Local Government Reorganisation (LGR)

Latest position and implications for Bromsgrove and Redditch – *as of 3 November 2026*

Bromsgrove O&S | 17 November 2026

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Executive position

Government is “minded to” proceed with two unitary councils for Worcestershire, with implementation in April 2029, but the final decision is still to be confirmed.

What is confirmed

- July decision withdrawn and re-made as a “minded to” decision.
- Proposed model remains North and South Worcestershire.
- Existing councils and services continue as normal.

What is proposed

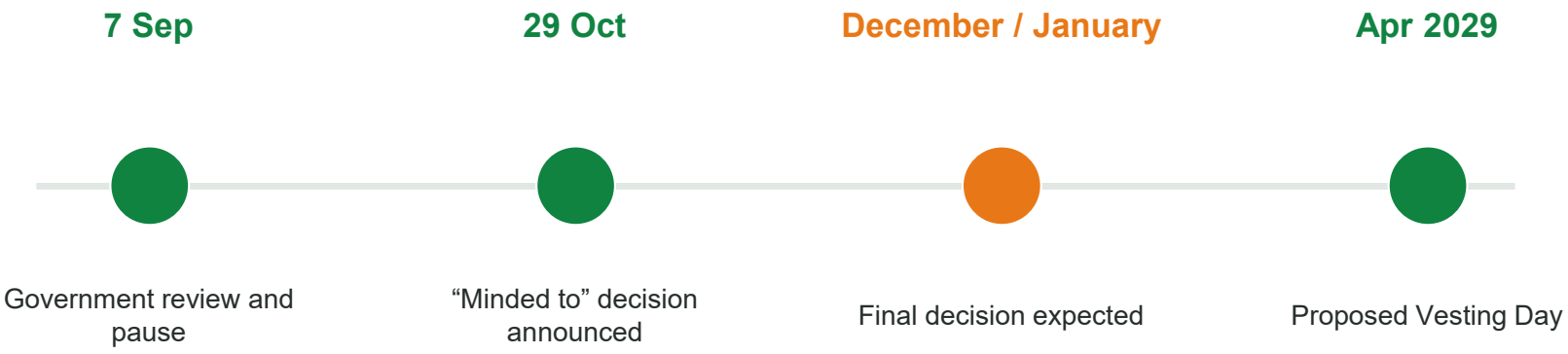
- District and borough elections in May 2027.
- New unitary elections in May 2028.
- Vesting Day in April 2029.

What remains open

- At least three weeks of representations, expected shortly. Government letter to set the process.
- Final decision expected around Christmas, possibly early New Year.
- Detailed implementation and legislative arrangements.

No immediate change for residents, businesses or day-to-day service delivery.

What has changed since the 7th September 2026 pause



Five areas: East Sussex and Brighton and Hove, Gloucestershire, Oxfordshire, Warwickshire and Worcestershire. Fifteen other areas remain under review without “minded to” decisions.

Government has reached the same two-unitary view for Worcestershire a second time.

Government remains committed to LGR and considers the framework robust.

Preparation continues proportionately, without pre-empting the final decision.

Indicative timetable

Subject to the final Government decision and Parliamentary approval

Nov 2026	Minimum three weeks of representations. Government letter to confirm dates and process.
December / January	Government expected to confirm final position
May 2027	District and Borough elections
May 2028	Elections to the proposed new unitary councils
Apr 2029	Proposed Vesting Day; existing councils abolished subject to legislation

Government seeks views on the minded to decision, rather than alternative unitary models or a reopening of the original debate.

The public can submit views alongside key stakeholders, including police and health etc. This is a representation process, not a new public consultation.

Implications for Bromsgrove and Redditch

Services and residents

No immediate change.

Both councils retain their statutory responsibilities, and residents should continue to access services through the existing councils.

Governance and decisions

Current democratic and governance arrangements remain in place.

Transition arrangements depend on the final decision and subsequent legislation.

Programme readiness

Use the extended pause for internal housekeeping and proportionate preparation, with clear approvals and value-for-money controls.

Workforce

Timely staff communication remains important.

Staff and member updates went out on 29 October, including an all-staff briefing. Employment arrangements remain unsettled.

Finance and resources

Continue oversight of LGR costs and capacity. £450,000 per proposed unitary may be available, subject to Government funding terms.

Risk and assurance

Corporate risks should reflect the clearer direction, extended timetable and remaining uncertainty.

Current local response

A proportionate readiness approach

CONTINUE | No-regrets work

• Maintain service continuity and business-as-usual delivery.

• LGR Implementation Board continues during the pause and preserve existing programme knowledge, data and governance.

• Use the extended timeline for internal housekeeping and work useful across various scenarios.

