



Monday, 26 October 2026

Dear Sir/Madam

A meeting of the Cabinet will be held on Tuesday, 3 November 2026 in the Council Offices, Foster Avenue, Beeston, NG9 1AB, commencing at 6.00 pm.

Should you require advice on declaring an interest in any item on the agenda, please contact the Monitoring Officer at your earliest convenience.

Yours faithfully

Zulfiqar Darr
Chief Executive

To Councillors:	M Radulovic MBE (Chair)	T J Marsh
	G Marshall (Vice-Chair)	J W McGrath
	G Bunn	S Paterson
	T A Cullen	V C Smith
	R D MacRae	E Williamson

A G E N D A

1. Apologies

To receive apologies.

2. Declarations of Interest

Members are requested to declare the existence and nature of any disclosable pecuniary interest and/or other interest in any item on the agenda.

Further information can be found at: [Member Code of Conduct of Broxtowe Borough Council](#)

3. Minutes

(Pages 7 - 12)

Cabinet is asked to confirm as a correct record the minutes of the meeting held on 29 September 2026.

4. Scrutiny Reviews (Pages 13 - 16)

The purpose of this report is to make members aware of matters proposed for and undergoing scrutiny.

5. Reference

5.1 Overview and Scrutiny Committee (Pages 17 - 22)

24 September 2026

Spotlight Review: Lime Bikes

The Committee considered the operation of the Lime shared e-bike scheme within Broxtowe Borough.

The Lime Bikes scheme is currently operating within Broxtowe Borough under an informal pilot arrangement that was initially supported through the UK Shared Prosperity Fund (UKSPF) Panel and subsequently received Cabinet approval in January 2025.

The spotlight review was held on 7 August 2026 and included representatives from Lime Bikes, Broxtowe Borough Council's Economic Development team, elected Members and members of the public.

The review considered the impact of the scheme on residents, public spaces, transport connectivity, health outcomes and environmental objectives. Alongside concerns relating to parking, enforcement and accountability of the individual organisations.

RECOMMENDED to Cabinet that:

- 1. Consider the introduction of an end date for the informal service trial currently underway with Lime as 31 December 2026 and conduct a consultation prior to the award of any new contract with terms that are not at a detriment to Broxtowe Borough Council.**
- 2. Physical corrals should be used instead of digital corrals or painted lines on the ground, where possible, and boundaries tightly managed. Councillors should have input as to where the corrals are placed.**
- 3. To introduce a system, potentially managed by WISE, by which Broxtowe Borough Council issues fines to Lime for the collection of poorly**

parked or dumped bikes, as have other authorities around the country and learn from areas that have operated the system successfully.

4. Ask that Lime consider their ability to implement temporary parking bays and increases in patrols surrounding events where higher foot traffic is suspected.

5. Direct the Economic Development team to investigate the provision of further Lime parking bays to aid better parking and help reduce the number of poorly parked bikes, and to discover what additional infrastructure would be put in place should the trial period be judged as successful.

6. Resources and Personnel Policy

6.1 Local Government Reorganisation

(Pages 23 - 32)

To provide Members with an update on Local Government Reorganisation (LGR) across Nottingham and Nottinghamshire.

6.2 Communications And Engagement Strategy 2026-28

(Pages 33 - 58)

To seek approval for the proposed Communications and Engagement Strategy 2026-28.

6.3 Workforce Profile 2025/26

(Pages 59 - 92)

To provide detailed analysis of workforce and applicant data relating to a number of key reporting areas. This is in accordance with all the Council's key priorities.

6.4 General Fund - Medium Term Financial Strategy 2026/27 to 2030/31 and Business Strategy 2027/28

(Pages 93 - 108)

This report presents an update on the Council's Medium Term Financial Strategy and highlights progress with the delivery of the Business Strategy.

- 6.5 Housing Revenue Account - Medium Term Financial Strategy and Budget Action Plan (Pages 109 - 116)

This report presents an update on the newly developed Housing Revenue Account (HRA) Medium Term Financial Strategy and to highlight the key actions that will be necessary to improve the HRA financial position back above the minimum recommended level. This is in accordance with the Council's key priority of Housing – a good quality home for everyone.

- 6.6 Treasury Management and Prudential Indicators Mid-Year Report (Pages 117 - 136)

To provide Members with the mid-year update on Treasury Management activity and the Prudential Indicators for 2026/27.

- 6.7 Grant Aid Requests from Parish/Town Councils (Pages 137 - 144)

To consider requests for grant assistance in accordance with the protocol for the consideration of grant aid to parish and town councils.

- 6.8 Grants to Voluntary and Community Organisations, Charitable Bodies and Individuals Involved in Sports, the Arts and Disability Matters 2026/27 (Pages 145 - 154)

To consider requests for grant aid in accordance with the provisions of the Council's Grant Aid Policy.

7. Economic Development and Asset Management

- 7.1 Economic Development and Regeneration Update (Pages 155 - 170)

To update Cabinet on the progress of economic development and regeneration and to approve a decision.

- 7.2 Additional Funds to Carry Out Essential Remedial Work at Bramcote Leisure Centre (Pages 171 - 174)

To provide members with information relating to a structural survey undertaken at Bramcote leisure centre and the remedial works identified.

8. Housing

8.1 Housing Service Improvement Plan Update

(Pages 175 - 186)

To provide Cabinet with an update on the Housing Service Improvement Plan following the earlier judgement from the Regulator of Social Housing.

8.2 Temporary Accommodation Placement Policy

(Pages 187 - 234)

To seek approval for two new policies relating to temporary accommodation.

9. Leisure and Health

9.1 Cultural Strategy

(Pages 235 - 264)

To seek approval for the proposed Cultural Strategy 2026-2028.

9.2 Events Programme 2027/28

(Pages 265 - 290)

To put forward proposals for the Council's Events Programme for 2027/28.

10. Cabinet Work Programme

(Pages 291 - 292)

Cabinet is asked to approve its Work Programme, including potential key decisions that will help to achieve the Council's key priorities and associated objectives.

11. Exclusion of Public and Press

The Committee is asked to RESOLVE that, under Section 100A of the Local Government Act, 1972, the public and press be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 1, 2, and 3 of Schedule 12A of the Act.

12. Housing Delivery Update

(Pages 293 - 300)

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CABINET

TUESDAY, 29 SEPTEMBER 2026

Present: Councillor M Radulovic MBE, Chair

Councillors: G Marshall (Vice-Chair)
G Bunn
T A Cullen
R D MacRae
T J Marsh
J W McGrath
V C Smith

51 APOLOGIES

An apology for absence was received from Councillor S Paterson.

52 DECLARATIONS OF INTEREST

Councillors R D MacRae and Councillor J W McGrath declared other-registerable interests in item number 5.7 as they were members of Stapleford Town Council, minute number 55.7 refers.

M Radulovic MBE declared an other-registerable interest in item number 5.8 due to being part on the negotiations with Eastwood Town Football Club, minute number 55.8 refers.

Councillor J W McGrath declared a further other-registerable interest in item number 7.1 due to owning a number of grave plots, minute number 57.1 refers.

53 MINUTES

The minutes of the meeting held on 8 September 2026 were confirmed and signed as a correct record.

54 SCRUTINY REVIEWS

Cabinet noted the matters proposed for and undergoing scrutiny.

55 RESOURCES AND PERSONNEL POLICY

55.1 LOCAL GOVERNMENT REORGANISATION

Cabinet noted the update on the Local Government Reorganisation (LGR) and was informed that on 7 September 2026, the Government announced that a pause had

been placed on the implementation of the LGR decisions announced in July 2026 while it undertook a wider review of the LGR programme. The Government had stipulated that the pause did not represent a decision to abandon LGR. The Government remained committed to delivering LGR and intended to move forward with implementation once the review has been completed and the future approach has been determined.

Members stated that Cabinet required regular updates on LGR and that this Council was not opposed to a reorganisation that was designed with the delivery of services at the forefront of discussions with local authorities.

55.2 BUDGET TIMETABLE AND BUDGET CONSULTATION 2027/28

Cabinet considered the report on the budget timetable and budget consultation 2027/28. The budget consultation process proposed was similar to previous years, using a web-based survey that was publicised through social media. Promotional activity would include social media messages, 'email me' bulletins, press releases, website promotion and direct engagement with groups, organisations, and individuals on the Council's stakeholder map.

RESOLVED that the budget-setting process for 2027/28 and the Budget Consultation questionnaire, be approved.

Reason

Section 65 of the Local Government Finance Act 1992 places a duty upon local authorities to consult representatives of non-domestic rate payers before setting the budget. There is no specific statutory requirement to consult with residents, local authorities were placed under a general duty to inform, consult and involve representatives of local people when exercising their functions by Local Democracy.

55.3 CAPITAL PROGRAMME 2026/27 - CAPITAL BUDGET VARIATIONS

Cabinet was informed that a number of capital schemes required re-profiling of the budgets to more accurately reflect delivery expectations in the current financial year. In all cases the capital financing would not be adversely affected, with schemes either being funded by capital grants or through previously agreed prudential borrowing which would now be moved back into later periods to match spends.

RESOLVED that the capital budget variations for 2026/27, as set out in the appendix to the report, be approved.

Reason

The variations would more accurately reflect delivery expectations in the current financial year.

55.4 QUARTER ONE COMPLAINT REPORT

Members were provided with a summary of complaints made against the Council and noted a report which outlined the performance of the Council in dealing with complaints, at stage one by the service areas, at stage two by the Complaints and

Compliments Officer and at stage three when complaints are referred to the Local Government and Social Care Ombudsman or the Housing Ombudsman.

55.5 CHRISTMAS FREE CAR PARKING

Members were informed that the Council has previously offered a free three-hour parking incentive for shoppers and visitors in most of its car parks across the Borough during the Christmas period. It was proposed to offer a similar initiative in 2026 across Council owned car parks. The only exception would be the car parks at Technology Drive and Station Road in Beeston, which mainly serve train station users. In designated car parks, ticket machines would issue free tickets for the first three hours, with normal charges applying after that period. This approach would allow Parking Services to continue to monitor usage and helps prevent commuters from taking advantage of all-day free parking. The Christmas period would run from 1 December until 31 December 2026.

RESOLVED that the free 3-hour parking incentive for shoppers and visitors over the Christmas period be approved.

Reason

This is in accordance with the corporate priority of 'Business Growth' to invest in our towns and our people.

55.6 CIVIC ACTIVITIES

Cabinet received a report which stated that the Council had a longstanding commitment to celebrating Broxtowe's civic, military and international relationships through events that promoted community pride, cultural understanding and the Borough's heritage. Cabinet approval was sought for two significant civic activities to be delivered in March 2027, namely a Freedom of Entry Parade in Beeston and the hosting of a delegation from Broxtowe's friendship town of Myszków in Poland.

It was stated that further consideration be given to the application for a license to make the relevant areas of Broxtowe a no-fly zone for drones during the events.

RESOLVED that:

- 1. A Freedom of Entry Parade be held in March 2027.**
- 2. A delegation of representatives from Myszków be hosted in March 2027.**
- 3. An additional budget of £10,000 to support these activities be approved, with the cost being funded from General Fund Reserves.**
- 4. To take any action as deemed appropriate and necessary to ensure the safety and security of the public and members of the armed forces to be as protected and safe as possible.**

Reason

The proposed event would be particularly significant as it would provide an opportunity to mark the forthcoming closure of Chilwell Barracks and celebrate the Borough's longstanding military heritage. It would recognise the important contribution made by generations of military personnel who have lived, trained and deployed from the site, while also acknowledging the strong relationship between the Armed Forces and the local community as part of the Armed Forces Community Covenant.

55.7 GRANT AID REQUESTS FROM PARISH/TOWN COUNCILS

Cabinet considered requests for grant assistance within the protocol for the consideration of grant aid to Parish and Town Councils. Nuthall Parish Council had requested a grant of up to £2,385 towards the cost of traffic management for its Remembrance Sunday Parade, Kimberley Town Council of up to £3,325 towards the full cost of traffic management for its Remembrance Sunday Event and a request from Stapleford Town Council for £1,150 towards the cost of traffic management and security for its Remembrance Sunday Event.

