



WORTH PARISH COUNCIL

BUSINESS PLAN

2025-2028

CONTENTS

This document is a working document, allowing the community to understand the mission, aims and structures of the Parish Council, and what the key work of the Parish Council will be for the three years to December 2028.

The document is structured as follows:

1. Introduction to the parish, the villages, Worth Parish Council and the Business Plan
2. Mission Statement
3. Community Engagement
4. Vision and aims
5. Strategic Priorities
6. Action Plan
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7. Budget
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The plan will be formally adopted by the Parish Council before the end of 2025.



INTRODUCTION TO THE VILLAGES, WORTH PARISH COUNCIL AND THE BUSINESS PLAN

Worth Parish is in the county of West Sussex, and neighbours the towns of Crawley and East Grinstead. Within Worth Parish there are two villages – Copthorne and Crawley Down. Combined, Worth Parish has a population of approximately 11,000 and is the largest parish in the Mid Sussex District.

This area is currently covered by three councils – West Sussex County Council, Mid Sussex District Council and Worth Parish Council. Collectively, the councils offer the services showing in the image.

Following the Local Government Review, Worth will no longer be served by West Sussex County Council and Mid Sussex District Council, but by one single Unitary Authority. Worth Parish Council will remain, although it may take on more assets and services currently offered by the other councils.

This Business Plan will be reviewed each year, with a report on progress made and changes needed. It is recognised that with the Local Government Review approaching, this Plan needs to be fluid and adaptable to the changing environment.

Worth Parish Council has 17 councillors representing the wards of Crawley Down and Copthorne. These are elected every four years, with the next elections due in May 2027.

Councillors not only represent their communities and residents, they also help to make and shape the policies of the Parish Council. They do not directly manage services, but they do make the decisions on what those services will be like. Councillors attend various meetings and converse with residents and other stakeholders in a variety of ways in order to carry out their duties.

Worth Parish Council www.worth-pc.gov.uk 01342 713407	Mid Sussex District Council www.midsussex.gov.uk 01444 458166	West Sussex County Council www.westsussex.gov.uk 01243 777100
Allotments	Benefits	Adoption & Fostering
Car Parks Crawley Down	Bins & Litter	Births/Deaths
Copthorne Trim Trail	Council Tax	Fire Service
Copthorne Recreation Ground	District Parks	Grass Cutting
Community Grants	Environmental Health	Health
Crawley Down Playground	Housing	Highways & Footpaths
Litter Picks	Licensing	Libraries
Noticeboards	Parking Enforcement	Potholes
Rubbish Removal	Planning & Building Control	Schools/Education
Skate Park Crawley Down	Pest Control & Dogs	Social Services
South Room Hire	Voting & Elections	Streetlights
Streetlights		Young Carers
Village Greens		
Westway Playground		
Youth Support		



Parish Council business is conducted, and decisions are made, at meetings open to members of the public. These meetings are as follows:

Full Council – all 17 councillors making the operational decisions for the Council, and any decisions for payments over £10,000

Finance & General Purposes Committee – oversees the finances and governance of the Council including managing the budget, audit and community grants

