improve road safety.

Operating the Council efficiently and effectively

- Chaired the OSSP that has looked into the performance of ICT and the impact of this on Council services. This was the focus of 2 committee meetings. We also focussed on the efficiency of the Revenue and Benefits department in one meeting and regularly monitored performance data for all outsourced services.
- Proposed changes to the Constitution Working Group (Chairs of OSSP, Budget and Community Safety Partnership) to be on Overview and Scrutiny Committee to ensure coordination among key scrutiny committees.

Objective for 2014/15	Update on progress
<p>Work closely with residents and parks service to ensure that improvements are made to Watford Heath that reflect local opinions.</p> <p>Continue to respond quickly and effectively to case work matters raised by local residents.</p>	<p>Effective consultation has been completed. Aspects of the enhancement programme which are of greatest importance to local residents are due to commence this summer.</p> <p>Achieved.</p>

Objective for 2015/16

- Develop links with primary schools in Oxhey ward (Bushey and Oxhey Infants, Bromet).
- Continue to respond quickly and effectively to case work matters raised by local residents.



Park Ward

Ward Councillors: George Derbyshire, Peter Jeffree, Binita Mehta

Councillors Jeffree completed a self assessment.

Councillor Jeffree

Year elected: 2011

Reasons for becoming a Councillor: To contribute to making Watford a better place for people to live, work and enjoy their leisure time.

Roles in the Council: Council, Licensing Committee (Vice-Chair), Licensing Committee (Licensing Act 2003) (Vice-Chair), Licensing Sub Committee, Major Projects Board (Vice-Chair), Market Working Group and Highways Forum.

Membership of outside bodies: Hertfordshire Building Preservation Trust and Watford Community Housing Trust.

Training and development: DC training, Initial Licensing Training, New Development in Watford: the importance of good design, ensuring healthy standards in properties, police station CCTV briefing, contract management and boundary review briefing.

Attendance record: Expected at 31 meetings. Attended 28 meeting. Percentage = 90%.

How he has achieved the Council Objectives

Making Watford a better place to live in

- Active member of Licensing Committee, member and chair of several Licensing Sub Committee meetings and positively supporting Watford's vision of creating a 'Family Friendly Town' through decisions made at these committees.
- Working actively with the '20's Plenty' campaign for Watford to apply Herts CC's revised and updated Speed Management Strategy to residential areas of Watford, Park and Nascot in particular.
- Representing my ward at Development Control meetings to influence the committee to resist inappropriate development
- Supporting the extension of the CPZ, making Park Ward a more pleasant place to live for residents
- Supporting the bid for HLF funding for improvements to Cassiobury Park through my membership of the Steering Committee.
- Active member of Park Ward's Community DriveSafe team, working towards controlling excessive speed on our roads

To provide the strategic lead for Watford's sustainable economic growth

- As vice chair of the Major Projects Board I take a close interest in all of the many capital projects which are in progress around Watford. In this role I bring to bear a lifetime of working experience in major developments and have particularly supported key schemes such as the new Watford Market, the redevelopment of Charter Place and the Health Campus.
- Member of the Market Working Group who have acted as the steering group for the new Watford Market, which was delivered in October 2014
- Member of the Friends of Little Cassiobury, working towards finding a sustainable use for this important heritage building, and raising the funds to deliver it.

Promoting an active, cohesive and well informed town

- I regularly attend residents' association meetings and contribute to the issues raised at them. With other councillors I lead neighbourhood forum meetings which enable residents to discuss issues of importance which we can then follow up on their behalf.
- I contribute to preparing and delivering Cassiobury Focus newsletters which aim to keep residents well informed.
- I also manage two local websites which provide a more immediate source of local information.

Operating the council efficiently and effectively

- I am secretary of the Liberal Democrat group and aim to operate efficiently in the administrative functions which go with that role.
- As a councillor I respond to resident's communications promptly and where I need to involve other areas of the council I aim to provide an effective link between residents and the relevant council department.
- I aim to attend all of the meetings of committees I represent throughout the year, and also attend all full Council meetings. Making effective contributions to all of these where it is appropriate and helpful.