It was stated that Stapleford Town Council's request included half of the cost being paid from the Town Council's reserves, whereas the requests from Kimberley Town Council and Nuthall Parish Council were for the full amount.

RESOLVED that the grant aid requests be approved based upon half of the cost of traffic management and security for the respective Remembrance Sunday events:

- **Kimberley Town Council £1,663**
- **Stapleford Town Council £1,150**
- **Nuthall Parish Council £1,193**

Reason

The grant aid requests were in line with the current Corporate Plan aims for supporting people to live well and provide a safe place for everyone.

(Councillors R D MacRae and J W McGrath, having declared other-registerable interests, left the meeting without voting or discussion thereon.)

55.8 GRANTS TO VOLUNTARY AND COMMUNITY ORGANISATIONS, CHARITABLE BODIES AND INDIVIDUALS INVOLVED IN SPORTS, THE ARTS AND DISABILITY MATTERS 2026/27

Cabinet considered requests for grant aid in accordance with the provisions of the Council's Grant Aid Policy.

RESOLVED that the grant aid requests be approved accordingly:

Kimberley Swimming Club	£1,200
Eastwood Community Football Club CIC	£4,000

Reason

The Council is empowered to make grants to voluntary organisations by virtue of Section 48 Local Government Act 1985 (as well as other Legislation). Having an approved process in accordance with legislation and the Council's Grant Aid Policy would ensure the Council's compliance with its legal duties.

(Having declared a non-registerable interest in the item Councillor M Radulovic MBE left the meeting before discussion or voting thereon. Councillor G Marshall took the chair for the item.)

56 HOUSING

56.1 HOUSING SERVICE IMPROVEMENT PLAN UPDATE

Cabinet noted the report and the key activities aligned to the revised Housing Service Improvement Plan and was informed that the Council continued to implement actions within the refreshed Housing and Asset Management Service Improvement Plan following the inspection from the Regulator for Social Housing (RSH) in October 2025. Progress continued to be made to meet the Regulator requirements and improve service delivery. It was stated that the Council was moving towards reassessment following the original inspection.

57 ENVIRONMENT AND CLIMATE CHANGE

57.1 APPROVAL OF UPDATED CEMETERIES RULES AND REGULATIONS

Cabinet noted the estimated annual programme delivery cost of £59,887 per annum, with a subsequent report to be brought to Cabinet regarding the establishment of additional Cemeteries Safety Officer posts.

The review had been undertaken in collaboration with the Friends of Broxtowe Cemeteries. The group's knowledge, input and ongoing support had been instrumental in the development of a significantly more comprehensive set of Cemetery Rules and Regulations, which provided greater clarity for residents and established a clear framework for the installation, management and maintenance of memorial gardens and associated memorial items.

RESOLVED that the revised Cemetery Rules and Regulations be approved and that a memorial application fee be set at £75 per application, with no fee to be charged for Memorial Garden applications relating to the grave of a child or young person under the age of 18 years.

Reason

This fee has been calculated to recover the administrative costs associated with processing applications, undertaking the necessary site inspections and assessing compliance with the Cemetery Rules and Regulations.

(Having declared a non-registerable interest in the item Councillor J W McGrath left the meeting before discussion or voting thereon.)

57.2 BRINSLEY HEADSTOCKS

Members received an update on progress at Brinsley Headstocks and considered a report which sought approval for additional funding to complete the scheme.

It was stated that there were a number of inherent dangers around existing mineshafts and it was requested that the Council carries out due diligence to ensure that public safety could be guaranteed for future generations.

RESOLVED that the additional budget required to complete the Brinsley Headstocks project be approved, with the total revised cost of £453,000 being funded by a mix of external capital grants, Section 106 contributions and prudential borrowing as detailed.

Reason

The additional contingency will support completion of the Brinsley Headstocks restoration project while ensuring the Council can continue to manage risks associated with the final stages of construction and restoration.

57.3 BRAMCOTE HILLS PARK CAFÉ AND TOILETS PROJECT

In February 2026, Cabinet approved the commissioning of a feasibility study to explore the provision of enhanced visitor facilities at Bramcote Hills Park. The study was commissioned in response to longstanding feedback from residents and park users, which consistently identified the lack of toilet facilities and visitor amenities as a key issue at the park. Consideration was given to the effect of the proposals on nearby organisations. It was stated that practicalities would be considered prior to a further report being submitted to Cabinet.

RESOLVED to proceed with the development of enhanced visitor facilities at Bramcote Hills Park, seeking external funding where appropriate in partnership with other groups and organisations.

Reason

Bramcote Hills Park is one of the Borough's most popular open space destinations, attracting visitors from across the Borough and beyond through its woodland, parkland, play facilities and heritage features. However, the absence of supporting facilities currently limits the length of time visitors can comfortably spend on site.

58 CABINET WORK PROGRAMME

RESOLVED that the Work Programme be approved.

Reason

This is in accordance with all of the Council's Corporate Priorities.

Report of the Monitoring Officer

Scrutiny Reviews

1. Purpose of Report

The purpose of this report is to make Members aware of matters proposed for and undergoing scrutiny. This is in accordance with all the Council's priorities.

2. Recommendation

Cabinet is asked to NOTE the report.

3. Detail

Cabinet will receive updates at each future meeting as to the progress of the Overview and Scrutiny Committee's Work Programme as contained in the attached **Appendix** and is asked to consider the future programme and decision-making with knowledge of the forthcoming scrutiny agenda. The Work Programme also enables Cabinet to suggest topics for future scrutiny.

At the Overview and Scrutiny Committee meeting held on 18 June 2026 the Committee considered the items of Lime Bikes and Missed Bins. On 7 August 2026 the Task and Finish group convened to consider Lime Bikes met to consider the topic and their findings will be reported to the Overview and Scrutiny Committee meeting to be held on 24 September 2026.

4. Key Decision

This report is not a key decision as defined under Regulation 8 of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

5. Updates from Scrutiny

Not applicable.

6. Financial Implications

The comments from the Interim Deputy Chief Executive were as follows:

There are no direct financial implications arising from this report.

7. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

Whilst there are no legal implications arising from the report, under Section 9F of the Local Government Act 2000, Overview and Scrutiny Committee has the power to make reports or recommendations to Cabinet on matters which affect the Council's area or the inhabitant of its area.

8. Human Resources Implications

The comments from the Human Resources Manager were as follows:

Not applicable.

9. Union Comments

The Union comments were as follows:

Not applicable.

10. Climate Change Implications

The climate change implications are contained within the report.

11. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

12. Equality Impact Assessment

Not required.

13. Background Papers

Nil.

Appendix**1. Topics Agreed by the Overview and Scrutiny Committee**

	Topic	Topic suggested by
1.	Missed Bins	Director of Environment and Leisure

2. Update Reviews

	Topic	Topic suggested by	Proposed Date to Overview and Scrutiny Committee
1.	Equality, Diversity and Inclusion at the Council.	Councillor S Dannheimer	19 November 2026

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Report of the Monitoring Officer

Spotlight Review: Lime Bikes

1. Purpose of Report

To consider the operation of the Lime shared e-bike scheme within Broxtowe Borough, examine concerns raised by residents and stakeholders, assess governance and accountability arrangements and identify recommendations for consideration by the Overview and Scrutiny Committee and Cabinet.

2. Recommendation

The Committee is asked to RESOLVE that the recommendations identified in the spotlight review be approved.

3. Detail

The Lime Bikes scheme is currently operating within Broxtowe Borough under an informal pilot arrangement that was initially supported through the UK Shared Prosperity Fund (UKSPF) Panel and subsequently received Cabinet approval in January 2025.

The spotlight review was held on 7 August 2026 and included representatives from Lime Bikes, Broxtowe Borough Council's Economic Development team, elected Members and members of the public.

The review considered the impact of the scheme on residents, public spaces, transport connectivity, health outcomes and environmental objectives. Alongside concerns relating to parking, enforcement and accountability of the individual organisations.

Further information can be found in the **Appendix**.

4. Financial Implications

The comments from the Deputy Chief Executive and Section 151 Officer were as follows:

There are no additional financial implications for the Council to consider at this stage. Any significant budget implications in the future, over and above virement limits, would require approval by Cabinet.

5. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

Whilst there are no direct legal implication arising from this report, the legal services team will be able to support and advise as required as the project progresses.

6. Human Resources Implications

Not applicable.

7. Union Comments

Not applicable.

8. Climate Change Implications

Any climate change implications are contained within the report.

9. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

10. Equality Impact Assessment

Not applicable.

11. Background Papers

Nil.

Appendix

Background

Lime Bikes operates a dockless e-bike rental scheme across Nottingham through a partnership with Nottingham City Council.

This scheme has been expanded into the Broxtowe Borough Council area through the application of the UKSPF fund and Cabinet approval. A trial period was established for Lime Bikes to operate in Broxtowe Borough and has continued to do so from January 2025.

Users hire the bikes via a mobile application and are required to park them within designated parking bays at the end of their journey. Riders who fail to comply can receive financial penalties and may ultimately be banned from the platform.

1. Parking and Obstruction Issues

The most significant concern raised during the spotlight review related to the inappropriate parking of Lime Bikes, particularly within Beeston and other high-footfall areas.

Members and residents highlighted instances of bikes being left in unsuitable locations, creating obstructions and affecting public amenity.

Lime acknowledged that parking compliance remains a challenge but advised that additional parking bays can reduce instances of abandoned or poorly parked bikes.

The use of GPS-designated parking bays and operational relocation of bikes was outlined as part of the current management approach.

2. Enforcement and User Behaviour

Evidence provided by Lime demonstrated that enforcement measures are in place for inappropriate use of the scheme, including:

- Warnings issued for breaches of user conditions.
- Financial penalties following repeated offences.
- Permanent bans for serious or persistent misuse.
- Age-verification processes including selfie verification technology.
- Monitoring of journeys through trip data.

However, concerns remained regarding:

- Pavement riding and anti-social behaviour.
- Underage usage.
- Ability of banned users to circumvent restrictions through new email addresses and payment methods.
- Apparent limitations in traceability and identification of offenders.

Members considered that enforcement arrangements require ongoing review and stronger regulatory support.

3. Governance and Accountability

The review identified some uncertainty regarding governance arrangements for the scheme.

Whilst the UKSPF Panel approved funding support and Cabinet approved the trial arrangement in January 2025, questions were raised regarding:

- The informal status of the pilot.
- The absence of a defined end date.
- The role and responsibilities of Broxtowe Borough Council, Nottingham City Council, Nottinghamshire County Council and Lime.
- The extent of consultation with highways authorities.

It was noted that current national legislation offers limited regulation of shared e-bike schemes, although future legislative changes through wider devolution and transport reforms may provide a more robust regulatory framework.

4. Data Availability and Performance Monitoring

Members expressed concern regarding the limited availability of Broxtowe-specific performance information.

While Lime provided headline figures across Nottingham City and Broxtowe combined, detailed information relating specifically to Broxtowe was unavailable at the time of the review.

The Committee considered that effective scrutiny requires:

- Broxtowe-specific usage data.
- Complaint data.
- Enforcement statistics.
- Information on bike recovery, maintenance and vandalism incidents.
- Monitoring of parking compliance.

5. Operational Considerations

Several operational matters were discussed, including:

- Between 100 and 300 bikes are available within the operating area.
- Full parking bays can be disabled within the app.
- Bays can be temporarily suspended during events.
- Bays can be temporarily increased in capacity during events.
- Bikes are relocated when designated bays reach capacity.
- Vandalism remains an issue in parts of Broxtowe.

- Battery-related concerns previously raised in Stapleford have reportedly improved following operational changes by Lime.