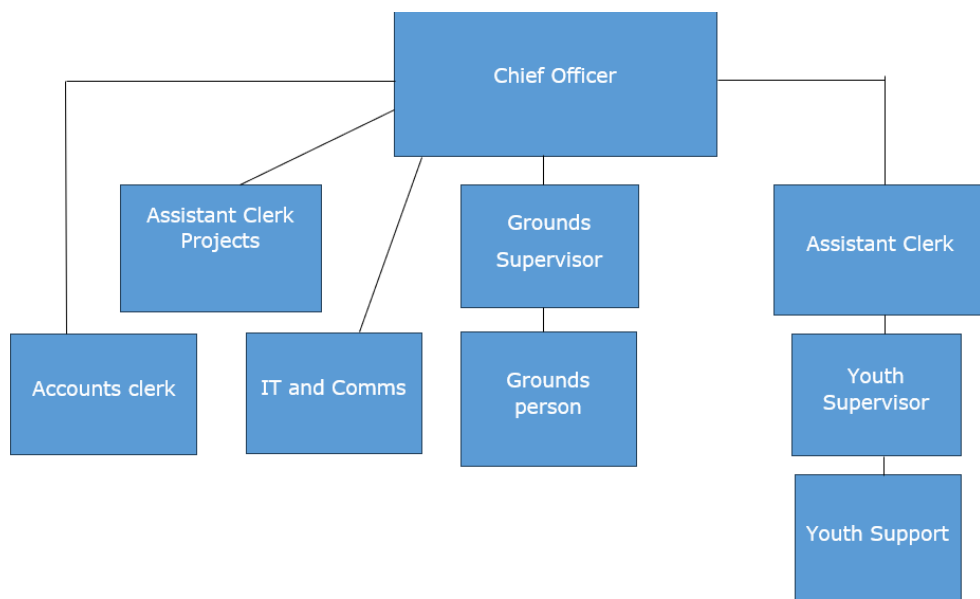
Planning & Highways Committee – considers responding to planning applications, all highways matters and neighbourhood planning

Amenities & Assets Committee – responsible for managing the services and assets of the Parish Council

HR Committee – deals with all staffing matters (note these meetings are not open to the public)

Agendas, minutes and supporting documents for these meetings can be found on our website: [Council Meetings - Worth Parish Council](#)

In addition, the Parish Council has several Working Parties which meet to discuss ideas and initiatives in more detail before they require a decision by a Committee or Full Council. The most active of these are the Village Working Parties, which meet regularly to discuss plans that are specific to each village. No decisions are made at these Working Parties, but they are a useful way to gather information and hold informal discussions.



Decisions made by the Parish Council are enacted by the team of officers and employees.



MISSION STATEMENT

To identify, support and provide resources for initiatives that develop and maintain the delivery of efficient and cost-effective services and amenities for our community.

Our priority is to ensure a true "village feel" and that Crawley Down and Copthorne are safe, attractive and enjoyable places for our existing and future residents to live.

Community – Environment – Youth – Security – Village Centres



COMMUNITY ENGAGEMENT

The community plays a key part in forming this business plan, and the intention is for the community to provide feedback to shape the priorities of the Council.

The Copthorne Carnival, Crawley Down Fayre and Drop-In Sessions have shown that the key priorities for the community are:

- Bowers Place Parking Solution
- Copthorne Recreation Ground Rejuvenation Project
- Road safety

The Business Plan has been developed using input from various sources, such as:

- The Vision Document which has been developed over several years.
- Known priorities following Neighbourhood Plan consultations.
- Conversations with residents at village fayres and drop in sessions.
- Working Party discussions, which includes residents.
- Village Centres Action Plan document which was professionally produced in 2022.
- Councillor/staff knowledge from their social roles within the villages.
- Ongoing communication with residents via the office.

Between 24 November and 19 December 2025, Worth Parish Council invited residents to comment on the draft Business Plan 2025–2028. We received 39 responses, providing valuable insight into local priorities. Most respondents felt “a little informed” about the Council’s role, and indicated a preference for engagement through social media, online surveys, and newsletters. CCTV expansion emerged as the highest-rated project, followed by Copthorne Recreation Ground rejuvenation, Bowers Place parking improvements, and Crawley Down play area upgrades. Strong support was expressed for village infrastructure maintenance, Neighbourhood Planning, youth provision, and improved street lighting. While many were unsure whether current youth activities are sufficient, suggestions included additional facilities such as a 3G pitch and teen-focused events. Common themes from comments highlighted traffic calming, tidying footpaths, resolving the future of the Royal Oak site, and hosting more community events. Settlement-specific priorities included the War Memorial and Copthorne Brook works for Copthorne, and Village Centre upgrades for Crawley Down. Around half of respondents offered to volunteer for local projects, and most were aware of the Council’s funding through the precept. These findings have shaped the priorities and actions set out in this Business Plan.