Objective for 2014/15	Update on progress
Ensure timely completion of the parking and safety improvements at Cassiobury shops.	Project completed at the end of February 2015 after much pressure from myself and other Ward and County Councillors
Support residents with any further expansion or adjustments of the CPZ .	CPZ surveys carried out in Cassiobury Estate and The Triangle. Scheme for Cassiobury now proceeding.
Continue developing the Community DriveSafe scheme, increasing frequency of monitoring on Cassiobury Estate	DriveSafe team now well established and I am now acting as the co-ordinator.
Support residents in Cassiobury Triangle who are working towards developing their own Community DriveSafe scheme.	Triangle DriveSafe team established in Summer 2014.
Work with the Watford '20's Plenty' campaign group to develop a wider strategy for introducing 20 speed limits across Watford.	Proposals now being prepared for a 20 mph zone in Cassiobury estate.
Continue to oppose inappropriate development in Park Ward	Several successful interventions through making oral representations to Development Control Committee.
Continue to support the licensing objective of a 'family friendly town' through my involvement in Licensing	Very active on Licensing sub committees where we apply our licensing policy

Objective for 2015/16

No further objectives as I am standing down from the Council at the May 2015 elections.

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Stanborough Ward

Councillors Keith Crout, Derek Scudder and Tim Williams

All three Councillors completed a self assessment.

Councillor Crout

Year elected: 1999

Roles in the Council: Cabinet – Portfolio holder for Community and Customer Services, Licensing Committee, West Herts Golf Club Joint Committee, Housing Policy Advisory Group and Cassiobury Park Stakeholder's Forum.

Membership of outside bodies: None.

Training and development: Development Control training and Licensing training.

Attendance record: Expected at 27 meetings. Attended 24 meetings. Percentage = 89%.

How he has met the Council objectives

Making Watford a better place to live in

- I play my part as a member of the Mayor's Cabinet in welcoming but also challenging new projects and initiatives.
- I convey any concerns that people may have about the development of the town.
- Together with officers I examine ways in which our facilities could be enhanced, better managed, provide value for money or develop revenue streams.
- I am heavily involved in the HLF funding bid for the development of Cassiobury Park.
- I also keep an eye on national developments via trade and local government publications.

To provide the strategic lead for Watford's sustainable economic growth

- I meet regularly with my portfolio colleagues and Chief Officers to progress projects and identify any areas that need attention.
- I help to progress major projects in the town.
- I work with officers and the police to ensure a vibrant but largely trouble free town centre.

Promoting an active, cohesive and well informed town

- I keep in touch with local residents via newsletters, surveys and facebook. I regularly attend our two local residents' associations to keep abreast of developing issues and to take up any areas of concern as necessary.
- I contribute regular fiction and non fiction articles to the Kingswood Res. Association newsletter.
- I regularly sit on Licensing Sub-Committees to hear applications. Concerns from the police and local residents are examined and acted upon where possible. If we cannot help we explain why.
- I make visits to local events such as school fetes and open days in my ward and in other areas of the borough and support the Mayor in her work.
- We hold neighbourhood meetings to keep residents informed and to hear any concerns they have.
- I play an active role in the development of policy at group and Portfolio Holder meetings and keep my colleagues abreast of issues.
- I contribute to the letters pages in local newspapers to ensure the people I represent know where I stand on local issues. I take up residents' concerns about any of our outsourced facilities to ensure they continue to be appreciated and supported.
- I take up residents' concerns about planning issues.

Operating the council efficiently and effectively

- I regularly meet representatives of community groups to keep abreast of emerging issues and examine where the authority might be able to help.
- I deal with the local media and get publicity for my work.
- I keep an eye on the local media via the Watford Observer and its website.
- I meet with the Housing Trust to tackle ward issues as they arise.
- During the year I meet regularly with my Cabinet colleagues and officers to formulate policy.
- I meet representatives of outside bodies and charities to promote the Council's objectives and ensure that I am kept abreast of their emerging issues.
- I ensure my training is up-to-date and make use of courses and training opportunities.

Providing Vision (Cabinet Members only)

- I am currently the Portfolio Holder for Community and Customer Services and work with the Mayor, other Cabinet members and officers to develop our programme.
- Where possible I help to promote the Council and influence regional and national decisions.

- I try to encourage colleagues to develop their potential and am committed to succession planning within our group.
- I meet regularly with chief officers and managers to provide a political steer on our objectives while getting an understanding of the day to day activities and workings of the authority.

Managing Performance (Cabinet Members only)

- My work involves the development of sport, play and heritage, the HLF bid to enhance Cassiobury Park, developing value for money initiatives, supporting the arts, promoting events, monitoring the success of our leisure centre and the Colosseum.
- I go on site visits with officers to see new initiatives and identify any improvements that can be made.
- Serving on Licensing Sub committees and the main Licensing Committee has given me a good understanding of the committee process.
- I make a good contribution to the running of such committees and encourage other members to get more involved and to have an input.