6. Benefits of the Scheme

Despite concerns, the review acknowledged several potential benefits associated with the scheme, including:

- Sustainable transport options.
- Reduction in car journeys.
- Improved connectivity.
- Public health and wellbeing benefits through active travel.
- Support for local and regional carbon reduction objectives.

Members recognised the importance of balancing these benefits against the concerns raised by residents and ensuring appropriate management arrangements are in place.

Actions Identified During the Review

1. Lime to provide complaint data specific to the Council.
2. Lime to provide Broxtowe-specific operational and usage data where available.
3. Economic Development and relevant officers to explore whether WISE, the Council's environmental enforcement contractor, could be used to address issues relating to abandoned bikes and recovery costs.
4. A dedicated contact email address to be established to improve communication and reporting.
5. A visit to the Lime operational warehouse to be arranged for members.
6. Signage requirements to be reviewed and progressed through appropriate officers.

Conclusions

The review found that the Lime Bikes scheme provides potential transport, environmental and health benefits; however, a number of concerns remain regarding parking compliance, anti-social behaviour, enforcement effectiveness, governance arrangements, and access to local performance data.

The absence of a formal review period or agreed end date for the pilot arrangement limits opportunities for structured evaluation. Members considered that stronger monitoring arrangements and clearer accountability mechanisms would assist in addressing public concerns whilst allowing the benefits of the scheme to continue.

Recommendations to Overview and Scrutiny Committee

The Overview and Scrutiny Committee is asked to recommend that Cabinet:

- 1. Consider the introduction of an end date for the informal service trial currently underway with Lime as 31 December 2026 and conduct a consultation prior to the award of any new contract with terms that are not at a detriment to Broxtowe Borough Council.**
- 2. Physical corrals should be used instead of digital corrals or painted lines on the ground, where possible, and boundaries tightly managed. Councillors should have input as to where the corrals are placed.**
- 3. To introduce a system, potentially managed by WISE, by which Broxtowe Borough Council issues fines to Lime for the collection of poorly parked or dumped bikes, as have other authorities around the country and learn from areas that have operated the system successfully.**
- 4. Ask that Lime consider their ability to implement temporary parking bays and increases in patrols surrounding events where higher foot traffic is suspected.**
- 5. Direct the Economic Development team to investigate the provision of further Lime parking bays to aid better parking and help reduce the number of poorly parked bikes, and to discover what additional infrastructure would be put in place should the trial period be judged as successful.**

Report of the Chief Executive

Local Government Reorganisation

1. Purpose of Report

To provide Members with an update on Local Government Reorganisation (LGR) across Nottingham and Nottinghamshire.

2. Recommendation

Cabinet is asked to NOTE the report.

3. Detail

Request for Reimbursement of Costs

Members will recall that Cabinet previously considered the resource implications arising from the Council's participation in the LGR programme. In response to concerns regarding the costs incurred by the Council in supporting the programme of reorganisation proposals and associated implementation planning, the Leader of the Council wrote to the Secretary of State seeking clarification on whether any financial support or reimbursement arrangements would be made available to councils for expenditure incurred as a consequence of the Government's LGR agenda.

A response has subsequently been received from the Minister for Local Government, Devolution and Regional Growth. A copy of the Minister's response is attached in the **Appendix** for Members' information.

Nottingham and Nottinghamshire ongoing work

The Council has previously communicated concerns regarding Local Government Reorganisation, and these have been raised with Ministers. However, pending further announcements from Government, it is recognised that officers will continue to engage with the wider programme to ensure the Council remains informed of developments and is able to protect the interests of residents and maintain service continuity.

Since the Government announced a pause in the LGR process, Local Authorities in Nottingham and Nottinghamshire have continued to undertake those activities that are considered appropriate within the agreed "progress and prepare" framework. The focus has been on ensuring that the nine councils are in the strongest possible position to respond to future Government decisions whilst avoiding unnecessary delay in preparatory work.

Progress has been made in establishing the governance, programme management and implementation arrangements required to support this phase of the programme. A comprehensive programme structure is now in place, supported by the Strategic Implementation Board, an Implementation Delivery

Group and a central Programme Management Office. These arrangements are providing increased oversight of programme activity, risks, dependencies and resource requirements.

The partnership has also completed a review of programme activity to ensure that work being undertaken remains consistent with the current national position.

Programme Development

Work is continuing across a range of corporate and service-based implementation programmes. These programmes have been established to consider the requirements, challenges and opportunities associated with bringing together services and functions into future unitary authorities.

Cross Cutting programmes are focusing on areas such as

- Finance
- Legal and Governance
- Human Resources and Workforce
- Data, Digital and Technology
- Assets
- Procurement and Commercial
- Communications
- Customer Services

Alongside these, service-led programmes have been established covering

- Adults Services
- Children's Services
- Housing
- Place
- Community Services
- Corporate Services

The primary focus at this stage is not the redesign of services but the development of a shared understanding of existing arrangements, identification of key risks and dependencies, and the establishment of implementation plans that could support a future transition. This work is helping to build a comprehensive picture of the changes that would be required and the critical activities that would need to be undertaken should implementation proceed.

Workforce and Organisational Development

Partners have agreed that staff engagement and support must remain central to programme planning. Work undertaken to date has focused on understanding workforce-related issues across the nine councils, identifying areas where common approaches may be required and considering how employees can be supported throughout any future transition period.

Constructive engagement has commenced with Trade Union representatives. Partnership-wide sessions have already taken place and arrangements are being developed to ensure that Trade Union perspectives are appropriately reflected in programme discussions and decision-making processes.

Capacity and Resource Challenges

Much of the work currently being undertaken is being delivered alongside existing service responsibilities, transformation programmes and statutory obligations. As a result, several programme areas have highlighted availability of specialist resources as a risk in ensuring the pace of activity is appropriate over an extended period.

The partnership is undertaking a review of capacity and prioritisation. Whilst capacity pressures remain a challenge, they are being actively managed through the programme's governance arrangements and continue to be monitored as a strategic risk.

Developing the Day One Vision

The Strategic Implementation Board has agreed that whilst achieving a safe and legally compliant transition remains the minimum requirement, there should also be an ambition to deliver the best possible experience for residents, employees and elected Members within the constraints of available resources and timescales.

Work underway to define the practical requirements that would need to be in place from Day One. This includes ensuring continuity of services for residents, providing employees with the systems and support they require to undertake their roles effectively, and ensuring elected Members have access to the governance arrangements, information and resources necessary to represent their communities.

Risk Management and Assurance

A risk management framework has now been established across the partnership, providing a consistent approach to identifying, assessing and managing programme risks. Attention is being given to interdependencies between programmes, resource pressures, governance requirements and the uncertainties associated with future Government decisions.

The Strategic Implementation Board now receives regular assurance regarding programme risks and delivery progress, enabling issues to be identified and addressed at an early stage.

4. Key Decision

This report is not a key decision as defined under Regulation 8 of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

5. Updates from Scrutiny

Not applicable.

6. Financial Implications

The comments from the Deputy Chief Executive and Section 151 Officer were as follows:

This report provides an overview of the Government's recent announcement in respect of the pause of LGR in Nottingham and Nottinghamshire. There are no specific financial implications to report at this stage, although the cost of LGR and its impact on this Council continues to be carefully monitored.

7. Legal Implications

The comments from the Head of Legal Services and Deputy Monitoring Officer were as follows:

The approval of any proposal under the Act is an executive function in accordance with the Local Government Act 2000 Section 9D(2). The Executive will, therefore, be required to make a final decision on approving the Council's proposal for submission, taking into consideration the recommendations of the Council, which is a consultee in relation to this matter.

8. Human Resources Implications

There were no comments from the Human Resources Manager.

9. Union Comments

The Union comments were as follows:

It is probably too early at this stage to make any firm comments until the situation affecting members of staff are fully known. Regular engagement with staff to make them aware of progress and to seek their views on these important proposals is essential to maintaining good staff morale moving forward. We do accept that as the LGR progresses then the implications on staff will be clearer and then we feel that relevant feedback from Unison will thus be provided.

10. Climate Change Implications

Not applicable.

11. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

12. Equality Impact Assessment

Not applicable.

13. Background Papers

Nil.

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**Ministry of Housing,
Communities &
Local Government**

Jim McMahon OBE MP

*Minister for Local Government, Devolution and
Regional Growth*
2 Marsham Street
London
SW1P 4DF

Your reference: MR/MP/PS
Our reference: PO2026/28260

Cllr Milan Radulovic MBE
Leader
Broxtowe Borough Council
Council Offices
Foster Avenue
Beeston
Nottingham
NG9 1AB

7 October 2026

Dear Cllr Radulovic,

Thank you for your letter of 17 September to the Secretary of State, the Rt Hon Angela Rayner MP, regarding local government reorganisation in Nottinghamshire and Nottingham and the resources committed by Broxtowe Borough Council to the programme. I am replying as the Minister responsible for this policy area.

I am grateful to you for getting in touch and for sharing your concerns. To ensure you receive a substantive and prompt response, I have instructed officials in the Department to provide an update on your specific concerns, which is appended.

Thank you again for writing on this important matter and I hope this information clarifies the position. If that is not the case, please don't hesitate to let me know.

Yours sincerely,

JIM MCMAHON OBE MP

Minister for Local Government, Devolution and Regional Growth



Ministry of Housing, Communities & Local Government

Ministry of Housing, Communities and Local Government

2 Marsham Street
London
SW1P 4DF

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Cllr Milan Radulovic MBE
Leader
Broxtowe Borough Council
Council Offices
Foster Avenue
Beeston
Nottingham
NG9 1AB

7 October 2026

Dear Cllr Milan Radulovic MBE,

Thank you for your correspondence of 17 September. I have been asked to reply.

The Government is committed to reforming the state and devolving power from Westminster to local communities. Achieving good growth requires a fundamental rewiring of the way our country works, surrendering power that for too long has been held in Westminster and Whitehall, and returning it to people and the places where they live and work. Strong and sustainable local government is vital to delivering these ambitions. Local government reorganisation can help simplify structures, strengthen local leadership and create councils that are better placed to work with mayors and strategic authorities to deliver for the communities they serve.

The new Prime Minister has been clear that the Government will listen carefully to the concerns raised about recent local government reorganisation decisions. As a new administration, the Government wants to pause and reflect before implementing final decisions, ensuring that the programme is aligned with the wider vision for reforming the state and devolving power to local communities, and that decisions command broad support wherever possible.

The Government has withdrawn decisions in 4 areas and paused activity in a further 14, including Nottingham and Nottinghamshire, while Ministers carry out the review. The Government recognises the need to provide councils and communities with certainty as quickly as possible. Extended delay is in no-one's interest, and we will set out the next steps at the earliest opportunity. As announced on 7 September 2026, elections scheduled to take place in May 2027 will go ahead to existing councils.

The Government recognises the significant commitment of time, expertise and resources that councils have invested in pursuing local government reorganisation. The Government appreciates the constructive way in which local authorities have worked with Government

throughout this process and understand the concerns expressed by councils. This is being considered as part of the wider review, and the Government will continue to engage with affected councils.

Thank you again for writing on this important matter.

Yours sincerely,

ALEX BADRICK
Deputy Principal Private Secretary

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Report of the Portfolio Holder for Resources and Personnel Policy

Communications And Engagement Strategy 2026-28

1. Purpose of Report

To seek approval for the proposed Communications and Engagement Strategy 2026-28.

2. Recommendation

Cabinet is asked to RESOLVE that the Communications and Engagement Strategy be approved.