VISION AND AIMS



The vision for the Parish Council was created in 2024, and reviewed in 2025. This identified aims covering five main topics covering the two villages:

1. Community development
2. Environment
3. Youth engagement
4. Safety
5. Village centres & infrastructure

This was broken down into a list of aims to be achieved between 2025 and 2028 for each village separately and also the Parish Council. This is intended to be a fluid list and will be reviewed each year.

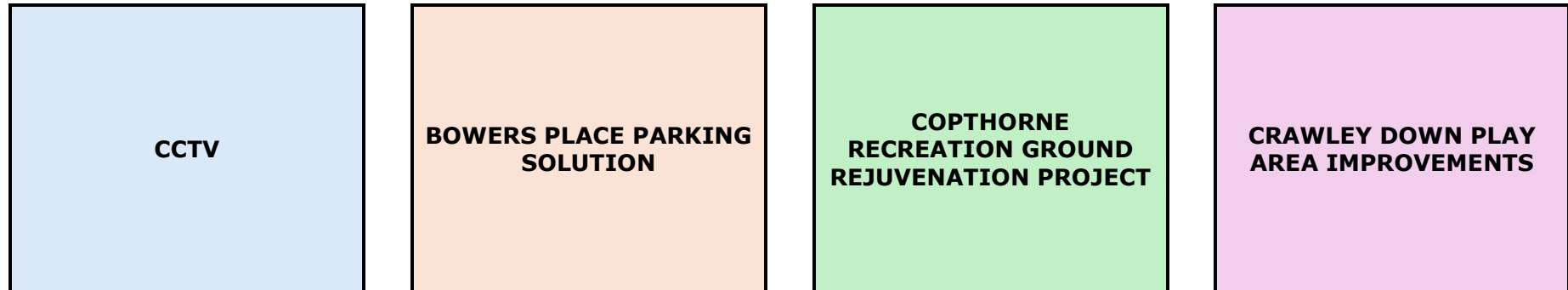
The full vision can be found on our website: [WPC Vision Document](#)

The below Action Plan lists the aims in full and sets out how these will be delivered and the timeframes/resources for doing so. The actions to take place sooner have more detail, and the actions to take place in 2027 and beyond will have detail added in the coming years.



STRATEGIC PRIORITIES

The most significant aims and initiatives for the Parish Council are shown below. These are priorities to be completed in 2025-2026, and these will inform the decision making and budgeting of the Council.