Objective for 2014/15	Update on progress
I want to develop a public health strategy for the Borough and bring forward concrete measures to promote change within the resources available.	We have worked with partner authorities including the County Council to plan the delivery of some health objectives.

Objective for 2015/16

No targets being set.

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Councillor Scudder

Year elected: 1994

Roles in the Council: Portfolio Holder for Corporate Strategy and Client Function, Deputy Mayor, Cabinet, Council, Licensing Committee, Licensing Committee (Licensing Act 2003), Licensing Sub Committee and Watford Borough Council and West Herts Golf Club Joint Committee

Membership of outside bodies: Watford Workshops, Watford CAB, Bedford Morrison & Cordery Almshouses, Green Homes Together and Herts Sustainability Forum.

Training and development: licensing training, good design, ensuring healthy standards in properties, contract management. I also took part in a tour of the CCTV room at the police station.

Attendance record: Expected at 24 meetings. Attended 22 meetings.
Percentage = 92%

How he has met the Council objectives

Making Watford a better place to live in

- The major thrust of my portfolio within the Cabinet is to improve the environment of the town, both in terms of physical cleanliness and in improving recycling rates.
- I have helped residents with many issues, many of which are to do with road and pavement repairs, but also personal issues and development control problems.

To provide the strategic lead for Watford's sustainable economic growth

- As a Cabinet member I attend Cabinet meetings and also meet regularly with members of the senior management team of the Council.
- My portfolio role includes some involvement in promoting measures designed to reduce the carbon footprint of Watford. This includes both the Council itself and energy savings for residents.
- I continue to be a member of the Licensing Committee of the Council. In this role, apart from the usual committee meetings, I have sat on two Licensing Sub-Committees. These deal with licensing applications and reviews for various premises around the town when representations are made by interested parties objecting to granting of, or changes to, licences.

Promoting an active, cohesive and well informed town

- I attend civic events such as the Remembrance Day ceremony and Community Reception
- I maintain regular contact and work with the residents' associations in my ward
- The Kingswood Residents' Association is a very well established group and I attend its AGM and monthly committee meetings whenever possible.
- With my fellow ward Councillors I produce and distribute a regular local newsletter for Stanborough residents.
- I endeavour to respond in a timely manner to any communications I receive from constituents and residents of other parts of the town, whether in my role as a Cabinet member or as a ward Councillor.
- I am a member of a number of outside bodies as shown earlier in this document. Additionally I represent the Council on the Herts Waste Partnership, which is a county-wide partnership.

- I approve applications for the Council's Small Grants Budget in consultation with officers.
- On occasions I deputise for the Mayor on outside bodies.
- From time to time I am asked to give radio interviews concerning aspects of my work as a Cabinet member, as this is a fairly high profile role. The local press will contact me on occasions to discuss particular issues.

Operating the council efficiently and effectively

- As a Cabinet member I attend Cabinet meetings and also meet regularly with members of the senior management team of the Council.
- As a Cabinet member I am not permitted to sit on any of the scrutiny committees of the Council. However, I attend the regular joint meetings between the executive and the chairs and vice chairs of the scrutiny committees in which work programmes and other issues are discussed. I also attend meetings of the Outsourced Services Scrutiny Committee when required.
- I speak frequently at Council meetings and at meetings at which members of the public are present.
- I believe I have a good working relationship with Council Officers.
- I attend many of the training opportunities offered by the Council and encourage others to do so as well.

Providing Vision (Cabinet Members only)

- I work closely with my Cabinet colleagues and the officers within my area of responsibility in formulating and developing policy. I am also heavily engaged in other strategic decision making within the council on matters outside my portfolio.
- I have a good understanding of local government finance and take a very active role in developing the Council's annual budget.
- I am always available to give advice and information to other Members of the Council.
- My primary role in forums outside the Council is environmental matters and I believe the Council's voice is heard and respected.

Managing Performance (Cabinet Members only)

- The Cabinet members meet regularly to exchange information. The collegiate approach we adopt serves the Council well.
- I have monthly meetings with my head of service at which we discuss issues of the day and also work on longer term policy and financial matters. Members of the second tier of management in the department usually attend part of these meetings to enable a more in-depth look at particular issues.
- I take part in the quarterly reviews of the department which the Corporate Director also attends.

