

CONNECTING THREE RIVERS

(FORMERLY LOCAL STRATEGIC PARTNERSHIP AND COMMUNITY SAFETY BOARD)

NOTICE AND AGENDA

For a meeting to be held on Thursday, 11 December 2025 at 10.00 am in Penn Chamber, Three Rivers House, Rickmansworth.

Members of the Connecting Three Rivers (formerly Local Strategic Partnership and Community Safety Board):-

Councillors:

Stephen Giles-Medhurst OBE (Chair)
Sarah Nelmes

Steve Drury

Joanne Wagstaffe, Chief Executive
3 December 2025

1. WELCOME, INTRODUCTIONS & APOLOGIES

**2. MINUTES & ACTIONS FROM THE PREVIOUS
CONNECTING THREE RIVERS MEETING**

(Pages 3 - 8)

3. LOCAL GOVERNMENT REORGANISATION

Presentation by the Head of Strategy & Partnerships.

4. HERTFORDSHIRE FIRE & RESCUE SERVICE

Presentation by Keith Harland.

**5. COMMUNITY SAFETY STRATEGIC PRIORITIES AND
ACTION PLAN**

Presentation by the Community Safety & Safeguarding
Manager.

6. CONNECTING THREE RIVERS FUND

(Pages 9 - 18)

Presentation by the Partnerships & Inclusion Manager

- i. Report on allocations (agreed)
- ii. Amendments to the report

- 7. **PARTNER UPDATES**
- 8. **ANY OTHER BUSINESS**
- 9. **NEXT MEETING DATES**

18 March 2026
18 June 2026
16 September 2026
10 December 2026
18 March 2027

General Enquiries: Please contact the Committee Team at
committeeteam@threerivers.gov.uk



Three Rivers House
Northway
Rickmansworth
Herts WD3 1RL

Connecting Three Rivers (formerly Local Strategic Partnership and Community Safety Board) MINUTES

**Of a meeting held in the Penn Chamber, Three Rivers House, Rickmansworth, on
Thursday, 25 September 2025 from 10.00 am - 11.36 pm.**

Present: Councillors

Sarah Nelmes (Chair)

TRDC officers in attendance:

Kimberley Grout, Associate Director – Corporate, Customer & Community
Rebecca Young, Head of Strategy & Partnerships
Shivani Davé, Partnerships & Inclusion Manager
Michelle Wright, Community Safety & Safeguarding Manager, Prevent Lead
Marko Kalik, Head of Planning Policy and Conservation
Elen Dolder, Climate Change, Sustainability, and Recycling Officer
Anita Hibbs, Committee Officer

External attendance:

Councillor Tim Williams, Hertfordshire County Council
Peta Mettam, Citizens Advice Service Three Rivers
Ben Harper, Hertfordshire Constabulary
Dan Rainbird, Hertfordshire Constabulary
Michael Nadasdy, County Community Safety Unit (CCSU)
Lucy Nicolson-James, Office of the Police and Crime Commissioner (OPCC)
Paraic McKenna, Hertfordshire County Council (HCC)
Kate Bignell, Hertfordshire County Council, SFYP
Elizabeth Borg, Community Learning Partnership
Shirish Chauhan, Three Rivers Chamber
Hannah Marsh, Watford FC, Community Sports and Education Trust
Tracy Lazenby, Home Start
Jo Barrett, Thrive Homes
Tina Barnard, Watford Community Housing
Dave Bell, South West Herts Partnership (SWHP)

18 WELCOME, INTRODUCTIONS & APOLOGIES

Attendees were welcomed to the meeting and introduced themselves.

19 MINUTES AND ACTIONS FROM THE PREVIOUS CONNECTING THREE RIVERS MEETING

The minutes of the Connecting Three Rivers meeting, held on 18 June 2025 were confirmed as a correct record.

20 LOCAL GOVERNMENT REORGANISATION

The Head of Strategy & Partnerships delivered a presentation on the current status and future plans regarding Local Government Reorganisation (LGR) in Hertfordshire.

In response to a question raised regarding the Council's position on LGR and any potential delay due to the change in the Secretary of State, the Chair responded by confirming that there will be no delay in the LGR process, citing a prompt letter from the new Secretary of State reassuring council leaders and chief executives that the process will continue at the same pace. The Chair also shared personal and council leadership views, indicating support, but stated that the Council has not yet voted on their preferred option of 2, 3 or 4 unitaries.

21 LOCAL PLAN

The Head of Planning Policy & Conservation provided a detailed presentation on the local plan for Three Rivers, explaining the procedural and substantive aspects of developing a new local plan, which outlines the vision for future development, including site allocations and planning policies, all aligned with the National Planning Policy Framework (NPPF).