• Develop the programme - clusters and domains with leads and deputies from all councils.

• Keep staff and members informed.

CONTROL | Commitments

• Test affordability and value for money.

• Use clear decision routes for shared activity.

• Avoid premature structural or staffing commitments.

• Track capacity, dependencies and risks.

CONFIRM | Next-stage clarity

• Final Government decision.

• Structural Changes Order and transition requirements.

• Governance and shadow authority arrangements.

• Funding and implementation plan.

• Government direction on a Mayoral Strategic Authority to secure devolution benefits.

• Options could involve Worcestershire, Warwickshire and Herefordshire, remain under discussion. Geography and election timing are unconfirmed.

Principle: prepare to move, but do not pre-empt the decision.

CLUSTER AND LEAD	DOMAIN, LEAD AND DEPUTY	DOMAIN, LEAD AND DEPUTY
Statutory People Paul Robinson	**Adults** Lead: Mark Fitton Deputy: Judith Willis Themes: Adult Social Care	**Children** Lead: Adam Johnston Deputy: TBC Themes: Children's Social Care, SEND, Schools, Support for Young People
Place, Housing & Resilience Lloyd Griffiths	**Place & Environment** Lead: Guy Revans Deputies: Ostap Paparega, Ian Edwards Themes: Highways & Transport, Waste & Environmental, Planning, Regulatory Services	**Housing, Public Health & Resilience** Lead: Kate Bailey Deputies: Thomas Mountford, Simon Parry Themes: Housing, Public Health, Resilience, Leisure & Culture
Resources Vic Allison	**Finance, Contracts & Assets** Lead: Rachel Cooper Deputy: Helen Ogram Themes: Finance, Contracts, Assets & Property, Local Authority Trading Companies	**People & Workforce** Lead: Hannah Perrott Deputy: Andy Baldwin Themes: Human Resources
Corporate Enabling John Leach	**ICT, Data & Customer** Lead: Jayne Pickering Deputy: David Sutton Themes: ICT & Data, Customer	**Legal, Governance & Democracy** Lead: Claire Felton Deputies: Hazel Best, Meesha Patel Themes: Governance, Legal, Policies
Transition Ian Miller	**Shadow Authorities** Lead: TBC Deputy: TBC Themes: To be determined	**Devolution** Lead: Sian Stroud Deputy: Rachel Egan Themes: To be determined

Programme Monitoring Officer: Hazel Best
Programme S151 Officer: Rachel Cooper

Ongoing assurance, risk and funding

Work carried forward from the pause period and the latest Government position

Risk management

• Corporate LGR risks reflect the “minded to” position, April 2029 timetable and remaining uncertainty.

• Controls cover governance, workforce and capacity, programme cost, service continuity and reputation.

• Risks, actions and mitigations remain under review through corporate reporting and programme governance.

• Potential judicial review remains a risk. The July decision has been withdrawn. Legal advice must confirm any challenge to the 29 October position and applicable time limits.

Pause implications work

• A cross-council exercise has captured service implications, risks, opportunities and decisions arising from the September pause.

• The live register, SharePoint and Power BI reporting support continued management of pause impacts.

• Use the extended timeline for internal housekeeping and prioritisation of work useful across scenarios.

• Evidence supports decisions, assurance and continuing oversight by the LGR Implementation Board.

Government funding

• Government has indicated £450,000 may be available for each proposed new unitary, half of the original £900,000 allocation.

• For the two proposed Worcestershire councils, this would total £900,000.

• Funding would support previous and continuing implementation work. Access, payment timing and governance remain to be confirmed.

• Treat the figure as indicative, rather than funding already received.

Key next steps

1	**Respond to and monitor the representation process**	Check the Government letter and contribute views on the provisional decision within the confirmed representation window.
2	**Refresh local programme arrangements**	Review cluster, domains and workstreams, governance, capacity, financial controls and reporting against April 2029.
3	**Update risks and dependencies**	Reflect the move from pause to “minded to”, while retaining uncertainty until confirmation. Factor in joint committee decision points following the outcome of the representation period and any community governance review outcomes.
4	**Maintain member, staff and public engagement**	Timely updates and member FAQs. Staff and member articles and an all-staff briefing accompanied the 29 October announcement.
5	**Return to scrutiny**	Bring back material changes, decisions, costs and assurance on transition readiness.

LGR workshop, 13 November: Cluster and domain leads and deputies will cover the programme structure, roles, governance, priorities, design principles and day 1 safe and legal requirements, then develop teams and plans. PMO, Comms and Data Hub representatives will attend.

Questions and discussion

The direction is clearer, but the final decision and detailed transition arrangements are still awaited.

- What further assurance and information would members like?