Objective for 2015/16

My objective for the coming year is to continue the Council's work in providing good quality, cost effective services for the people of Watford.

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Councillor T. Williams

Year elected: 2012

Reasons for becoming a Councillor: Tim became a Councillor at the age of twenty-two, in 1987, as he wanted to help local residents with the issues that affected them, to assist residents in their dealings with the Council, and wanted to see a "younger" voice on the Council. This willingness to help local residents, and local community groups, in his Ward, and in Watford, is still his paramount reason to stand as a local Councillor in the ward that he lives in.

Roles in the Council: Audit Committee, Council, Development Control Committee, Joint Housing and Planning Policy Advisory Group.

Training and development: Audit: Anti-Fraud and Corruption, New Development in Watford: The Importance of Good Design, Ensuring Healthy Standards in Properties, and Maximising the Value of Audit Committees.

General: Away from the Council he is employed as a Credit Services Manager, and is a member of Friends of Woodside, Friends of Cassiobury Park, Friends of Watford Museum, Friends of Frogmore House, Leavesden Children's Centre, Watford Mayors' Association, Hunstanton Civic Society and is a Fellow of the Chartered Institute of Credit Management. Tim is a governor of his old school (St Joan of Arc, Rickmansworth) and has been since 1988.

Tim lives in Stanborough Ward, is married with two children, both attending a local school and both attending many sporting/activity clubs around the local area (e.g. swimming at Woodside Leisure Centre, Watford Youth Football Club, Dolphina Gymnastics, 8th North Watford (1st Garston) Scout Troop etc).

Attendance record: Expected at 30 meetings. Attended 27 meeting.
Percentage = 90%.

How he has met the Council objectives

Making Watford a better place to live in

- Established better and more regular dialogue with the Neighbourhood Policing Team to address community safety issues and to minimise anti-social behaviour issues.

- Regularly using Herts Highways Fault Reporting Service to address road/pavement issues that are causing potential hazards.
- Periodically reporting to Veolia street cleansing/rubbish refuse matters to be addressed.
- Worked with Watford Community Housing Trust in regards to many residents/tenants matters, and also in regards to the use and management of the refurbished Leavesden Green Community Hub (re-opened Sept 2013).
- Worked with our County Councillor in regards to Bus Services in our locality (Services 8 and 324).
- Liaises with Council Officers in regards to the forthcoming refurbishments of Fern Way & East Drive Play Areas (to be in place by end of March 2015).
- Member of Friends of Woodside to ensure Woodside Playing Fields & Albans Wood are maintained to the Green Flag status (retained in Summer 2014).
- Regularly “litter picks” in his locality, and also attends the monthly litter picks with Friends of Woodside.
- Monitors Licensing Requests on matters that might effect local residents e.g. Woodside Leisure Park, Premier Inn etc - limits these to 12 midnight.
- Attended and represented residents in regards to alcohol license request to 1am by Hollywood Bowl ; this was successfully limited to 12 midnight.

To provide the strategic lead for Watford’s sustainable economic growth

- Member of the Development Control Committee and the Planning Policy Advisory Group, and this has a direct impact on the Town’s sustainability in both the short term and the long term.
- Involved with Planning decisions in regards to the Charter Place redevelopment, and the proposed Watford Health Campus.
- Sits on the joint Housing and Planning Policy Advisory Group that recently agreed the Housing Strategy Policy for Watford.
- Advises local residents and businesses in regards to both planning and licensing applications.
- Liaises with local businesses and shops.

Promoting an active, cohesive and well informed town

- The No.1 priority – a local Councillor needs to be a champion for the residents, and the local communities in the Ward, and the Town - the prime reason Tim became a Councillor.
- Regularly takes up many and varied issues on behalf of residents.
- Attends the monthly committee meeting of Kingswood Residents’ Association.
- Meets regularly with the User Groups of Leavesden Green Community Centre.
- Member of local community groups such as Friends of Woodside

- Previously wrote a monthly article for Kingswood News, now a regular contributor.
- Keeps in touch with residents via Newsletters.
- Gives quick responses to all residents who contact him.
- Attends many local events such as School Fetes, Community Days, and Opening Days .
- Utilises community budget on matters raised by local residents.
- Regularly attends civic events such as Remembrance Sunday, Carol Service etc.