3. Detail

Over the last three years, communications and engagement activity has played an increasingly important role in supporting the Council's priorities, strengthening relationships with residents, partners, employees and elected members, and ensuring that communities are informed, involved and able to influence decisions that affect them. The highlights include:

- Improved employee engagement and understanding of Council priorities through enhanced internal communications, GMT Question Time sessions, roadshows and manager toolkits. Survey results show employees feeling informed increased from 62% to 72%, while confidence in change management increased from 46% to 67%. Awareness of the Council's values, vision and understanding of the role individuals play in achieving them also increased across all measures.
- Expanded the Council's digital reach and engagement, growing audiences across all major social media channels, increasing Email Me subscribers to over 30,000, and regularly achieving more than 10,000 video views.
- Increased resident and stakeholder engagement through consultations, events and targeted campaigns, with budget consultation responses rising from approximately 600 to over 1,200.
- Strengthened engagement with communities and underrepresented groups through a stakeholder network of 350 community, voluntary and partner organisations.
- Delivered communications and engagement for major Council priorities, including the Corporate Plan 2024-28, investment and regeneration programmes, climate change initiatives and housing delivery.
- Supported successful behaviour change campaigns, including a recycling campaign reaching 95,000+ views and contributing to a reduction in contamination rates from 18.5% to 14.1%.

- Enhanced marketing and promotional activity, contributing to a 27% increase in event attendance and a 59% increase in visitors to the D.H. Lawrence Birthplace Museum.
- Strengthened the Council's reputation through positive local and national media coverage and effective promotion of key initiatives.
- Provided strategic communications support during major incidents and events of national significance, including Storm Babet and Operation London Bridge.

The Communications and Engagement Strategy 2026-2028 builds on these strong foundations, ensuring that effective communication and meaningful engagement remain central to delivering excellent local government services and positive outcomes for our communities.

The strategy will support the Council's engagement with a wide range of stakeholders including residents, employees, Elected Members, community and voluntary groups, partners and other stakeholders. The existing strategic objectives have been retained, reflecting their continued alignment with the Council's corporate priorities, while introducing a refreshed action plan that responds to the evolving communications landscape and emerging opportunities and challenges.

While Local Government Reorganisation (LGR) has been paused, the need for effective communications and engagement remains. Retaining LGR within this strategy is not about progressing a programme of change during the pause period, but about ensuring the Council is prepared to communicate clearly, consistently and transparently should the position change in the future. Taking this proactive approach will enable the Council to respond quickly and effectively to future developments, while remaining focused on current priorities and business-as-usual activity.

If approved, a programme of launch communications will be delivered across the key stakeholder groups to raise awareness of the strategy and demonstrate how they can use it to inform their work, stay involved, share feedback and engage with the Council on its implementation.

4. Key Decision

This report is not key decision as defined under Regulation 8 of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

5. Updates from Scrutiny

Not applicable.

6. Financial Implications

The comments from the Deputy Chief Executive and Section 151 Officer were as follows:

There are no additional costs beyond the existing budgets agreed for 2026/27. The budget for 2027/28 will be considered as part of the annual budget setting process, although no significant budget changes are anticipated at present.

7. Legal Implications

The comments from the Head of Legal Services were as follows:

There are no direct legal implications arising from this report.

8. Human Resources Implications

The comments from the Human Resources Manager were as follows:

HR support the strategy and activities outlined, particularly in light of LGR uncertainty for employees.

9. Union Comments

The Union comments were as follows:

Unison believes this Strategy is vital in ensuring that employees have a genuine voice within the organisation. Early and meaningful engagement enables staff to understand the rationale behind decisions, share their expertise and concerns, and contribute to successful outcomes. This approach helps reduce uncertainty and improve morale. This is especially important with the upcoming implementation of LGR.

10. Climate Change Implications

Any climate change implications are contained within the report.

11. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

12. Equality Impact Assessment

An equality impact assessment is included in the appendix to this report.

13. Background Papers

Nil.

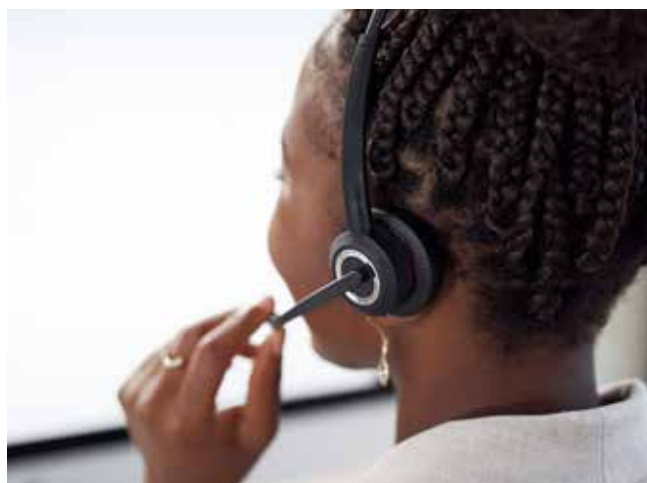
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Broxtowe
Borough
COUNCIL

Communications and Engagement Strategy

2026 -2028



“Broxtowe...a greener, safer, healthier Borough,
where everyone prospers.”

Introduction

In Broxtowe, communicating and engaging with residents, businesses, community groups, employees and other stakeholders remains at the key to the Council's work.

Since our last Communications and Engagement Strategy, communications activity has enabled us to inform, engage and collaborate with our community about major transformation projects like the £21m Stapleford Towns Fund and the £16.5m Kimberley Means Business project. It has helped us to change how people recycle and the action we all take against climate change. It has supported increased visitors to our annual events programme and heritage assets like the D.H. Lawrence Birthplace Museum, giving residents opportunities to connect with others and improve their wellbeing. It has facilitated improvements to how well informed our employees feel about Council initiatives and the changes impacting them and it has helped us highlight the work that goes on in our community and voluntary groups each day.

This strategic refresh is focused on open, accessible, inclusive and meaningful engagement with the communities we serve. It recognises that during times of change and innovation, clear communication matters more than ever.

It also recognises that promoting the delivery of our investment in the local area through housing

building, regeneration, environmental sustainability, health and leisure will remain just as important through any transition.

Our communications objectives remain the same, but this strategy refreshes our delivery methods towards stronger resident insight, more authentic storytelling, more hyperlocal and tailored content and preparedness for transformation.

Now, at a time of significant change for local government, ensuring that communications is not just information sharing, but a tool to help us strengthen relationships and ensure residents feel informed, listened to and involved, has never been more important.

By improving how we engage with residents, partners, businesses, employees, and stakeholders, we can make better decisions together and ensure that all voices have the opportunity to be heard.



Councillor Greg Marshall,
*Deputy Leader
and Portfolio
Holder for
Resources and
Personnel Policy*

Scope

Communications is central to the Council, helping to keep people informed about the services that matter to them, supporting business transformation, behaviour change and place branding and improving our reputation.

Approach

A strategic and proactive approach will ensure that internal and external communications is embedded into every programme, project and change from the beginning, helping to deliver outcomes which are aligned to the Corporate Plan and demonstrating impact.

In the current climate of major local government transformation, collaboration with partner organisations will be an essential component of our work, as will supporting change management through our employee engagement activity.

To ensure that ongoing delivery of our existing strategic priorities remains a priority, the work

programme will reflect both Local Government Reorganisation (LGR) activities and business as usual activities. Strategy actions have been developed to be easily transferrable into any new organisation.

When required and when resources allow, we will consider commissioning professional expertise to support communications activities for core projects.

All communications will operate within legal boundaries, the Code of Recommended Practice on Local Government Publicity (2011), The Public Sector Bodies Accessibility Regulations 2018 and using a mixture of digital and non-digital channels as appropriate.

The strategy has been developed following consultation with key stakeholders including community groups, employees, Elected Members and residents.



It's GREAT values are:

- **G**oing the extra mile - a strong, caring focus on the needs of all communities
- **R**eady for change - innovation and readiness for change
- **E**mployees - valuing employees and enabling the active involvement of everyone
- **A**lways improving - continuous improvement and delivering value for money
- **T**ransparent - integrity and professional competence

Alignment to the Corporate Plan, Vision and Values

The Communications and Engagement Strategy supports the Council's vision and Corporate Plan by telling the story of what we do, why we do it and how we need to adapt to the challenges we face.

We will focus our efforts on communicating how the Council is delivering on those objectives and on projects which fall under them.

The Council's vision is:

"Broxtowe...a greener, safer, healthier Borough, where everyone prospers."

Its priorities are:

- **Housing - A good quality home for everyone.**
Supported projects: Housing Delivery Plan, Housing Improvement Plan.
- **Business Growth - Invest in our towns and our people.**
Supported projects: Town Centre Investment projects, Local Plan.
- **Environment – Protect the environment for the future.**
Supported Projects: Climate Change, Simpler Recycling, Pride in Parks.
- **Health - Support people to live well.**
Supported Projects: Bramcote Leisure Centre refurbishment, Broxtowe Youth Mayor and engagement, Cultural Services projects and events.
- **Community Safety - Healthy and supported communities.**
Supported Projects: No Place For Hate and community cohesion initiatives.

Services in the Council's Resources Portfolio will also be supported including: Budget Consultation, Elections, Corporate Services and Emergency Plans.

Stakeholders

- Residents and service users
- Employees
- Elected Members
- MPs
- Partner bodies and organisations
- Business community
- Potential investors
- The media
- Local groups and forums
- Civic Dignitaries
- Influencers

Channels



Context

A number of facts and figures have helped shape the strategy.

News and Technology

The world is changing and the facts and figures below have helped shape the Council's communications approach. Digital first is the default but traditional methods such as print and face to face engagement will continue to play an important part for those who aren't online.

98% of UK adults use the internet at home and **95%** use a smartphone.

89% of internet users use social media.

97% for 16-24 year olds and 68% for people aged 75 and over.

82% of 16-24 year olds use social media for video.

19% of people read print newspapers for news, 70% read their news online, 68% watch it on demand TV and 63% watch it on broadcast TV.

56%

of social media users have seen misleading or fake news.

54% of adults use AI.

In 2025/26:

879,735 online transactions were made on the website and there were 12,732 online and automated telephone payments.



The Communications Team issued **143 press releases**, responded to **94 press enquiries**, issued **75 internal newsletters**, **188 external newsletters** and created **30 videos**.

14,658 responses to consultations were received and over 3,000 people took part in engagement events. The Council now regularly engages with over 350 groups on its stakeholder map.

Communications channels

The Council has:



13,084
Facebook followers



7,911
X followers



429
YouTube subscribers



2,298
Linkedin followers



31,862
subscribers to the email me services and a 68% engagement rate.

The weekly employee briefing has an 88% engagement rate.

Feedback

The most preferred way to contact the Council was by email, followed by web and by phone.



Budget Consultation 2025

60% residents very satisfied or satisfied with the way in which the Council delivers services – the national average is 51%.

72% residents very satisfied or satisfied with their local area as a place to live – this is equal to the national average.

70% residents feel the Council listens to them.



Local Government Reorganisation

Whilst the LGR programme is currently paused, any reorganisation which does proceed will require effective communication and engagement to ensure a successful transition. Preparedness will help build understanding, confidence and trust among employees, residents, Elected Members, partners and other stakeholders.

In the most recent Employee Survey:

93% were aware of the values.

81% were aware of the Council's vision and long-term values.

72% felt informed.

88% understood how the Council's vision and values relate to the work they do.

Sources

Local Government Association's Local Government customer satisfaction survey 2025
OfCom News Consumption in the UK 2025
OfCom Adult media use and attitudes 2026

Achievements 2023-2026



Digital

Continuous growth of the Council's digital channels, providing a quick and easy way to communicate and engage with residents:



Facebook – from 7,084 to 13,084 ↑ 84%



LinkedIn – 805 to 2,298 ↑ 185%



YouTube – 195 to 429 ↑ 120%



Email Me – 26,343 to 31,863 ↑ 21%

- Embedded video as part of the Council's business as usual channels, with posted videos regularly reaching over 10,000 views per video.
- Reached over 1 million people each year with our social media posts.
- Continued to increase annual online transactions to 879,735 in 2025/26.
- Introduced a new social media framework to guide decision making around social media messages which may be hateful or abusive.