In response to a question raised regarding the implications of LGR, particularly concerning housing needs and planning processes, the officer explained that despite LGR starting in 2028, local plans remain in effect until then, with planning decisions continuing under existing plans, citing Buckinghamshire as an example, still operating under area-specific plans. The questioner challenged the effectiveness of this approach, highlighting practical issues faced by residents, such as difficulties with listed building planning and bin collection, arguing for a more streamlined unitary system to improve efficiency and housing delivery. The board also discussed the complexity of merging different local policies, such as housing allocation and council tax reductions, emphasising the lengthy and complicated process of policy alignment that could take up to 15 years.

A question was raised regarding the attention given to building heights and government instructions favouring urban areas with sustainable transport systems. The officer confirmed that tall buildings policy will be implemented alongside increased density targets, especially in areas with access to tube and train stations. The aim is to achieve higher densities to meet housing needs while navigating government regulations. The agreed approach is to generally increase densities and building heights in accordance with the NPPF, balancing urban growth with environmental considerations.

Responding to a question regarding social housing provisions, the officer explained that a local housing needs assessment has been conducted to support the policy framework. The emerging policy requires that 40% of all housing be affordable, increasing to 50% in greenbelt areas. Within affordable housing quota, 70% must be allocated to social housing, with the remaining 30% designated for other forms of affordable housing. This structured approach aims to address local housing needs effectively.

22 ENERGY SUPPLY IN THREE RIVERS

The Climate Change, Sustainability, and Recycling Officer delivered a presentation on a comprehensive initiative to develop a heat network, utilising waste heat from a proposed hyperscale data centre in Abbots Langley.

A question was raised regarding the cost and commercial viability of heat networks. The officer explained that while the energy source won't be free, it should offer a cheaper alternative to encourage retrofitting of buildings. Efforts to engage local businesses include direct emails, door-to-door visits, newsletters, social media, and leveraging contacts. Although there are currently no grants available, past support for small businesses with retrofitting (solar insulation, heat pumps) was noted, with future opportunities to be communicated to engaged parties. The officer also addressed regulatory concerns that were raised, regarding the lack of full regulation of heat networks, which is expected to be resolved by 2027.

23 LOCAL CRIME TRENDS - PRIORITIES AND ENGAGEMENT

Ben Harper, the newly appointed Neighbourhood Police Inspector for Three Rivers introduced himself and highlighted that the role had been vacant for over 10 years, previously shared with the Detective Inspector. With the arrival of a new Chief Constable, a dedicated Neighbourhood Inspector role has been reinstated. He outlined significant structural changes within Hertfordshire Constabulary, including the division of the county into East and West Hertfordshire policing areas, reducing the number of Community Safety Partnerships from ten to six districts. West Hertfordshire now covers Dacorum, Three Rivers, Watford, St. Albans and Harpenden, while East Hertfordshire includes Welwyn Hatfield, Stevenage, North Hertfordshire and Broxbourne. The management hierarchy has been adjusted accordingly, with two Chief Superintendents overseeing local policing for east and west regions, respectively. Additionally, a dedicated Detective Superintendent manages CID teams, and six Chief Inspectors focus solely on neighbourhood policing and response teams, some covering dual areas such as Watford and Three Rivers.

Dan Rainbird, the new Chief Inspector for Three Rivers and Watford at Hertfordshire Constabulary introduced himself and outlined a strategic shift in local policing. Drawing on experience from both county and inner-city forces, he emphasised a move away from extensive meeting attendance and constant community engagement towards a more balanced approach. The new strategy prioritises police officers actively targeting high-harm and prolific offenders and focusing on impactful crime reduction, while support officers handle community engagement. The speaker highlighted the need to assess the value of engagement events, favouring those with meaningful community impact, such as large public events, over less effective ones like coffee meetings, and expressed his commitment to reviewing the impact of these changes over the next three months. Additionally, he spoke about the significant restructuring of the neighbourhood policing team to improve operational effectiveness. The new approach aligns teams so that the Rickmansworth, Abbots Langley and South Oxhey teams work concurrently, enabling a more focused and proactive policing. Furthermore, the Community Safety Unit (CSU) is now fully staffed after a period without an Anti-Social Behaviour Officer. The speaker then highlighted the strategic priorities, which include addressing robbery, burglary, motor vehicle theft, violence against women and girls, hate crime and prevention initiatives, as well as the police operation called 'Operation Lockout' which will be running throughout October in Hertfordshire.