Operating the council efficiently and effectively

- Attends appropriate training provided by the Council (see listing above).
- Follows the quarterly Finance Digests issued by the Finance Team for up-to-date position.
- Reads Budget Panel and Audit Committee reports.
- A member of the Audit Committee with particular interest in “risk management”.
- Questions Portfolio Holders/Cabinet Members at monthly Group Meetings.
- Has a good working relationship with Council Officers and Cabinet Members.

Objective for 2014/15	Have you met your objective? Please add comments on how your objective has been met/worked towards.
Refurbishment of Fern Way Play Area.	Currently this is being completed with expected completion date of 31 st March 2015.
Refurbishment of East Drive Play Area.	Currently this is being completed with expected completion date of 31 st March 2015.
Maintain Green Flag status for Woodside Playing Fields & Albans Wood.	Woodside Playing Fields & Albans Wood retained the prestigious Green Flag Award in Summer 2014 and we are striving to achieve its retention in 2015.
Investigate improvements to Leavesden Green Playing Fields and its entrances.	Watford Community Housing Trust are currently consulting residents in regards to redevelopment of Hemming Way, and improvement/landscaping the entrances to the playing fields are included.
Continue to report and address Highway Matters to Herts County	Throughout the year many and varied highways issues have been successfully

<p>Council.</p> <p>Address anti-social behaviour matters with neighbourhood police team.</p> <p>Continue to work with residents and residents' groups on getting improvements to the area.</p> <p>Continue with regular communications with residents via Newsletter and attendance at Residents' meetings.</p> <p>Work with Watford Community Housing Trust and other Housing organisations with matters that tenants/residents raise with me.</p>	<p>reported, however a few not resolved but these are being taken up with our County Councillor.</p> <p>Links into the neighbourhood policing team are good, and regular emails sent and responded to addressing various matters raised.</p> <p>Many local matters raised by local residents and residents groups throughout the year – these have been taken up and we've achieved successes on most of the issues raised.</p> <p>Regular Newsletters sent out across the ward, contribute articles to the residents' newsletter, and attends residents' meetings.</p> <p>Contact with Watford Community Housing Trust is good, and regular emails sent and responded to addressing various matters raised.</p>
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Objectives for 2015/16

- Refurbishment of Fern Way Play Area.
- Refurbishment of East Drive Play Area.
- Maintain Green Flag status for Woodside Playing Fields & Albans Wood.
- Investigate improvements to Leavesden Green Playing Fields – links into Hemming Way redevelopment by Watford Community Housing Trust.
- Continue to report and address Highway matters to Herts County Council.
- Address Anti-Social Behaviour matters with the Neighbourhood Police Team.
- Continue with regular communications with residents via newsletters and attendance at Residents' meetings.
- Work with Watford Community Housing Trust, and other Housing organisations with matter that tenants/residents raise with me.



Tudor Ward

Councillors Stephen Johnson, Kelly McLeod, Darren Walford

Councillors Johnson and Walford completed a self assessment.

Councillor Johnson

Year elected: 2009

Reasons for becoming a councillor: I became a Councillor because I wanted to serve the local community by representing their interests in local government. I also wanted to have more involvement at a local level in decision making. I felt this was the next step, after Chairing a local Residents' Association.

Roles in the Council: Portfolio Holder for Housing (including private sector housing), Annual Council, Cabinet, Constitution Working Party, Council, Council Functions Committee, Development Control Committee, Standards Committee (Vice-Chair), Housing Policy Advisory Group (Chair) and Planning Advisory Group.

Membership of outside bodies: Watford and Three Rivers HARI Executive Committee (Joint Chair)

Training and development: DC Training, New Development in Watford: the Importance of Good Design and Ensuring Healthy Standards in Properties, Leadership Academy Summer School, Hertfordshire Housing Conference 2015, Boundary Review Briefing and CHI conference.

Attendance record: Expected at 41 meetings. Attended 38 meetings. Percentage = 93%.

How he has met the Council objectives

Making Watford a better place to live in

- I have worked to enhance the facilities of parks and green spaces in my Ward and across Watford as these are vital to the development of a healthy lifestyle for all our community.
- Organised clean-up events around the Ward. With local residents cleaned and treated benches posts and planters. Involved in community park cleans ups and planting.
- Helped organise event to promote our local park and recruit volunteers
- Advising residents on the planning process
- Reporting and following up on highways issues
- Working with Groundwork to improve local woodland area
- I work with Watford Community Housing Trust to identify affordable housing solutions.
- Took part in a safer streets campaign in my Ward.