Employee Engagement

- Increased the number of face-to-face engagement opportunities and online roadshow events with Senior Management including an ongoing programme of GMT Question Time sessions and LGR Roadshows.
- Increased the percentage of employees who feel informed by 10%, from 62% to 72%.
- Delivered communications activity which has helped increase the percentage of employees who feel change is managed effectively by 21%, from 46% to 67%.
- 93% of employees are now aware of the values (↑3%), 81% are aware of the Council's vision and long term goals (↑ 5%) and 88%

understand how the Council's vision and values relate to the work they do (↑7%).

- Designed and delivered 12 training sessions and resources for employees and Elected Members to strengthen their communications skills as part of their roles.

Awards

Communications and engagement work undertaken in partnership with an external communications agency for the Stapleford Towns Fund project won Gold for 'Best Not For Profit' campaign in the CIPR Midlands Awards.

³ Granicus 2019 Public Sector Engagement Report

Direct Engagement

- Increased the number of direct engagement opportunities with residents and stakeholders, including face to face events on the Corporate Plan (63 attendees) and LGR (100 attendees), which also included a direct mail out to all households which was responded to by 12,507 residents.
- Completed a stakeholder mapping exercise and established a more dynamic approach to stakeholder engagement to adapt communications messages and channels to individual and hard to reach groups. There are now 350 community, voluntary and partner organisations on the map.
- Adopted a new co-production model for the Disability Forum to enhance trust and create more person-centred outcomes.
- Increased the number of responses Council consultations such as the budget consultation receive from around 600 to over 1,200. The LGA recommends a minimum sample size of 500 – 1,000 respondents to effectively represent overall views and allow for demographic analysis.
- Introduced a Mayor's voluntary award scheme to celebrate the contributions of local people in the community.

Emergencies and events of national significance

- Support emergency response for incidents including Storm Babet.
- Delivered timely and appropriate communications and civic activities as part of Operation London Bridge.

Campaigns

- Developed and delivered a campaign to launch the Council's Corporate Plan 2024-28.
- Helped bring the Council's portfolio of investment projects to life, through multi-channel communications and engagement activity. This has included Stapleford Towns Fund, Kimberley Means Business, UKSPF funding, Climate Change and Housing Delivery.
- Produced a recycling campaign featuring employees from the Refuse Team to encourage residents to 'recycle it right.' The campaign attracted over 95k views and supported a reduction in the contamination rate from 18.5% to 14.1%.
- Developed a new approach to marketing the Council's annual events programme and the D.H. Lawrence Birthplace Museum which has supported a 27% increase in event attendance to over 31,000 and a 59% increase in visitors to our highest recorded visitor figure of 5,833 in 2025/26.
- Launched a tourism campaign to promote the Borough as a local, national and international tourist destination, supporting local heritage assets and economic growth.
- Introduced a regular programme of You Said, We Did communications to ensure residents feel that their voices have been heard and ideas acted upon.
- Secured local and national press coverage for Council initiatives including Stapleford Towns Fund, High Street Rental Auctions and the D.H. Lawrence Birthplace Museum.

Strategic Objectives

1

BRING COUNCIL PRIORITIES TO LIFE

Develop a compelling and engaging narrative to tell the story of what the Council is working to achieve for local people.

2

EMPOWER EMPLOYEES TO TELL OUR STORY

Provide the right opportunities and tools to empower employees to actively participate in delivering our vision and values and act as ambassadors for the Council.

3

LISTEN, RESPOND AND COLLABORATE

Listen and respond to local people and work with them to achieve our vision for Broxtowe.

4

BUILD EFFECTIVE COMMUNICATIONS PLATFORMS

Communicate and engage with the right people, in the right way, using the right channels.

Measure of success

- Employee survey results
- Service take up
- Resident satisfaction
- Behaviour change
- Digital channel usage
- Number of direct engagements

Risks

- Misinformation and distrust
- Resource constraints
- Uncertainty of LGR
- Pace of development for digital communications channels
- Emergency communications

Bringing Council priorities to life

Develop a compelling and engaging narrative to tell the story of what the Council is working to achieve for local people.

Residents increasingly want to hear about visible outcomes, so a focus on hyper-local content will help us shift our narrative from simply promoting services, to demonstrating impact and value.

User generated content and human-interest stories in a range of formats will help add authenticity to corporate messages and help build trust, which will become increasingly important during major transformation.

Actions

- 1 Pilot hyperlocal communications, including ward-level updates and ‘what’s happening near you’ content featuring residents, employees, community champions and local places.
- 2 Introduce more visible impact reporting, such as ‘Your Council in Action’ updates, facts and figures, infographics and before and after case studies.



Empower Employees To Tell Our Story

Provide the right opportunities and tools to empower employees to actively participate in delivering our vision and values and act as ambassador for the Council.

Ensuring employees are well-informed helps encourage employee advocacy and confidence in the Council and its values. Many employees are also local residents who can shape and influence perceptions of the Council through their interactions with family, friends and the communities in which they live.

In the current time of transformation, moving from internal updates to continuous dialogue with employees will be at the forefront, helping to foster a culture where employees feel supported and valued at a time of upheaval and providing organisational resilience.

Actions

Business as usual

- 1 Introduce a simple system for submitting internal stories about success, service improvements, resident feedback, photos and project updates.
- 2 Review communications approaches for frontline employees who are not desk based, such as mobile briefings, short video updates and quick-read leadership summaries.
- 3 Equip employees and Elected Members with more ready-made digital content packs to help them share messages within their communities.
- 4 Continue to develop the annual programme of employee roadshows and GMT Question Time sessions to ensure they stay useful and relevant.



Listen, respond and collaborate

Listen and respond to local people and work with them to achieve our vision for Broxtowe.

Consultation has been and will continue to be an important part of Council communications and decision making. As relationships are strengthened with residents and stakeholders, our model will also look at ways to achieve a continuous engagement and co-production model.

This will include investing our time in fostering working relationships with community leaders and groups and reviewing the options residents have to engage with and feedback to us in an accessible, inclusive way.

Actions

- 1 Consider options for pop up engagement in community spaces such as markets, supermarkets and at events to help reach residents who we are not currently engaged with.
- 2 Improve feedback loops with increased You Said, We Did content, which also explains what will happen next.
- 3 Work with the Broxtowe Youth Mayor, partners and stakeholder groups to increase engagement with young people.
- 4 Develop a clear, visible narrative which supports community cohesion and promotes and celebrates diversity.



Build effective communications platforms

Communicate and engage with the right people, in the right way, using the right channels.

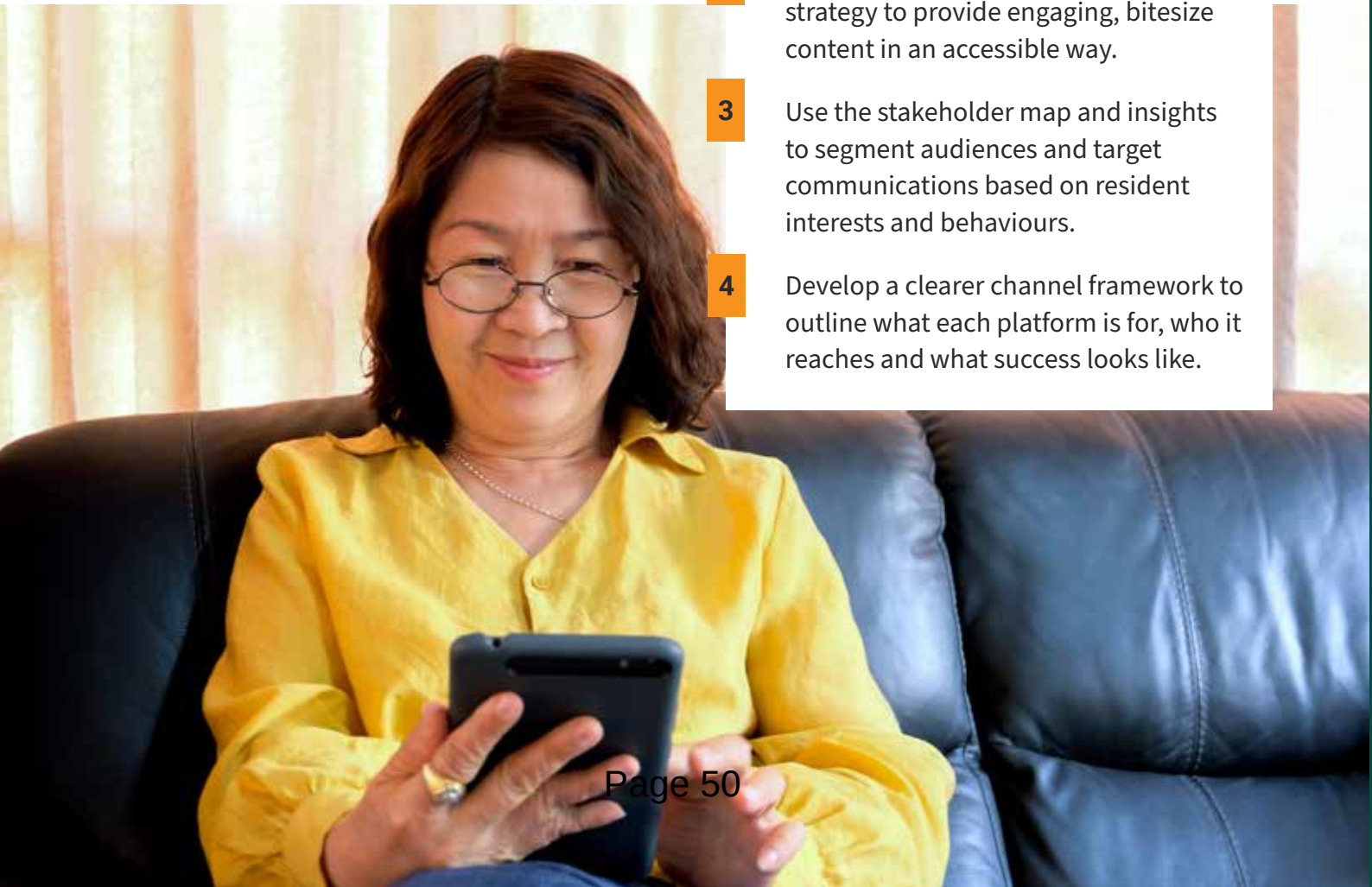
Having effective communications platforms will be the building blocks of transformation activity over the coming years.

These platforms can only succeed if communications is considered a must have rather than an optional extra, so work will be undertaken to ensure there is an aligned approach to communications across the authority.

The focus will also shift towards data-led communications, bringing together insight from across the Council and our stakeholders to inform the content of our communications, how these are shared and lessons learned for future activity.

Actions

- 1 Improve processes for compiling consultation and demographic data across the Council.
- 2 Create a stronger short-form video strategy to provide engaging, bitesize content in an accessible way.
- 3 Use the stakeholder map and insights to segment audiences and target communications based on resident interests and behaviours.
- 4 Develop a clearer channel framework to outline what each platform is for, who it reaches and what success looks like.



Local Government Reorganisation

Communications is an enabler of any successful change programme and Local Government Reorganisation (LGR) is no exception.

Whilst the LGR programme is currently paused, appropriate communications and engagement activity will continue to support employees, residents, Elected Members and other stakeholders during the on going period of uncertainty.

The actions outline how the Council will consult, communicate and engage through any reorganisation which does take place.

A proactive approach will ensure that the Council is prepared to undertake these actions if required.

Actions

- 1 Work with partners to communicate in an effective, consistent and engaging way about the future of local government, providing reassurance to residents and employees, explaining continuity of services, correcting misinformation and simplifying complex issues.
- 2 Design an approach to allow employees, Elected Members and local people to celebrate and reflect on the Council, the role it has played in local life and look forward to the future.
- 3 Ensure appropriate feedback arrangements are in place across the Council and as part of LGR workstreams to ensure service data, planning and insights are shared to shape future communications activity.
- 4 Explore the use AI-assisted tools to support content creation of FAQs, analytics and readability, whilst maintaining transparency and human oversight.
- 5 Use a range of accessible face-to-face and digital communications channels to ensure continuous listening, engaging and responding with residents, employees and Elected Members throughout the LGR process.
- 6 Refresh the Employee Forum and its scope to support two-way communications, messaging testing and sentiment analysis, particularly during LGR.
- 7 Adopt an employee first approach to LGR communications to ensure clear and timely updates using a blend of face to face and digital engagement options.
- 8 Providing toolkits and resources to equip managers to communicate consistently and confidently through the transition phase of LGR.
- 9 Support proactive communications and engagement activity around elections to Shadow Councils.