In response to a question regarding cybercrime and security, the Chief Inspector responded by explaining that within the Metropolitan Police, there is a significant counter-terrorism unit responsible for addressing cybercrime on a national level, providing guidance and best practices to other police forces. Additionally, he mentioned that Hertfordshire has its own detective units handling local cybercrime offenses. For county-specific concerns, individuals can contact the relevant Hertfordshire department while national-level data and statistics are managed by the larger counter-terrorism network within the National Police Service.

24 POLICE AND CRIME COMMISSIONER UPDATE

Lucy Nicolson-James from the Office of the Police and Crime Commissioner provided a brief update stating that there was not much new information this month. The Summer Town Centres project has recently concluded, and the focus is now shifting to engagement activities related to a DNA pilot aimed at reducing rural thefts, particularly in areas with equine facilities.

25 COUNTY COMMUNITY SAFETY UNIT

Michael Nadasdy from the County Community Safety Unit provided an update highlighting community safety initiatives coordinated by local agencies. A public survey on the Violence Against Women and Girls Joint Strategic Needs Assessment (JSNA) recently closed, with over 3000 responses. A working group is being established to oversee progress and community partners are invited to participate. Additionally, a multi-agency working group will be formed to address cuckooing issues across Hertfordshire, building on existing best practices and toolkits. The speaker also highlighted the upcoming Hate Crime Awareness Week in October, which includes interactive sessions with sensory dogs, and a performance by Electric Umbrella.

Responding to a question regarding cybercrime the speaker highlighted the active role of the fraud and cyber team at the constabulary in engaging with the public and businesses to raise awareness about cyber protection. Collaborative efforts with the Police and Crime Commissioner's Office and the Chamber of Commerce have been instrumental in advising businesses on safeguarding themselves against cyber threats. He emphasised that businesses themselves are primarily responsible for their cyber security, with human error – such as falling for phishing emails – being a common vulnerability. The speaker urged continuous vigilance and encouraged businesses to invest in cyber training for their staff.

Furthermore, Shirish Chauhan from Three Rivers Chamber of Commerce provided information on an ongoing planning of a workshop to engage and support local businesses in cybersecurity matters.

26 CONNECTING THREE RIVERS FUND UPDATE

The Partnerships & Inclusion Manager provided an update on the fund, which recently opened for applications, receiving 12 submissions totalling approximately £28,000. Watford Community Housing has contributed to increase the funding pot to around £18,000 through local partnership donations. Due to the limited funds compared to the total requested amount, some applications will be declined. The advisory group is scheduled to meet on 10 October to make decisions regarding the allocation of the available funds.

27 ANY OTHER BUSINESS

Hannah Marsh from Watford FC, Community Sports and Education Trust introduced herself as a recent appointee with a background in football. The speaker highlighted her transition into her new role at the trust and emphasised her commitment to promoting healthy relationships and addressing violence against women and girls, leveraging the predominantly male football supporter base for outreach. Furthermore, the speaker mentioned that she is actively involved with VAWG (Violence Against Women & Girls), and is preparing to attend a board meeting. Additionally, she spoke about her engagement with the IOM (Integrated Offender Management) team, focusing on reintegrating offenders back into the community, indicating opportunities for partnership and community support initiatives.

Tina Barnard from Watford Community Housing informed the board about ongoing discussions between Watford Community Housing and Thrive Homes regarding a potential merger scheduled for 1 June 2026. If the merger proceeds, the combined housing association will become the largest social housing provider in both Watford and Three Rivers. The speaker also announced her decision to step down if the merger takes place.

28 NEXT MEETING DATES

11 December 2025
18 March 2026

CHAIR

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Connecting Three Rivers Fund 14/11/2025

Connecting Three Rivers Fund 2025

1 Summary

- 1.1 This report provides information on the funding applications received into the Connecting Three Rivers Fund for 2025, scoring criteria, scoring and a proposal for funding allocation.

2 Recommendation

- 2.1 To fund the following organisations the amounts listed in the table below:

Organisation	Amount (£)
Mission Employable	2,500
New Hope Trust	1,500
Rennie Grove Peace Hospice	2,500
Inflammatory Arthritis UK	1,500
Say It With A Smile	2,500
Watford and Three Rivers Trust	2,500
Three Rivers District Council	2,500
Total grant awards	15,500
<i>Carry over into next round</i>	<i>2,882.51</i>

3 Details

- 3.1 In 2024, donations into the Connecting Three Rivers Fund were received through a community raffle, and contribution from Three Rivers District Council.
- 3.2 For 2025, partners on the Connecting Three Rivers Board were invited to contribute and hold fundraising initiatives for the fund. There is currently £18,382.51 available within the fund for community grants.
- 3.3 Funding contributions have been made by the following organisations:
- 3.3.1 Three Rivers District Council: £6,000
 - 3.3.2 Thrive Homes: £2,000
 - 3.3.3 Watford Community Housing: £5,000
 - 3.3.4 Homegroup: £2,000
 - 3.3.5 Game Changer: £3,382.51
- 3.4 In June 2025, the Board agreed the following priorities for the funding:
- 3.4.1 Health Inequalities and Health Promotion.