To provide the strategic lead for Watford's sustainable economic growth

- I am in the fortunate position to be a member of the Cabinet, and in this role, I have reviewed and supported the Health Campus project, the development of Charter Place, and the Croxley Rail Link all of which will bring new jobs and a better environment to the town.
- I play my part as a member of the Mayor's Cabinet in welcoming but also challenging new projects and initiatives.

Promoting an active, cohesive and well informed town

- Various meetings with residents on the long term planning concerns for our town.
- I convey any concerns that people may have about the development of the town.
- Organised Christmas lights around our local shopping area. Organised carol concert and lights turning on ceremony.
- Respond to casework and keep residents aware of local issues through local leaflets and e-mails.
- I regularly meet representatives of community groups to keep abreast of emerging issues and examine where the authority may be able to help.
- I meet representatives of outside bodies and charities to promote the Council's objectives and ensure that I am kept abreast of their emerging issues.

Operating the council efficiently and effectively

- Member of and speaker at Development Control Committee
- Member of planning advisory group
- Familiarity with Local Development Plan and other planning policies
- Long term involvement in planning issues
- I meet regularly with my portfolio colleagues and Chief Officers to progress projects and identify any areas that needs attention.
- I help to progress major projects in the town.
- Chaired the Housing Policy Advisory Group, overseeing the housing policy review and new nomination policy (also relevant to each of the other objectives below) as well as various other housing documents to encourage good practice.
- Together with officers, I examine ways in which our facilities could be enhanced, better managed, provide value for money or develop revenue streams.
- I also keep an eye of national developments via trade and local government publications. I also have a subscription to Inside Housing magazine.
- Member of Watford and Three Rivers HARI Executive Committee
- Regular meetings with Watford Community Housing Trust
- Meetings with New Hope

- I deal with the local media and get publicity for my work.
- I keep an eye on local media via the Watford Observer and its website.
- I meet with the Housing Trust to tackle ward issues as they arise.
- During the year I meet regularly with my Cabinet colleagues and officers to formulate policy
- I ensure my training is up-to-date and make use of courses and training opportunities.

Providing Vision (Cabinet Members only)

- As a member of Cabinet I am constantly asked to consider matters of policy which in themselves set the vision for the future of Watford. Before agreeing to such proposals I challenge and question their effectiveness before agreeing to their implementation. I provide a strategy for the way forward for housing.
- In my particular area, my objective is to ensure that all the shared services are responsive and effective and are in good shape to meet the demands facing them in the future.

Managing Performance (Cabinet Members only)

- This is absolutely at the heart of everything I do in my portfolio. The work that has been done between me and the senior officers in housing. I have regular meetings with Officers to monitor performance.
- Attendance as necessary at scrutiny committees
- Taking up complaints and concerns raised by local residents and being willing to challenge questionable performance by the council where necessary.

Objective for 2014/15	Update on progress
To become more involved in the running of the Council.	I am now a portfolio holder and this has allowed me to become more involved with the running of the Council

Objective for 2015/16

To oversee the implementation of our new housing nomination policy.



Councillor Walford

Year elected: 2008

Reasons for becoming a Councillor: To help Residents in Tudor and Watford in general

Roles in the Council: Council, Functions Committee, Overview and Scrutiny Committee and Watford Borough Council & West Herts Golf Club Joint Consultative Committee

Training and development: Licensing and Development Control issues

General: Since my re-election in 2012 I have had a good working relationship with my fellow Ward Councillors and County Councillor Kareen Hastrick.

Attendance record: Expected at 17 meetings. Attended 13 meetings. Percentage = 76%.

How he has met the Council objectives

Making Watford a better place to live in

- Carry on working well with my fellow Ward and County Councillors.

Promoting an active, cohesive and well informed town

- We as Ward Councillors will be setting up a Tudor Residents Association again.
- Having lived in the Tudor area since 2003 I have met many people over the years. I feel this has encouraged people to approach me and speak to me personally because they feel as though they know me well.
- I have been approached by local residents both in the streets and shops on a number of occasions with various issues they may have regarding the area and this is where I feel I get most of my case work.

Operating the council efficiently and effectively

I am aware of the Council's Constitution and Code of Conduct.

Objective for 2015/16

Carry on working well with my Residents.
Become a Governor at Knutsford school.

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Woodside Ward

Councillors: Ian Brown, Glen Saffery, Karen Collett

Councillors Brown and Collett completed a self assessment.

