



Report to: Governance, General Purposes & LGR Committee – 11 September 2025

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Report Summary	
Report Title	Local Government Reorganisation in Nottingham and Nottinghamshire
Purpose of Report	To provide Governance, General Purposes & LGR Committee with an update on the Government's requirement for local government reorganisation, including the work being undertaken to develop option 1e as a final proposal(s) for submission in November 2025.
Recommendations	<p>That the Governance, General Purposes & LGR Committee note the progress update, in line with their role to:</p> <ul style="list-style-type: none">a) oversee the plans for, and impact of, Local Government Reorganisation within Nottingham and Nottinghamshire; andb) liaise with and advise the Council's Cabinet, Audit & Accounts Committee, Policy & Performance Improvement Committee and other committees so all Members are kept informed and provide an opportunity for them to input their views on LGR.

1.0 Background

- 1.1 At a meeting on 15 July, Full Council were asked to consider the independent options appraisal and summary document from PwC UK.
- 1.2 PwC's independent appraisal concluded that options 1b and 1e both met the Government's criteria and "that the differences between options 1b and 1e within each criteria are marginal".
- 1.3 At this meeting and approved by Cabinet, Newark & Sherwood District Council identified Option 1e as its preferred approach and is now working towards submitting this proposal to the Government by 28 November 2025. Under this option, two brand new unitary Councils serving the whole of Nottingham and Nottinghamshire will be created:
 - One new unitary Council that includes Nottingham City, Broxtowe and Rushcliffe; plus

- One new unitary Council that includes Newark and Sherwood, Ashfield, Bassetlaw, Gedling and Mansfield.

2.0 Proposal/Options Considered: Developing the business case

2.1 Governance and Programme Management

On 4 August 2025, after respective Council decision making, the Leaders of Mansfield, Newark & Sherwood, Gedling, and Bassetlaw issued a joint statement formally expressing their support for Option 1e in the LGR process.

Nottinghamshire Wide LGR Group

All Nottinghamshire Councils continue to collaborate, despite having different preferences. Ashfield and Nottinghamshire County Council have yet to formally declare their positions and Nottingham City Council are currently exploring a new two unitary option that was not part of the agreed Interim Plan. Rushcliffe Borough Council has agreed to submit a final proposal in support of option 1b and while Broxtowe Borough Council is opposed to LGR, it has expressed a marginal preference for option 1e.

Regardless of the preference all councils have continued to work together as collaboratively as possible; including regular communication and regular meetings.

Option 1e Project Board

A Programme Board was established, with Mansfield's Chief Executive confirmed as the CEO sponsor. As outlined above, the board comprises Chief Executives alongside colleagues responsible for LGR programme management within their respective councils, as well as senior officers in their role as workstream leads (see Section 2.2 for further details on workstreams). The board held its initial meeting on 14 August and will continue fortnightly in the run-up to the business case submission in November.

2.2 Workstreams

The workstreams operate under the Programme Board and have representation from the councils involved in Option 1e. There are five workstreams in total, with workstreams four and six combined, reflecting the government's criteria for LGR. Each workstream has a range of officers involved and a lead senior officer responsible for collating their outcomes for the business case, liaising with the board. The workstreams are expected to report their outcomes by the end of September. The criteria and workstreams are as follows:

1. Single Tier of Government
2. Improve Efficiencies and Capacity
3. High Quality and Sustainable Public Services
4. Meeting local needs and informed by local views
(Stronger community engagement and opportunity for neighbourhood empowerment)
5. Structures that support devolution arrangements

2.3 Public Engagement

In the criteria set out from the Secretary of State, the fourth criteria outlines that “proposals should show how councils in the area have sought to work together in coming to a view that meets local needs and is informed by local views.”.

Each council is responsible for determining how best to engage with its communities. In Nottingham and Nottinghamshire, all nine councils are working collaboratively to gather public views on the future structure of local government through a shared engagement survey.

The survey aims are to:

- **Improve Public Awareness:** Help people understand the implications of local government reorganisation on a personal, local, and regional level.
- **Gather Public Input:** Ensure residents and stakeholders have equal opportunity to express views, to support the LGR transition.
- **Ensure Representation:** Make sure all voices are heard, including those in rural and urban areas, as well as hard-to-reach populations.
- **Strengthen Decision-Making:** Provide valuable insights for shaping final proposals ahead of submission, and plan for the best possible transition for LGR.