3.4.2 Adult Skills and Training.

3.4.3 Cost of Living.

3.5 The Fund was open to applications from 11 August until 19 September and 14 applications were received.

3.6 The Advisory Group, consisting of Board representatives from Three Rivers District Council, Watford and Three Rivers Trust, Citizens Advice Service Three Rivers and Hertfordshire County Council, met on 10 October 2025 to review and score the applications.

3.7 A summary of the applications and final scores are included in the table below and detailed breakdown of scoring can be found in Appendix 1.

Organisation	Project	Funding (£)
IMatter Health and Wellbeing	<i>Meet, Greet & Learn</i> – IT workshops to help adults with limited digital skills gain confidence using technology for everyday tasks such as online forms and prescriptions.	1,200
Mission EmployAble	<i>Woodoaks Farm Project</i> – Supports young adults with learning disabilities through practical training in regenerative agriculture, improving employment prospects and wellbeing.	2,500
New Hope Trust	<i>Tenancy Sustainment in Three Rivers</i> – Provides practical and emotional support to help residents maintain their tenancies, manage finances, and access essential services.	1,500
GUCE (Grand Union Community Energy)	<i>Energy Saving Kits</i> – Distributing 200 energy starter kits through local pop-up cafés to help residents improve energy efficiency, reduce costs, and build confidence managing energy use.	2,491.55
Rennie Grove Peace Hospice Care	<i>CompassionART Cafés</i> – Creative, drop-in sessions offering art-based emotional support for people who are bereaved or isolated, helping them connect and express themselves.	2,500
Watford & Three Rivers Refugee Partnership	<i>Providing Nappies for Clients</i> – Offers practical and emotional support to refugees and asylum seekers, helping them rebuild their lives safely and securely in the UK.	1,800
Inflammatory Arthritis UK	<i>Inflammatory! Podcast</i> – Raises awareness of inflammatory arthritis and its physical, emotional, and social impacts, supporting those affected and their families.	1,500
Signpost	<i>Young Minds Matter</i> – Provides free one-to-one counselling and creative therapies for young	2,500

	people aged 5–25, building resilience and addressing mental health challenges.	
Thrive 2Gether	<i>Building, Music and Cycling Clubs</i> – Creates safe, engaging spaces for young people to build confidence and wellbeing through cycling, music, and group activities.	2,500
Apex in the Community	<i>United by Football</i> – A collaborative football programme bringing together refugees and ethnically diverse communities to promote inclusion and wellbeing.	2,120
Everyone Active	<i>Active Ageing Programme</i> – Two 12-week programmes for adults aged 55+ combining physical activity with social connection to improve health and reduce isolation.	2,480
Three Rivers District Council	<i>Health Inequalities Programme</i> – A holistic initiative tackling root causes of health inequality through education, awareness, and engagement with under-represented groups.	2,500
Say it with a Smile	<i>Memory Steps Course</i> – A dementia support programme offering training, resources, and guidance for carers and those recently diagnosed, delivered by health professionals.	2,500
Watford and Three Rivers Trust	<i>Community Mental Health Day</i> – A collaborative event promoting mental health awareness through talks, workshops, and interactive wellbeing activities.	2,500

3.8 It was agreed by the Advisory Group that alternative funding opportunities were available for applications made by Grand Union Community Energy and Watford and Three Rivers Refugee Partnership, so these were not scored.

3.9 It was also identified that there were conflicts of interest for 2 of the funding applications, submitted by Watford and Three Rivers Trust and Three Rivers District Council, therefore, representatives from those organisations did not score the corresponding applications.

3.10 The following questions were raised in relation to some of the funding applications, and summary of responses have been included:

Apex 360

3.10.1 The original application proposed service delivery in Watford instead of Three Rivers. Can delivery be moved to Three Rivers, and if so where? Man On is a similar project, being delivered in Mill End by Watford FC Community Sports and Education Trust.