Councillor I Brown

Year elected: 1983, 2012 (continuous service from 1983 except for 1 year).

Reasons for becoming a Councillor: To serve the local community and assist them with their issues in obtaining local services.

Roles in the Council: Chair, Audit Committee; Licensing Committee member; Licensing Committee (Licensing Act 2003) member; Licensing Sub Committee member.

Membership of outside bodies: West Herts Crematorium Joint Committee, Director, Watford Charity Centre Limited.

Training and development: Police Station/CCTV Briefing and Maximising the Value of the Audit Committee (HCC).

Attendance record: Expected at 16 meetings. Attended 16 meetings. Percentage = 100%.

How he has met the Council objectives

Making Watford a better place to live in

- I have been a Friend of Watford Museum. I have attended Art lectures at the Museum and visit the premises regularly. I remain extremely interested in the work of the Museum and the exhibitions and events which they promote in Watford.
- I am a member of Watford Mayors' Association as I believe that civic traditions and their continuity are important to the healthy life of the Borough.
- I deal speedily with all complaints I receive in the Ward regarding rubbish and graffiti.
- I enjoy helping residents' groups to keep the town clean.
- I report the problems arising from people who insist on selling cars from verges owned by the Council. The Licensing Officers respond very quickly in this respect.

To provide the strategic lead for Watford's sustainable economic growth

- Trying to get potholes filled in as soon as possible (County Council activity) and ensure that the road surface in my ward is kept in good condition.
- I continue to speak at the Development Control Committee on various planning applications in Woodside.
- I continue to advise residents on all sorts of planning matters.
- I am a Director of Watford Charity Centre which runs the Lemarie Centre in North Watford. The Company is organised for the benefit of local charities. This is very satisfying unpaid work and I spend a lot of time on these activities.

- I continue to give advice to local businesses – especially new businesses - on business plans. My background as an Accountant helps with this.

Promoting an active, cohesive and well informed town

- A substantial amount of casework – emails, letters and personal contact as I live in the Ward.
- Regular newsletters.
- Various community events were attended.
- Also involvement with the Leavesden Green Children’s Centre.
- Regular contact with the police and the PCSO on matters in the Ward- especially anti-social behaviour issues. This partnership work has produced some very positive results, particularly with the installation of CCTV cameras.
- I was pleased to increase my knowledge of the CCTV system’s administration when I participated in a briefing at Watford Police Station on 10.09.14.
- Meetings with the two residents’ associations in the Ward.
- Contact with Watford Community Housing Trust.

Operating the council efficiently and effectively

- I enjoy being Chair of the Audit Committee. The annual accounts and treasury management are in good shape.
- I am always keen to add to my skills and knowledge through relevant training, learning and development. To this end I attended the Herts County Council - run training event, “Maximising the Value of the Audit Committee” on 03.10.14
- I am in regular contact with officers on matters concerning residents.

Objective for 2014/15	Update on progress
To ensure the residents of Woodside Ward continue to receive excellent standards of support.	<p>I have kept myself informed of the planning position in Watford on various schemes and familiarised myself with any policy changes.</p> <p>I have accomplished this objective and I continue to work closely with groups and residents in Woodside, as well as key partners, such as the police and PCSOs</p>

Objective for 2015/16

Continued hard work for the residents of Woodside.

Councillor Collett

Year elected: 2010

Reasons for becoming a councillor: I have always wanted to be a Councillor as this gives me the perfect opportunity to represent the people of Woodside. Firstly it is important for me to listen to the concerns and views of the people and to address them at Council meetings. Secondly I believe in supporting the local people by being involved in community groups and offering assistance where I can. Personally I have been involved with local groups in the past and so I have witnessed first-hand how powerful a community voice can be, so with that in mind I intend to uphold these values.

Roles in the Council: Chair of Overview and Scrutiny, Member Development, Chair of CPZ task group, Member of task group to review the Voluntary and Community Sector Commissioning Framework and Highway Forum.

Membership of outside bodies: West Herts Crematorium Joint Scrutiny Committee

Training and development: Outsourced Services Scrutiny Training, Leadership Academy summer school, Contract Management, Boundary Review Meeting, Mental Health in young people, Health watch Presentation, Briefing on Crime and Policing Act and the Domestic Abuse briefing.