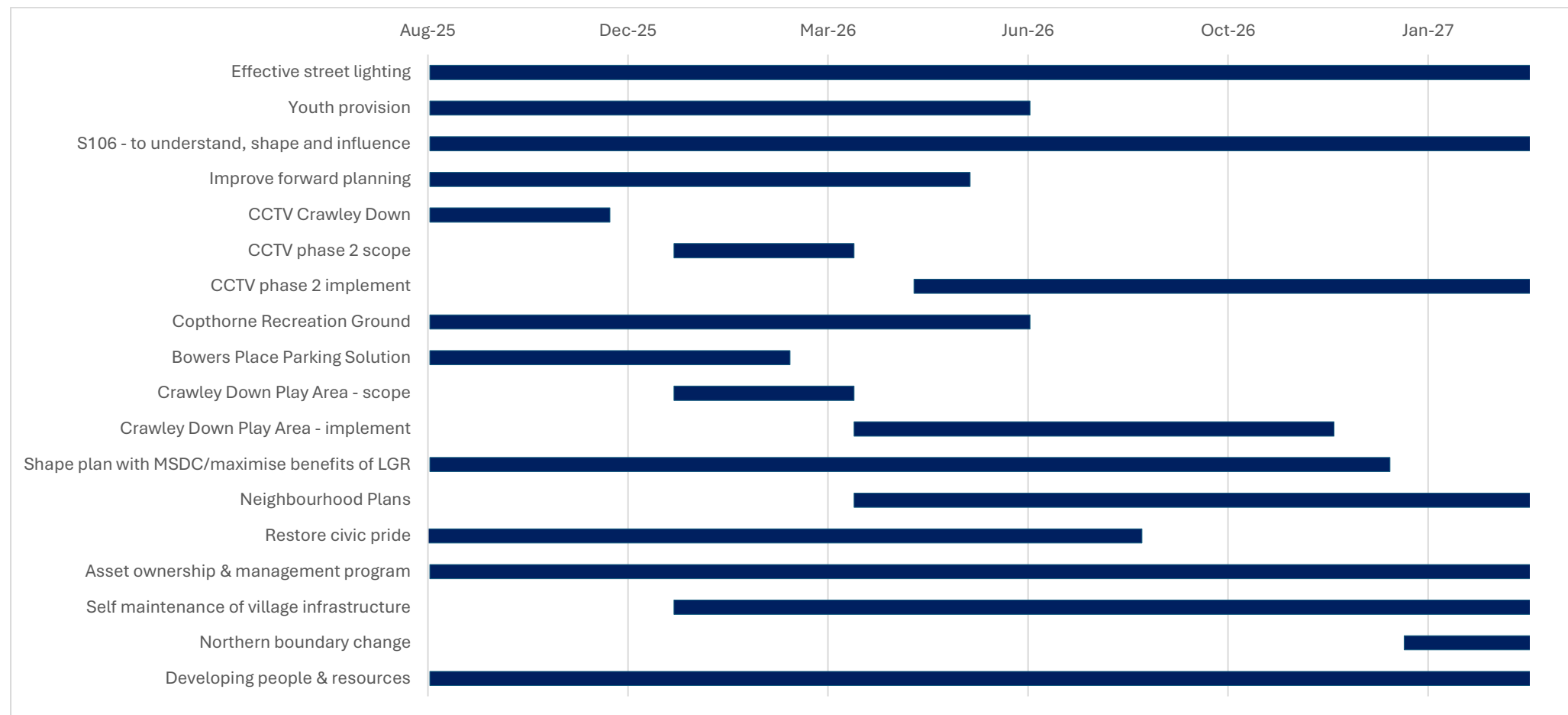
The Council has identified several actions that are currently being progressed as normal/everyday functions. The Council is committed to progressing these and integrating them into their core activities. These include, but are not limited to:

- **Engaging with the local MP, other local authorities and organisations** to promote the aims and aspirations of the whole community.
- **Engaging with developers** to ensure any housing is of high quality, in keeping with current design, and meets local needs.
- **Supporting educational needs** in the villages by ensuring S106 contributions are used to enhance local education.
- Working with the Crawley Down Residents Association, Copthorne Carnival and Copthorne Village Association to **support village events**.
- **Supporting a revitalised Haven Centre and Village Hall** in Crawley Down.
- **Appropriate asset management** to ensure parish assets are maintained to a high standard and there is a plan in place to keep assets in good order.
- **Integration of all new developments** such as Heathy Wood, the Hawthorns, and Land West of Turners Hill Road.



