



Boughton Aluph & Eastwell
PARISH COUNCIL

Boughton Aluph & Eastwell Parish Council 10/12/25

Proposal for Community Warden

Rachel Girt, 10/12/25

Background

Community Wardens provide a wide-range of support in communities. They are uniformed and work with individuals, groups and schools alongside other support agencies including social support and police.

Boughton Aluph & Eastwell has not previously benefited from a community warden.

Work of community wardens is appropriate to the place, and both rural and urban areas of the Parish would benefit broadly, including in helping address isolation. A warden will engage with all ages and provide a uniformed presence to the community.

Employment Options:

- Directly by the Parish Council
- Via KCC - this is the recommended option as it covers employment costs, use of a KCC vehicle, data sharing and referral agreements with other agencies and authorities, accreditation (see FAQ below for further information)

Cost & Funding for KCC warden

Currently (pro rata for one day annually) £9000

Inflationary cost increase due from April 2026 (figure not yet available)

Budget line for 2026/2027, early start funded by underspend/reserves

Proposal

To fund a KCC employed warden to work in the Parish one day a week

Starting April 2026, request an early start (Feb/March) if available.

Appendix

[Further information from KCC](#) including [case studies & examples](#)

[Video about warden sponsorship in Kent](#) (KALC video bank)

[Wye Parish Council](#), information about the work of their community warden

Below : FAQ from KCC

Community Wardens

FAQs for Parish and local councils

Kent County Council's Community Wardens operate in communities across Kent. The aims of their work are to:

- improve community resilience
- support the elderly and vulnerable
- foster community cohesion and wellbeing
- assist with navigating community services.

The service is delivered by 32 wardens and 6 team leaders (who also have a front-line aspect to their role). The service previously had 70 wardens and so some communities who had previously benefitted from a warden will no longer do so.

Several parish and local councils have approached the service asking about opportunities to fund, or part fund a warden. This document has been prepared to help support those discussions. The models we have developed are available to parishes who have previously had a warden but no longer do and also to those who have never benefitted from a warden but would like to do so.

In response to the requests from parish and local councils, KCC has identified two models whereby those councils could retain a warden. Those models are:

- 1) Parish/local council pays KCC to provide the service.
- 2) Parish/local council directly employ their own warden.

The answers to these FAQs have been split into the two models to try to both answer the questions and give the ability to compare and contrast the models.

Q1 – Who manages the warden?

Model 1 – KCC will continue to manage the warden as now.

Model 2 – The parish/local council will need to put line management and supervision in place.

Q2 – Who is responsible for the warden's health and safety, including risk assessments?

Model 1 – KCC, as now

Model 2 – The parish/local council

Q3 – Will the warden have access to all the information they have now to carry out their work?

Model 1 – Yes, as a KCC employee the warden will see no changes to the information they currently receive and have access to.

Model 2 – No, the parish/local council will need to set up data sharing agreements with the partner agencies they want to work with. They will also need to manage compliance with the various regulations regarding data including data protection, impact assessments and privacy notices.

Q4 – Will the warden stay in our parish/area?

Model 1 – In the main, yes, although in an emergency situation (like flooding, failure of critical service (like water supply) or a natural disaster) the warden may be asked to support another area. Should the emergency be in your area, other wardens would come to support yours.

Model 2 – Yes

Q5 - Could more than one parish/local council join together to pay for a warden?

Model 1 – Yes

Model 2 – Yes. It may be that one parish/local council may have to take a lead role as the formal employer of the warden.

Q6 – Could one parish/local council fund a part share of a warden?

Model 1 – Yes, although ideally two or more parishes would join together to fund a full time warden. Parish/local council funding must not be used to reduce warden capacity in areas where the new allocation policy has placed a warden. KCC will work with other communities across Kent with a view to finding a way to make part shares of warden time to work. KCC will also consider recruiting to part time positions.

Model 2 – A Parish/local council could seek to employ a part time warden, or join forces with another community as in Q5.

Q7 – Our community is served by one of the new teams of Community Wardens but is on the border of another team. Could we share a warden across the team boundary?

Model 1 – Yes, this would be an administrative matter which the Warden Service would resolve.

Model 2 – Direct employment is not affected by the KCC team boundaries.

Q8 – What would the costs need to cover?

Model 1 – Warden salary, pension costs, national insurance, travel, uniform, training, equipment (mobile 'phone/IT, for example) and a contribution to line management and supervision.

Model 2 – Likely to need to include all of the above but will be dependent on parish/local council employment arrangements.

Q9 – Can we keep our existing warden?

Model 1 – KCC understands the value of the relationships already built up so, if it is possible to do so and all parties want it, we will aim to make that happen.

Model 2 – Will depend on negotiations between parish/local council and the warden.

Q10 – What happens if the warden leaves?

Model 1 – KCC recruits to the post and provides basic and limited cover specifically aimed at ensuring vulnerable residents are not left at risk whilst this happens.

Model 2 – parish/local council recruits to post

Q11 – What happens when the warden is on leave?

Model 1 – KCC provides basic and limited cover specifically aimed at ensuring vulnerable residents are not left at risk.

Model 2 – Will depend on parish/local council arrangements

Q12 – What happens if the warden is absent through ill health

Model 1 – KCC provides basic and limited cover specifically aimed at ensuring vulnerable residents are not left at risk. KCC HR and Occupational Health systems used to help warden back to work.

Model 2 – Will depend on parish/local council arrangements

Q13 – Will the warden continue to be accredited under the Community Safety Accreditation Scheme?

Model 1 – Yes

Model 2 - The warden will not be covered by KCC's membership of the scheme but the parish/local council could apply for membership.

Q14 – Can the parish/local council task the activity of the warden?

Model 1 - No, KCC must task the wardens to ensure that their health and safety is properly protected and that insurance cover is maintained. As now, parish/local councils can suggest issues that could be addressed or prioritised but the final decision lies with KCC as employer.

Model 2 – Yes, as the employer the parish/local council can (and, in fact, must) task the warden's activity.

Q15 – Will the warden participate in the same training as other wardens?

Model 1 – Yes, as now

Model 2 – Wherever possible KCC will make the same training available to wardens. Parish/local councils will need to pay for their warden to attend. Training needs assessment and decisions about what training a warden should attend are the parish/local council's responsibility.

Q16 – Will the warden attend warden team and service meetings?

Model 1 – Yes, as now

Model 2 – No. Legal advice is that team and service meetings must be for employees only.

Q17 – Who will deal with any complaints about the warden?

Model 1 – KCC, as now.

Model 2 – The Parish/local council, as the employer.

Q18 – Who will provide employers liability insurance cover for the warden?

Model 1 – KCC, as now.

Model 2 - The Parish/local council, as the employer.

Q19 – What are the costs?

Model 1 - £45000 per year for a full time warden (25/26 figures)

Model 2 – Will depend on rate of pay offered and on-costs