General: This is my third year as Chair of Overview and Scrutiny, a role that I continue to value and hold in high regard. Our committee has questioned outside partners, looked closely at policy, engaged with local people and monitored the Council's performance. Once again I am extremely grateful to the committee for their dedication and foresight- so ensuring that the council provides the best services for all the residents of Watford. Moreover, I also report to the Mayor and Cabinet regarding Overview and Scrutiny decisions.

Lastly, I am passionate about communities and believe that everyone in that community has an equal say in their ward and town. As a councillor of Woodside I think I live in a terrific ward with residents who are supportive of their community and this is evident on a daily basis in the local people I meet.

Attendance record: Expected at 28 meeting. Attended 27 meetings.
Percentage = 96%.

How she has met the Council objectives

Making Watford a better place to live in

- I spoke at a Development Control meeting in support of my constituents regarding plans to over-develop Boundary Way. In addition, I was a member of the B/Way steering group.

- Supported residents in Lincoln Court who were being moved to other sheltered accommodation.
- Taken up residents' concerns as to unsatisfactory repairs on housing.
- Ensured that recycling information was distributed to those residents living in flats.
- Working with Council officers to support residents' concerns, these consisted of environmental health cases, overpayments and Council tax.
- Reporting pot holes, loose drain hole covers, sewage odours and lighting to HCC on behalf of residents.
- Reporting broken signage to officers.
- I continue to clean up Alban Wood once a month, plant bulbs and trees with a handful of supportive volunteers.
- Met with local police to discuss ASB which was affecting residents in my ward, with intention for CCTV to be installed. (Petitioned residents)
- Attended the Audentior Awards to honour those important volunteers who make Watford the caring place that it is.
- Helped organise our local Remembrance Service on Leavesden High Road and laid a wreath on behalf of the Liberal Democrats at our memorial service in the town centre.
- I attended the Leavesden's Community Groups unveiling of the new War Memorial in the High Road which was down to this remarkable groups fundraising and seeking sponsorship.

To provide the strategic lead for Watford's sustainable economic growth

- I was proud to attend the launch of "Imagine Watford" and attended several outstanding street performances in the town centre.
- I attended the Councillors visit to Watford Community Trust in order to be updated on the Trusts future plans and recent projects.
- I supported Watford's first Film Fair Comic Con which took place at the Central Leisure Centre. I assisted the UK Garrison by supporting Star Wars costumers at the event.
- Met with local businesses to discuss trade and improvements to location.
- Opening of Watford's New Market.

Promoting an active, cohesive and well informed town

- I attend two Residents' Associations, Boundary Way Community Group and the Leavesden Community Group. Both are extremely active and I support their group activities such as local quizzes, children's Christmas party, Halloween event, carol singing for charity and public meetings.
- I communicate regularly with residents via our local newsletter, e-mails, phone calls, mail chimp and Facebook.
- I visit local residents to discuss their issues and keep regular contact with those vulnerable in our community.

- I have contact with two local schools in the ward, passing on community projects, such as Music Gym, YMCA Orbital Community Centre's youth club.
- I attend the Music Gym's talent shows, presenting certificates to young people of different age groups.
- Visits to local youth club to answer questions on local issues.
- Attended Cassiobury Book signing at the Watford Museum.
- Neighbourhood Forum Budget- used for providing cooking utensils for Orbital Community Centre to assist in supporting cooking healthy meals, Woodgate Verge to assist with road safety and money towards an entertainer for Leavesden's Community Group children's Christmas party. In addition used funding for engraving and repainting memorial plaques and signs in Macdonnell Gardens.

Operating the council efficiently and effectively

- Asked to spend the morning in our Customer Service Centre to see first-hand how the service works and to speak with officers on the front line of customer concerns.
- I attended an informative evening at Wiggshall Depot to see how the service operates and to pass on concerns regarding street cleaning.
- Attended an evening at Woodside Leisure Centre to see what SLM provides for local users. I was delighted to see local people using the terrific facilities that are provided. In addition I voiced concerns on maintenance issues reported to me by local residents in my ward.
- Making sure I am current with local government issues.
- Meet regularly with officers and Section Heads to discuss scrutiny topics and agenda.
- Deputised on Budget Panel and Outsourced Services

Objective for 2014/15	Update on progress
To improve on my case work load and manage my time effectively.	I have accomplished many results with case work and now feel I use my time more effectively. This will be an ongoing objective throughout the coming year.

Objective for 2015/16

To continue to serve my residents to the best of my ability and to engage with more officers on particular issues.