3.10.2 *Apex 360 did not want to hold the project in Three Rivers district.*

IMatter

3.10.3 IMatter are recommended to get in touch with Staying Connected DI project for digital inclusion champions to support, work in partnership with W3RT if additional volunteering support is required, and hold alternative weekly sessions at South Oxhey & Croxley Green Libraries.

3.10.4 *The target audience for this project will be Young People aged 14–25. At Imatter, we believe in supporting healthier future outcomes. Strengthening young people, especially those in challenged communities within Three Rivers District Council, will ensure their future is secure in the modern digital world.*

This will be our first project in South Oxhey and Croxley, as previous projects were held in Mill End. Our mission will focus on mentoring new attendees and tracking their progress through media updates and case studies over six months.

Imatter Health and Wellbeing Support CIC is open to holding workshops in South Oxhey and Croxley Green Libraries for new attendees.

Imatter Health and Wellbeing Support CIC is willing to work with Digital Volunteers from W3RT to ensure smooth project delivery and shared expertise.

Mission Employable:

3.10.5 Current project costs are £3,000, but only £2,500 is available through this fund – has alternative funding been secured?

3.10.6 *We have 15 interns this year, all of whom will be involved in the Woodoaks project. The £500 shortfall will be match funded by Mission Employable.*

New Hope Trust:

3.10.7 Preference for the funding to be targeted at support for people after leaving temporary accommodation rather than those currently in temporary accommodation, as this provision is already funded by Three Rivers District Council and Hertfordshire County Council. How will you continue to support after the initial project?

3.10.8 *New Hope Trust assists clients during the transition into long term housing until they are fully independent. This usually doesn't take long; we aim for independence, not long-term reliance on New Hope.*

Signpost:

3.10.9 The original application proposed service delivery in Watford instead of Three Rivers. Can delivery be moved to Three Rivers?

3.10.10 *Signpost is based in Watford but supports people throughout Hertfordshire — in person, online, or via phone. Last year, we supported 80 people in Three Rivers.*

Thrive 2Gether

3.10.11 Cycling routes are mainly in Watford — would you consider any in Three Rivers? And how many people would be expected to partake.

3.10.12 *Clients have expressed they want to use Watford routes. Want to ride from base to Aquadrome to explore the area as the group expands. Will explore cycle routes in Three Rivers and along Grand Union Canal tow path. The location in Croxley Business Park will allow them the opportunity to explore both Watford and Three Rivers.*

Say It With A Smile:

3.10.13 The original application bases all courses at the Charity Hub in Leavesden. Can delivery for two courses be moved to other parts of the district?

3.10.14 *I can confirm that we will ensure 90% of attendees for the Memory Steps Course are from the district of Three Rivers. Our last course, with 36 attendees, was predominantly from this area, as GP and Social Prescriber referrals are based locally. Open to working in other locations within Three Rivers.*

Three Rivers District Council:

3.10.15 Concerns raised that similar work may be delivered through Adult Care Services and Public Health.

3.10.16 *Adult Care Services confirmed that this project does not duplicate. Meetings will be held with Public Health Team and the Integrated Neighbourhood Team to avoid any duplication in delivery or objectives.*

4 Next Steps

4.1 Officers from Watford and Three Rivers Trust and Three Rivers District Council will work with the successful organisations on developing key performance indicators and evaluation frameworks to measure impact.

4.2 Successful applicants will be asked to present at a future Connecting Three Rivers Board on their project, and to extend invitations to the Board to visit the projects.

Report prepared by: Sonia Evans (Watford and Three Rivers Trust), Huwaydah Malik (Watford and Three Rivers Trust) & Shivani Davé (Three Rivers District Council)

Background Papers -

Appendix 1: Funding Scoring Sheet, completed on 10 October 2025

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Proposed amendments to the report recommendations:

- 1) The Advisory Group had recommended for the Grand Union Community Energy application - to fund Energy Saving Kits and distributing 200 energy starter kits through local pop-up cafés to help residents improve energy efficiency, reduce costs, and build confidence managing energy use - be funded through the Sustainability Fund.

The Sustainability Fund is capped at £1,650.

It is proposed:

- that the gap of £841.55 this creates be funded through the Connecting Three Rivers Fund.
- 2) The Three Rivers District Council application proposed health promotion and awareness initiatives to be delivered across the district, with four bi-weekly sessions at each location over an eight-week period. Additionally, the proposal suggests awareness sessions focusing on diabetes, hypertension and cancer.

It is proposed this format is amended:

- to allow for a 12 month delivery period, to allow for officers to manage the additional workload
- to deliver more health promotion events in a range of locations across the district
- to develop the targeted awareness sessions in line with Integrated Neighbourhood Team priorities and need.

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