The Survey

The survey has been conducted with support from Public Perspectives, an independent organisation that works with local councils and communities. [The survey](#) launched on 4 August for 6 weeks (closes 14 September). It is open to anyone who lives, works, or has an interest in the area.

LGR Dedicated Website

The survey is being promoted through a neutral joint Nottingham and Nottinghamshire [dedicated LGR website](#). It serves as the central hub for all public-facing information related to the reorganisation, such as to key documents, FAQs, and updates about the LGR process as the process evolves, including timelines and council decisions. The website is part of a broader communications strategy that includes branding to clearly identify the joint initiative, and to support engagement activities across the whole region.

The Results

The feedback from this survey will help shape and will be clearly evidenced in the final proposal. This coordinated effort is designed to demonstrate to the Government that local authorities have actively sought and considered the perspectives of key stakeholders.

Government Consultation

In addition to this, following submission of final plans in November, the Government will carefully consider all proposals and carry out formal statutory consultation before implementing any plans.

2.4 Updating our Staff

From the outset, we have prioritised keeping colleagues informed as the details of LGR have emerged. We recognise that the process may feel daunting and create uncertainty. To support everyone through this period of change, we have focused on clear, consistent communication. This includes outlining the Council's role in the LGR proposal, explaining the timeline, and providing opportunities for staff to ask questions and about the next steps. The following outlines some of the ways we have approached this so far:

- Emails and Newsletter Updates
One off all staff email and a fortnightly newsletter, with an introduction from the Chief Executive are effective to communicate updates on decisions, activities and provide signposting.
- Staff Roadshows
The staff roadshows held in February 2025 provided an early opportunity to outline LGR, present a brief overview, and facilitate a Q&A session. The 2026 staff roadshows will be a timely opportunity to place a strong focus on LGR again offering staff the chance to hear updates, ask questions, and engage directly with the Council's plans and progress.
- Dedicated LGR Hub
In August 2025, a dedicated hub was launched on the intranet to support staff in understanding the changes related to LGR. It provides a clear timeline, addresses common concerns through FAQs, and signposts how staff can share their views. The hub is actively maintained and will be updated as new developments arise.
- Drop-in sessions
All staff are invited to attend a drop-in session presentation with the Chief Executive during August and September 2025, either in person or online. They will be held at two locations: Castle House and Brunel Drive. These sessions offer an opportunity to hear directly about the latest developments in LGR, ask questions, and share feedback. To ensure accessibility, one of the sessions will be recorded and made available to any staff unable to attend.

2.5 Furthermore, the Governance, General Purposes & LGR Committee are asked to note that the following activities are underway too:

- External support on crucial services commissioned
- Visioning exercise undertaken
- Data sharing to set up a Nottinghamshire wide LGR SharePoint site

2.6 Next Steps

The headline timetable for the wider activities are as follows:

Activity	By when
Build full business case for our preferred option, 1e	July– November 2025
Communication and Engagement	August 2025 onwards
General Purposes, Governance and LGR Committee	11 September

Cabinet to consider and approve Final Business Case	November 2025
Submit final business case to Government	28 November 2025
Work continues around implementation and transition	November 2025 – May 2027
Decision by Government	Spring/ Summer 2026
Elections for shadow authority	May 2027
New unitary authority vesting day	April 2028

3.0 Implications

In writing this report and in putting forward recommendations, officers have considered the following implications: Data Protection; Digital & Cyber Security; Equality & Diversity; Financial; Human Resources; Human Rights; Legal; Safeguarding & Sustainability and where appropriate they have made reference to these implications and added suitable expert comment where appropriate.

Legal Implications (LEG2526/7802)

- 3.1 This report is for noting only.
- 3.2 The Monitoring Officers for all Nottingham and Nottinghamshire authorities are meeting on a regular basis to input on governance and legal aspects of Reorganisation.

Human Resources Implications: HR2526/2365 SL

- 3.3 Currently, there is no People Workstream, though Nottinghamshire HR Managers are meeting regularly and a workstream will be set up in due course. In the meantime, staff are being kept informed as outlined earlier in this report.
- 3.4 The main challenge for some staff is balancing workstream participation with their regular duties. Additional resources to support LGR are being considered, and a proposal will be prepared in due course.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

[English Devolution White Paper](#)

[19 March 2025 Report to Full Council – Item 72](#)

[15 July 2025 Report to Full Council – Item 8](#)