**This document is
available in large
print upon request.**

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www.broxtowe.gov.uk/socialmedia



**Broxtowe
Borough
COUNCIL**

Broxtowe Borough Council
Foster Avenue, Beeston,
Nottingham, NG9 1AB
Tel 0115 917 7777
www.broxtowe.gov.uk



EQUALITY IMPACT ASSESSMENT (EIA)

Directorate:	Communications, Cultural and Civic Services	Lead officer responsible for EIA	Sarah Tidy
Name of the policy or function to be assessed:		Communications and Engagement Strategy 2026-28	
Names of the officers undertaking the assessment:		Sarah Tidy	
Is this a new or an existing policy or function?		New	
1. What are the aims and objectives of the policy or function? The strategy is designed to help the Council communicate and engage effectively with its stakeholders, ensuring residents, employees, elected members, partners and communities are informed, involved and able to influence decisions that affect them. The objectives of the strategy are: Bring Council priorities to life - develop compelling and engaging communications that demonstrate how the Council is delivering its priorities and improving outcomes for local people. Empower employees to tell our story - provide employees and elected members with the information, skills and tools they need to act as effective ambassadors for the Council. Listen, respond and collaborate - strengthen two-way engagement with residents, communities and stakeholders to support informed decision making and co-production. Build effective communications platforms - ensure information is accessible and reaches the right audiences through the most appropriate channels. Support Local Government Reorganisation (LGR) - deliver clear, timely and transparent communications and engagement activity to support the transition to new local government arrangements and help stakeholders understand and engage with change.			
2. What outcomes do you want to achieve from the policy or function? The Communications and Engagement Strategy 2026-2028 is expected to have a positive impact across all protected characteristics by improving access to information, increasing opportunities for participation and engagement, strengthening community cohesion, and ensuring that communications relating to Local Government Reorganisation are inclusive, transparent and accessible to all stakeholders. - Increased understanding of our corporate priorities and objectives - Increased engagement with our stakeholders - Behaviour change - Increased trust and confidence in the Council and local government. - Increased participation in consultations, engagement activities and community initiatives.			

Directorate:	Communications, Cultural and Civic Services	Lead officer responsible for EIA	Sarah Tidy
• Improved accessibility and inclusivity of Council communications. • Effective communication and engagement throughout Local Government Reorganisation, ensuring stakeholders understand how changes affect them and have opportunities to contribute to the transition process.			
3. Who is intended to benefit from the policy or function? • Residents and service users • Employees • Elected Members • Partner bodies and organisations • Business community • Local groups and forums			
4. Who are the main stakeholders in relation to the policy or function? • Residents and service users • Employees • Elected Members • MPs • Partner bodies and organisations • Business community • Potential investors • The media • Local groups and forums • Civic Dignitaries • Influencers			
5. What baseline quantitative data do you have about the policy or function relating to the different equality strands? • Workplace profile • Ward profiles • Electoral data • Communications and engagement performance data, including digital channel analytics. • Consultation and engagement participation data, including equality monitoring information where available. • Employee engagement survey results. • Stakeholder engagement data and community mapping information.			
6. What baseline qualitative data do you have about the policy or function relating to the different equality strands? • Feedback from local groups and stakeholders. • Equalities monitoring data from consultation exercises conducted by the Council. • Feedback from employee engagement activities and forums. • Feedback received through consultation exercises, stakeholder workshops and community engagement events.			

Directorate:	Communications, Cultural and Civic Services	Lead officer responsible for EIA	Sarah Tidy
Feedback from Disability Forum participants and other representative groups.			
7. What has stakeholder consultation, if carried out, revealed about the nature of the impact? The strategy seeks to ensure that communications and engagement activities are inclusive, accessible and responsive to the needs of different communities. Previous engagement activity has highlighted the importance of using a range of communication channels, providing opportunities for face-to-face engagement, and ensuring information is available in accessible formats. The likely impact of the strategy is therefore positive, helping to improve participation and ensure that a wider range of voices are represented in Council decision making. The dedicated Local Government Reorganisation section will also support transparent engagement during a period of significant change.			
8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways? In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group: The strategy recognises that barriers may exist for some groups, including digital exclusion, language barriers, literacy levels, disabilities, socio-economic factors and limited awareness of engagement opportunities. The action plan includes measures to address these barriers through the use of multiple communication channels, accessible formats, targeted engagement activity and collaboration with community organisations and representative groups. The impact is therefore expected to be positive, helping to improve access and participation across all communities.			
☐ Does the policy or function target or exclude a specific equality group or community? Does it affect some equality groups or communities differently? If yes, can this be justified? No			
☐ Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified? No			

Directorate:	Communications, Cultural and Civic Services	Lead officer responsible for EIA	Sarah Tidy
□ Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function? The strategy aims to break down barriers across different groups and encourage more engagement with the Council, so the likely impact would be positive in nature.			
□ Could the policy or function promote or contribute to equality and good relations between different groups? If so, how? The strategy will promote equality, inclusion and good relations by: • Providing accessible information through a range of communication channels. • Increasing opportunities for residents and stakeholders from all backgrounds to participate in decision making. • Supporting engagement with seldom-heard and underrepresented groups. • Ensuring Local Government Reorganisation communications are transparent, inclusive and accessible. • Using feedback and insight to inform service delivery and policy development. • Promoting a greater understanding of the Council's priorities, services and decision-making processes.			
□ What further evidence is needed to understand the impact on equality? Regular evaluation will take place throughout the duration of the strategy to monitor its impact and effectiveness and identify areas to focus on in terms of the equality strands.			

9. On the basis of the analysis above what actions, if any, will you need to take in respect of each of the equality strands?

All protected characteristics: Regular monitoring and evaluation will be undertaken throughout the life of the strategy to ensure communications and engagement activities are reaching and engaging diverse audiences. Equality monitoring data, consultation feedback, stakeholder insight and performance information will be used to identify gaps in participation and inform targeted activity where required.

Specific action will be taken to:

- Understand the barriers to participation
- Ensure communications are available in accessible formats where required.
- Utilise a mix of digital, face-to-face and traditional channels to reduce barriers to participation.

- Engage proactively with representative groups and community organisations.
- Monitor participation in consultations and engagement activity to identify underrepresented groups.
- Ensure Local Government Reorganisation communications are inclusive, accessible and tailored to the needs of different audiences.
- Review the impact of communications activity annually and update action plans where necessary.

Age: Regular evaluation to ensure this group is engaged.

Disability: Regular evaluation to ensure this group is engaged.

Gender: Regular evaluation to ensure this group is engaged.

Gender Reassignment: Regular evaluation to ensure this group is engaged.

Marriage and Civil Partnership: Regular evaluation to ensure this group is engaged.

Pregnancy and Maternity: Regular evaluation to ensure this group is engaged.

Race: Regular evaluation to ensure this group is engaged.

Religion and Belief: Regular evaluation to ensure this group is engaged.

Sexual Orientation: Regular evaluation to ensure this group is engaged.

Care Experience: Regular evaluation to ensure this group is engaged.

Chief Executive: Zulfiqar Darr

I am satisfied with the results of this EIA. I undertake to review and monitor progress against the actions proposed in response to this impact assessment.

Signature: Zulfiqar Darr

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Report of the Portfolio Holder for Resources and Personnel Policy

Workforce Profile 2025/26

1. Purpose of report

To provide detailed analysis of workforce and applicant data relating to a number of key reporting areas. This is in accordance with all the Council's key priorities.

2. Recommendation

Cabinet is asked to NOTE the Workforce Profile 2025/26.

3. Detail

The Workforce Profile is an annual report which is produced by the Human Resources and the Payroll and Job Evaluation service covering areas such as recruitment, the workforce, employment issues, and health and safety. It provides an opportunity for the Council to compare data against previous years to see how it is progressing.

The Workforce Profile is an important document for the Council. The information and further analysis provided allows the Council to identify areas of success and areas that may require further consideration and improvement.

The Workforce Profile 2025/26 is shown in the **Appendix**.

4. Key Decision

This report is not a key decision.

5. Updates from Scrutiny

Not applicable.

6. Financial Implications

The comments from the Deputy Chief Executive and Section 151 Officer were as follows:

There are no direct financial implications arising from this noting report. The cost of employees related expenses are contained within approved establishment budgets.

7. Legal Implications

The comments from the Head of Legal Services and Deputy Monitoring Officer were as follows:

There are no direct legal implications that arise from this report.

8. Human Resources Implications

The Head of Human Resources has contributed to this report.

9. Union Comments

The Union comments were as follows:

The Workforce Profile is an important document for both the Council and for Unison. In regard to the Appendix, section 4.9 Breakdown of Reasons for Leaving by Age and Gender. It would have been extremely useful to have known the reasons as to why the majority (49 employees) who left Broxtowe are listed as 'Not Known'. Was this due to an exit interview not being offered or the offer for an exit interview being refused by the employee? I would propose that more work needs to be undertaken about employee exit interviews to better understand the reasons as to why people are leaving the Council.

10. Climate Change Implications

Not applicable.

11. Data Protection Compliance Implications

This report does not contain any [OFFICIAL (SENSITIVE)] information and there are no Data Protection issues in relation to this report.

12. Equality Impact Assessment

As there is no change to policy an equality impact assessment is not required.

13. Background Papers

Nil.

Workforce Profile

2025/26

Contents

	Page
1 Introduction.....	4
2 Achievements.....	4
3 Recruitment	
3.1 Overview.....	6
3.2 Applicants and Candidates.....	6
3.3 Total Applications Received.....	6
3.4 Overview of Recruitment Process Levels.....	7
3.5 Average Age of Applicants.....	8
3.6 Ethnicity and Recruitment.....	8
3.7 Shortlisted Applicants from an Ethnic Minority Background....	9
3.8 Appointed Applicants from an Ethnic Minority Background.....	9
3.9 Disability and Recruitment.....	10
3.10 Applicants with Disabilities.....	10
3.11 Shortlisted Applicants with Disabilities.....	11
3.12 Applicants with Disabilities Appointed	11
3.13 Internal Promotions.....	12
4 Our Workforce	
4.1 Introduction.....	13
4.2 Establishment Levels.....	13
4.3 Ethnicity	14
4.4 Ethnicity of Workforce – Breakdown.....	15
4.5 Employees with Disabilities.....	16
4.6 Employees Average Length of Service.....	16
4.7 Age and Service Length.....	17
4.8 Age Ranges.....	18
4.9 Breakdown of Leavers by Age and Gender.....	19
4.10 Grade Profile of Workforce.....	20
4.11 Workforce Profile Starters (Permanent and Temporary).....	20
4.12 Gender.....	21
4.13 Job Evaluation.....	22
4.14 Gender Pay Gap.....	23
4.15 Disability Pay Gap.....	24
4.16 Ethnicity Pay Gap.....	25
5 Employment Issues	
5.1 Disciplinary, Grievance, Capability and Attendance Management	26
5.2 Disciplinary.....	26
5.3 Grievances.....	26
5.4 Capability Policy and Procedure.....	27
5.5 Attendance Management Policy and Procedure.....	27

5.6	Breakdown of Employee Sickness Absence.....	28
5.7	FTE Absence (Average Sick Days Per Employee)	29
5.8	Mental Health Related Sickness Absence.....	31
5.9	Business Mileage.....	32
6	Health and Safety.....	33
6.1	RIDDOR Type of Accident.....	33
6.2	Lost Working Days Through Accidents at Work.....	34
7	Conclusions.....	35

1. Introduction

Welcome to the Broxtowe Borough Council's Workforce Profile report for 2025/26. The Workforce Profile is reviewed annually and has been produced by the Human Resources and the Payroll and Job Evaluation teams.