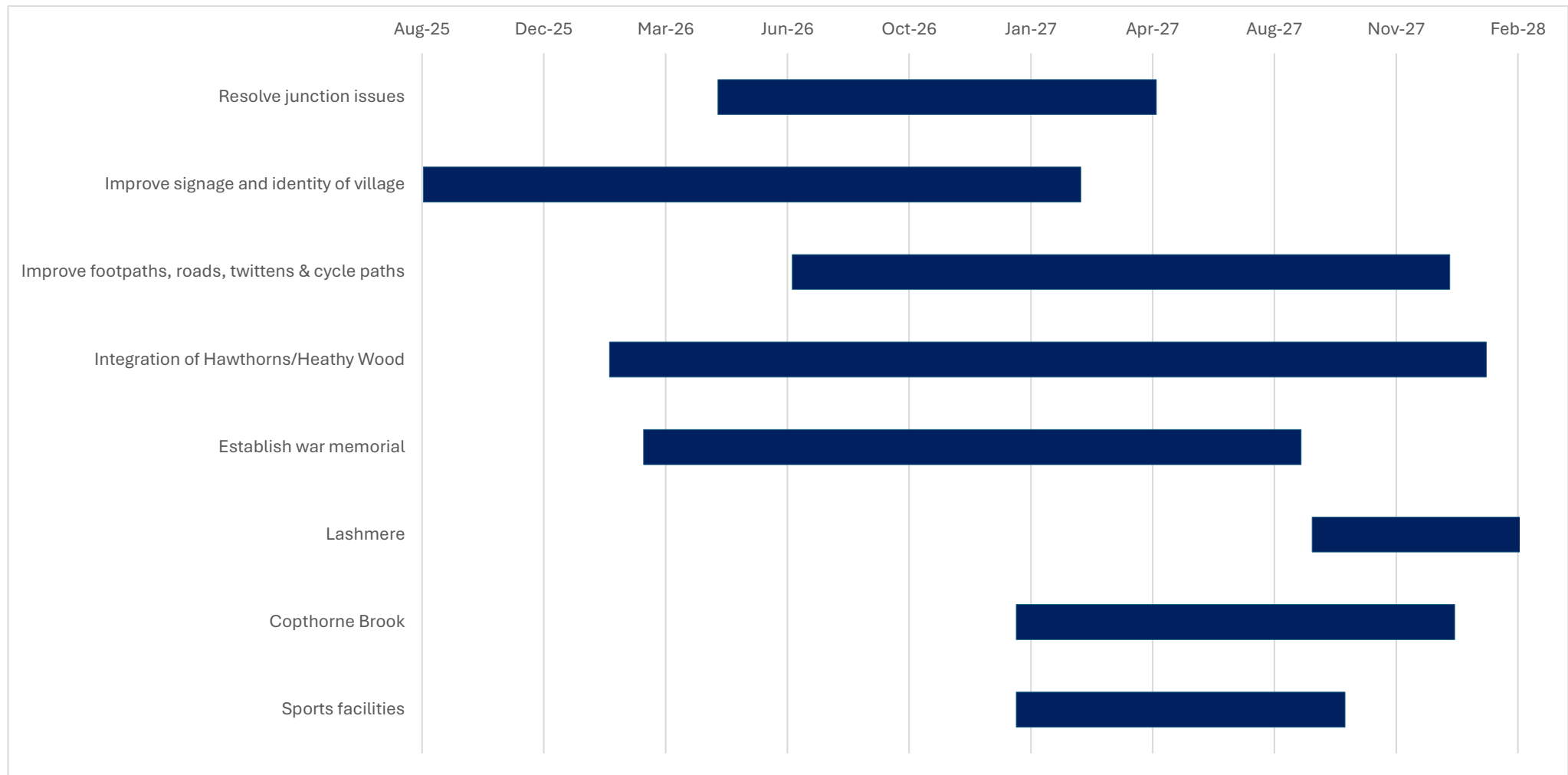
ACTION PLAN - COUNCIL

This is the timeline for the Action Plan for the Parish Council. The full Action Plan can be seen in the appendices.