The Council has a strong set of organisational values which are outlined within its Corporate Plan and its People Strategy, both of which show that the Council aims to continuously value, support, improve and develop the diversity, well-being, skills and professional capabilities of our workforce.

This document and its comparison with previous years allows the Council to see the improvements and achievements that have occurred. It also highlights areas of improvement so the Council can continuously improve.

On 31 March 2026, the Council employed 497 people (by headcount) across several sites within the Borough.

The turnover for employees leaving the Council in 2025/26 was 13.38%.

2. Achievements

As part of the Council's strong commitment to the workforce, the Council continues to retain several national accreditations as well as demonstrate many local achievements.

Disability Confident

Broxtowe Borough Council is a 'Disability Confident Leader'. This is the highest status awarded to organisations by the Department for Work and Pensions and demonstrates the Council's commitment to supporting those with disabilities.

Broxtowe Learning Zone

The Learning Management System was introduced in November 2014. Job roles are automatically assigned to the mandatory training they are required to complete around areas such as information security, health and safety, the Code of Conduct, equality, safeguarding and prevent issues. Members are also given access to this site and can enrol themselves onto any e-learning course that is on the site.

By March 2025, 79 e-learning courses were available to employees and Members, with four new courses being launched during 2025/26. The new courses launched were Control of Substances Hazardous to Health (COSHH), Asbestos Awareness, Working at Height and Personal Canvassing 2025.

April 2017 saw the launch of the new Performance Appraisal process, incorporating a core abilities self-assessment. By the closing date for 2025/26 appraisals, the Council and Liberty Leisure Limited had a combined completion rate of 96% (95% in 2024/25). The Council itself had a completion rate of 99% (100% the previous year) and Liberty Leisure on its own had a completion rate of 73% (previously 65%).

Combined completion rates for previous years are 2024/25 = 95.5%; 2023/24 = 87.8%; and 2022/23 = 79.0%.

Work Experience

The Council provided a total of 11 work experience placements during 2025/26. Of these placements, one disclosed that they had a disability. Service areas that hosted a work experience student included Housing, Human Resources, Learning and Development, Legal Services, Finance Services, Environmental Services (Parks and Green Spaces), Asset Management, Bramcote Crematorium and Democratic Services.

3. Recruitment

3.1 Overview

This section deals with recruitment data that has been collated as part of the Council's internal monitoring processes. The data helps the Council determine current levels of recruitment, equality indicators, and the numbers of applicants compared with previous years. This is used to identify trends, identify insights, prompt appropriate action, and help set realistic targets to monitor performance going forward.

As part of the Council's recruitment policy and process, all personal data is withheld from managers at the shortlisting stage, in order to anonymise the shortlisting process. This anonymised shortlisting helps the process remains fair and impartial.

3.2 Applicants and Candidates

During 2025/26 the Council received 2076 applications for 131 advertised positions. The outcome of these 131 advertised positions are 76 appointments,

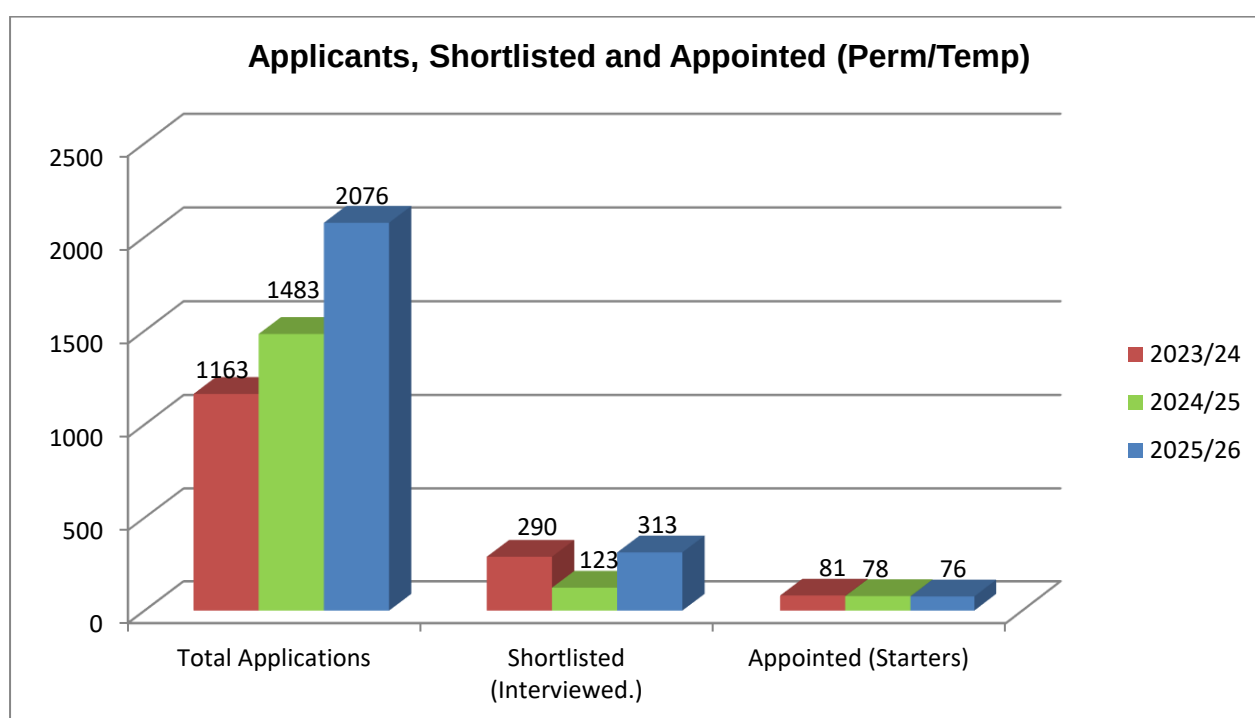
- There was a 40% increase in the total number of applications received when compared with the number of applications received in 2024/25.
- There was an average of 15.85 applications for every vacancy in 2025/26. This is an increase when compared with the 12.68 applications received for every vacancy in 2024/25.
- Of the 76 appointments, 2 were for temporary positions and 74 were for permanent positions.

3.3 Total Applications Received

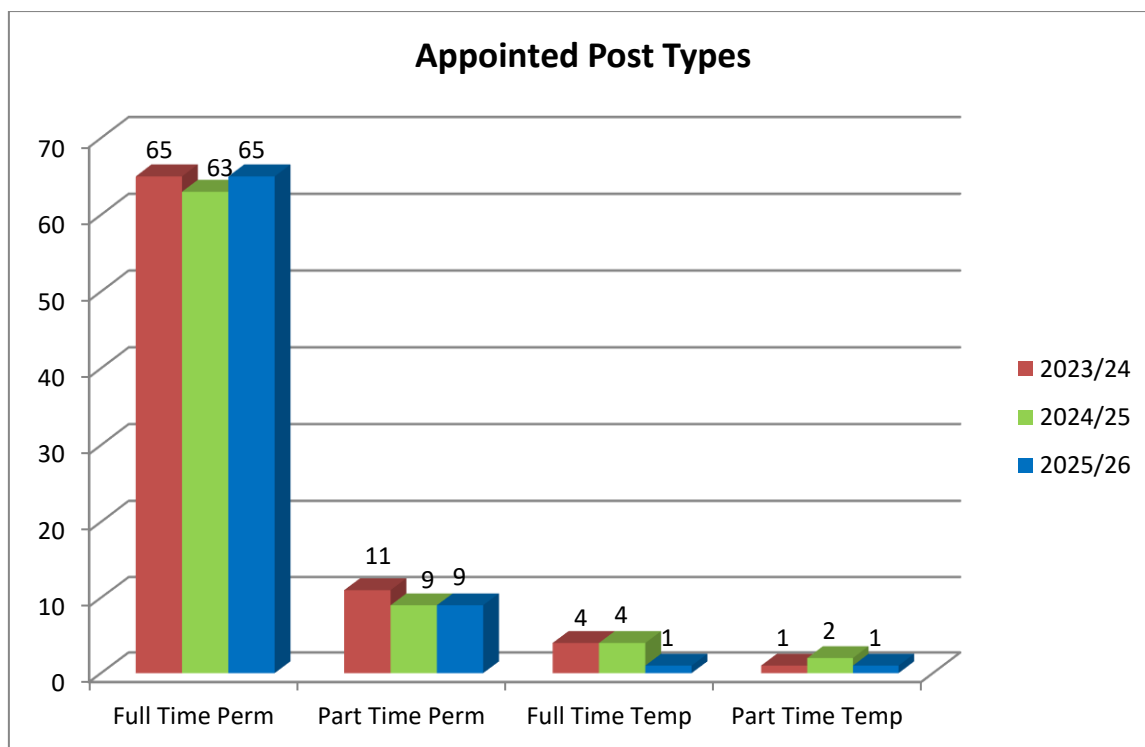
Most job applications are now made via the Council's website with only a small percentage received through the post.

	2023/24		2024/25		2025/26	
Online Applications	1,154	99.23%	1,483	100.00%	2,050	98.75%
Paper Applications	9	0.77%	0	0.00%	26	1.25%
Total Applications	1,163		1,483		2,076	

3.4 Overview of Recruitment Process Levels



In 2025/26, the Council shortlisted 15.01% of all applicants. In 2024/25 this figure was lower at 8.29% with the figure in 2023/24 at 24.94%.



3.5 Average Age of Applicants

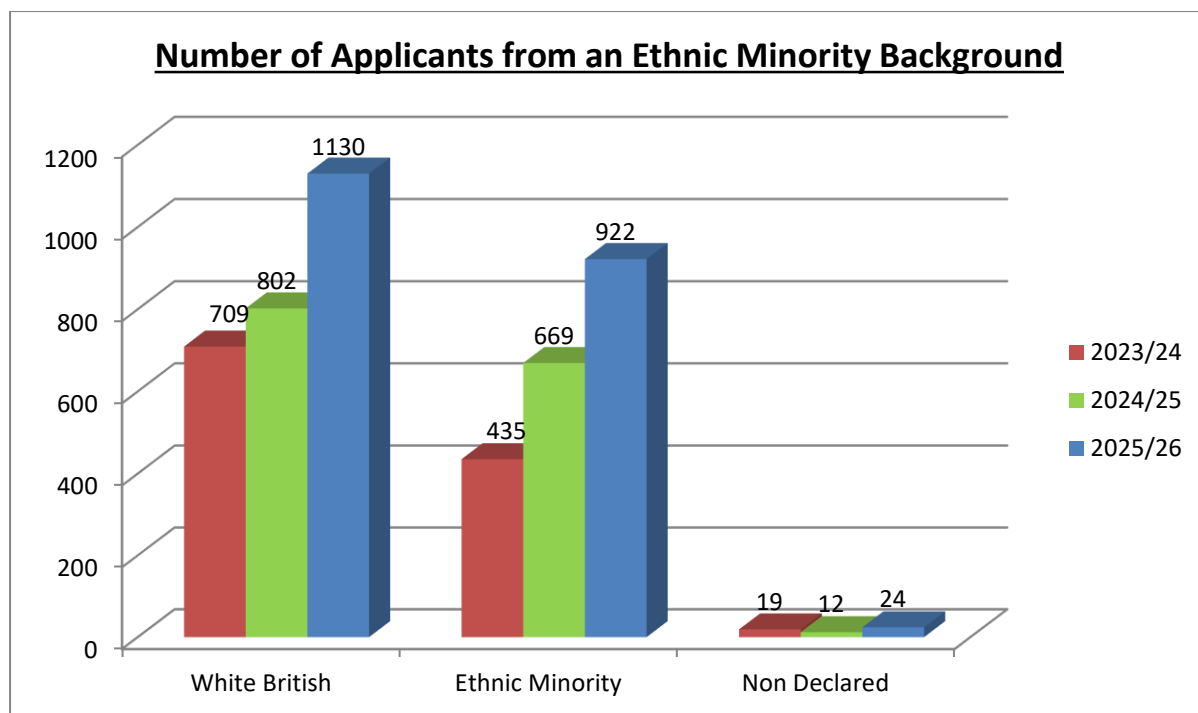
	2023/24	2024/25	2025/26
Male	39.44	37.02	35.91
Female	38.23	34.88	35.48
Overall	38.86	35.99	35.68