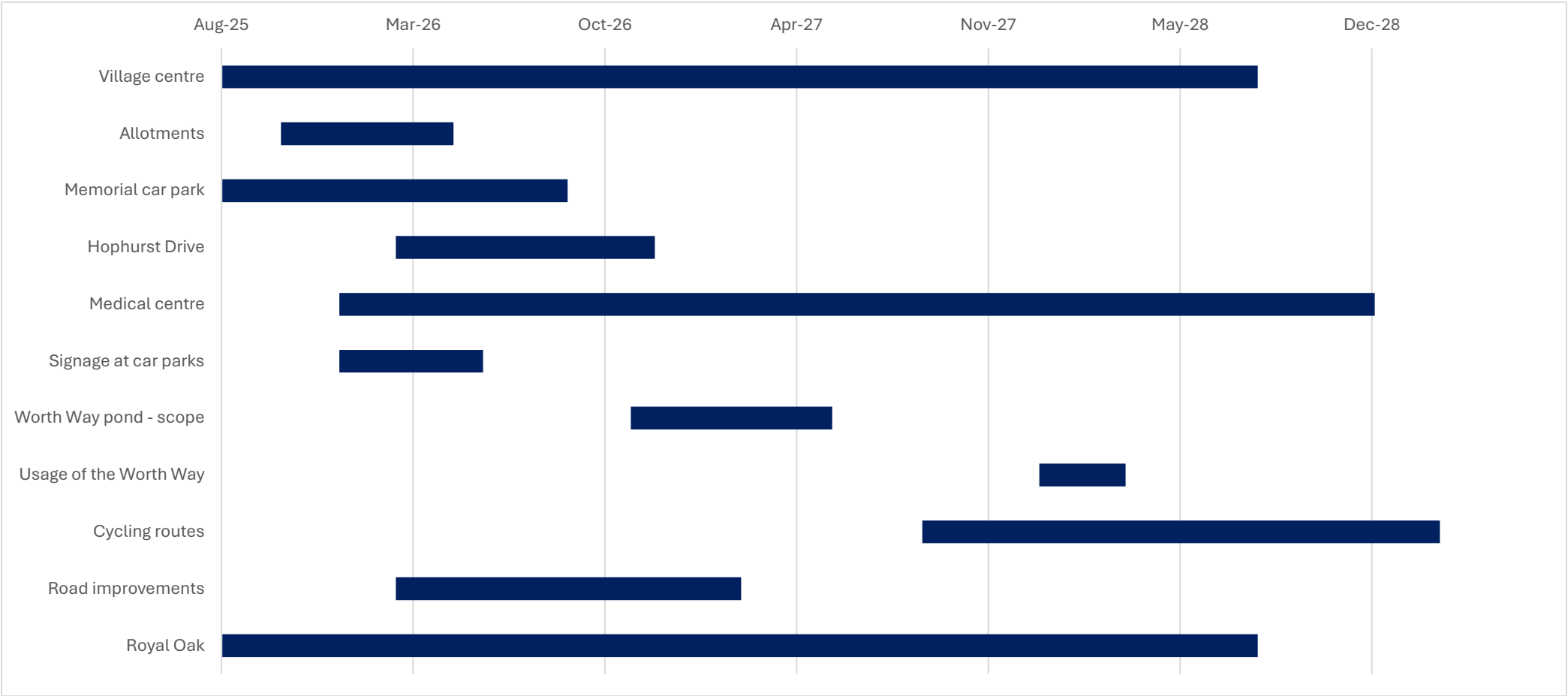
ACTION PLAN - COPTHORNE

This is the timeline for the Action Plan for Copthorne. The full Action Plan can be seen in the appendices.



ACTION PLAN – CRAWLEY DOWN

This is the timeline for the Action Plan for Crawley Down. The full Action Plan can be seen in the appendices.



BUDGET

This is the three-year budget for the Parish Council. This is reviewed and agreed each December/January at a Full Council meeting.

Cost Centre	2025-26 Approved Budget	2026-27 Draft Budget	2027-28 Projected Budget	2028-29 Projected Budget	2029-30 Projected Budget
General Administration - net precept requirement	322,455	352,445	383,600	381,940	399,185
Allotments - net precept requirement	5,900	- 800	- 105	- 67	- 18
Recreation Grounds - net precept requirement	15,174	19,294	19,594	19,644	19,694
Copthorne Pavilion - net precept requirement	2,596	2,493	2,416	2,336	2,253
Parish Office - net precept requirement	18,576	18,586	18,501	18,066	17,666
Street lights/Energy - net precept requirement	58,200	43,630	37,160	33,190	28,220
Youth - net precept requirement	25,517	33,699	34,387	38,113	37,923
Net running costs	448,418	469,347	495,553	493,222	504,923
Projects - General - net precept requirement	40,000	40,100			
Total Precept Requirement - projects	40,000	40,100			
Earmarked reserves - net precept requirement	-	6,000	15,000	35,000	45,000
General reserves - net precept requirement	-	15,000	15,000	10,000	10,000
PRECEPT REQUIREMENT	488,418	518,447			
Tax Base	5327.9	5336.8			
Annual Band D Council Tax	82.58	97.15			



APPENDICES

[Vision document](#)

[Councillors and staff](#)

[Action Plan](#)