3.6 Ethnicity and Recruitment

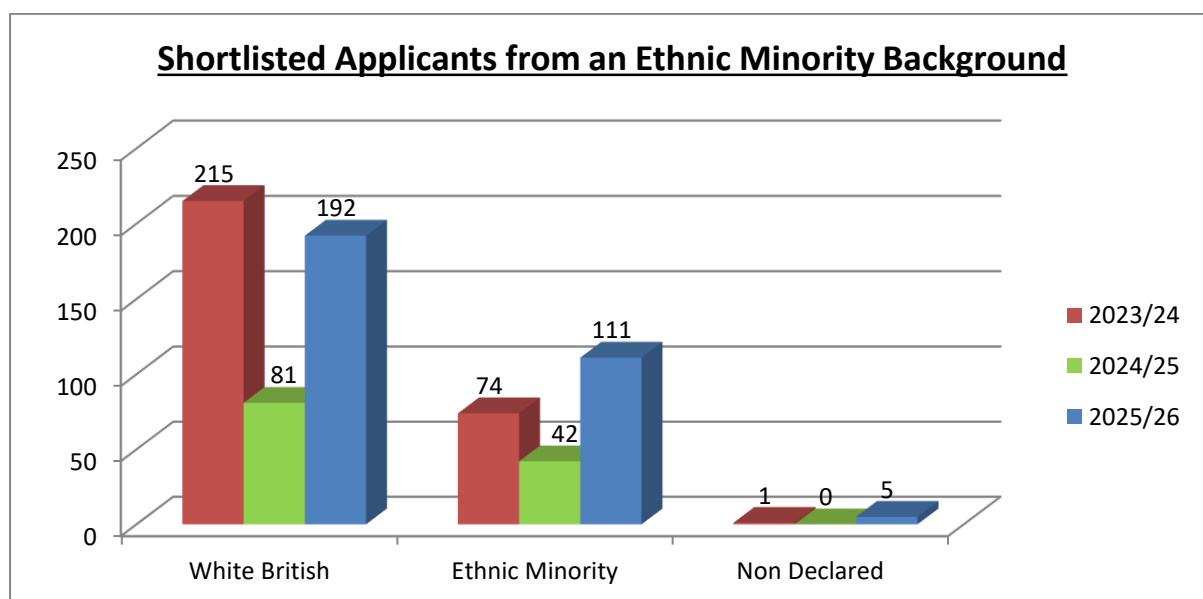
The following graphs show the breakdown of applicants from an ethnic minority background during 2023/24, 2024/25 and 2025/26.

Some key points to note are:

In 2025/26 applications from an Ethnic Minority background accounted for 44.41%. In 2024/25 there were 45.11% of applications from an Ethnic Minority background and in 2023/24 this figure was 37.40%.

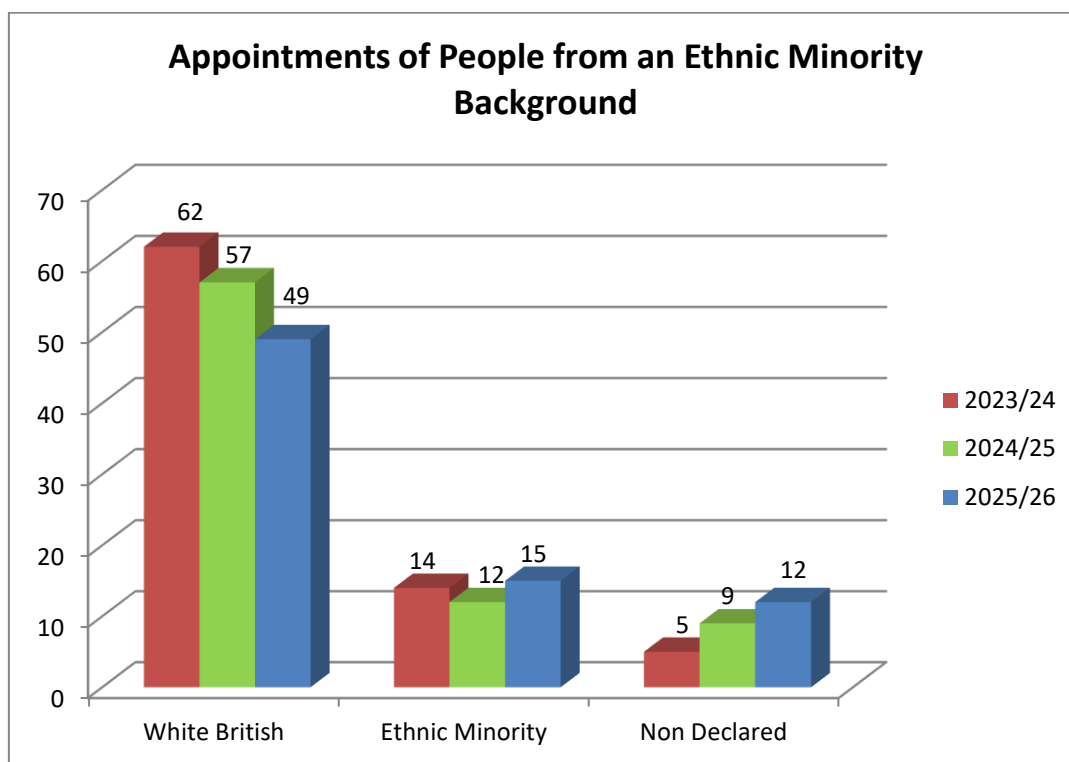


3.7 Shortlisted Applicants from an Ethnic Minority Background



There were 111 applicants from an ethnic minority background shortlisted in 2025/26 (36%). In 2024/25, 34.15% of applications from people from an ethnic minority background were shortlisted. In 2023/24 this figure was 17.01%.

3.8 Appointed Applicants from an Ethnic Minority Background



The table below shows the percentage of people from an ethnic minority background that applied, were shortlisted and appointed in comparison to the total number of applications, people shortlisted and appointed across all categories.

Year	Applicants	Shortlisted	Appointed
2023/24	37.40%	25.52%	17.28%
2024/25	45.11%	34.14%	15.39%
2025/26	44.41%	36.00%	19.74%

The Census 2021 states that 15.52% of the Borough's population are from an ethnic minority background at the point the Census was undertaken.

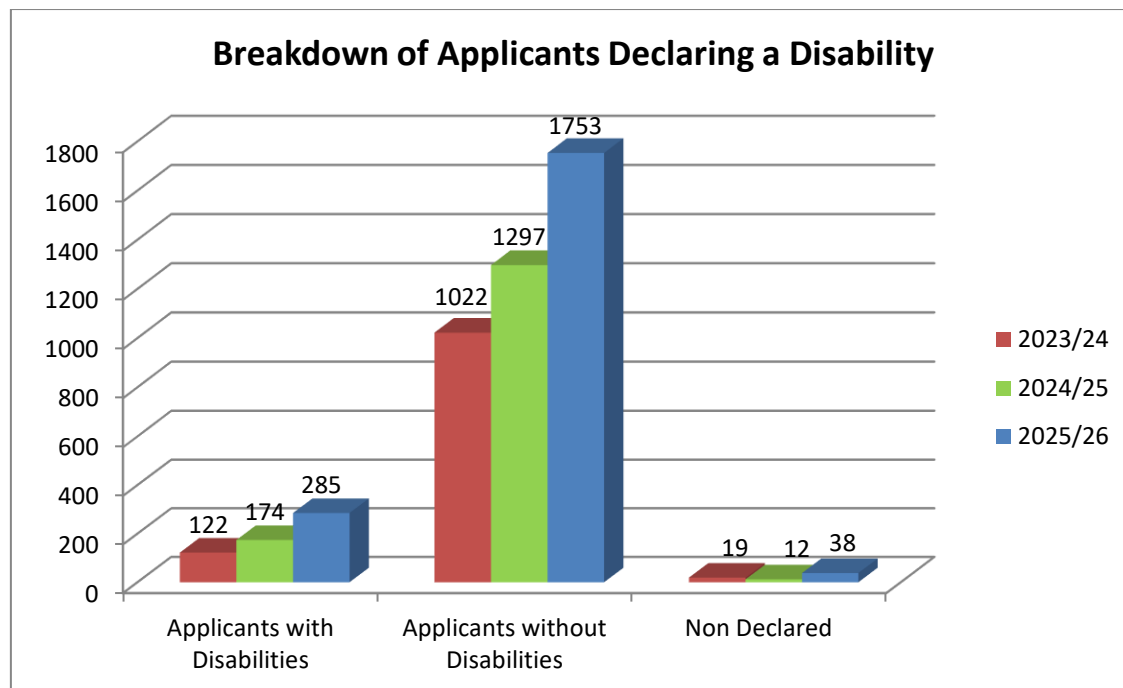
3.9 Disability and Recruitment

The Council is committed to providing equality of opportunity to all applicants, including those with disabilities. Applicants with disabilities that meet the essential criteria of a role are automatically invited for interview. This is supported and promoted by the Council's Disability Confident Status.

People with disabilities are actively supported and assisted on appointment through the provision of equipment or other reasonable adjustments where necessary and by reviewing working practices to ensure that everyone has the opportunity to be successful during their time with the Council.

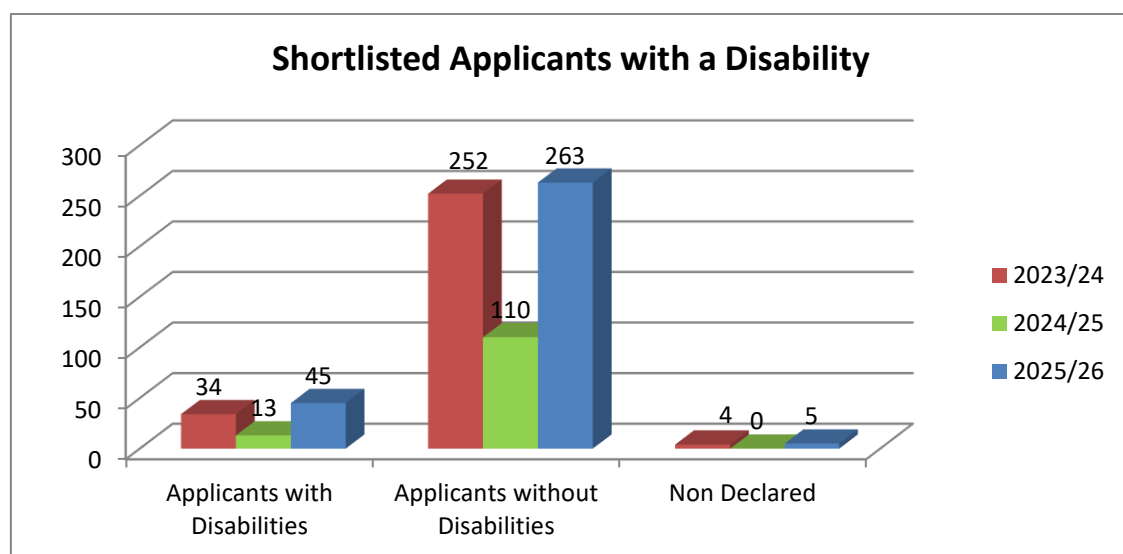
3.10 Applicants with Disabilities

285 of all applications were from people with disability in 2025/26. This accounts for 13.72% of all applications in 2025/26. In 2024/25 the percentage of applicants with a disability was 11.73% and in 2023/24 the figure was 10.49%.

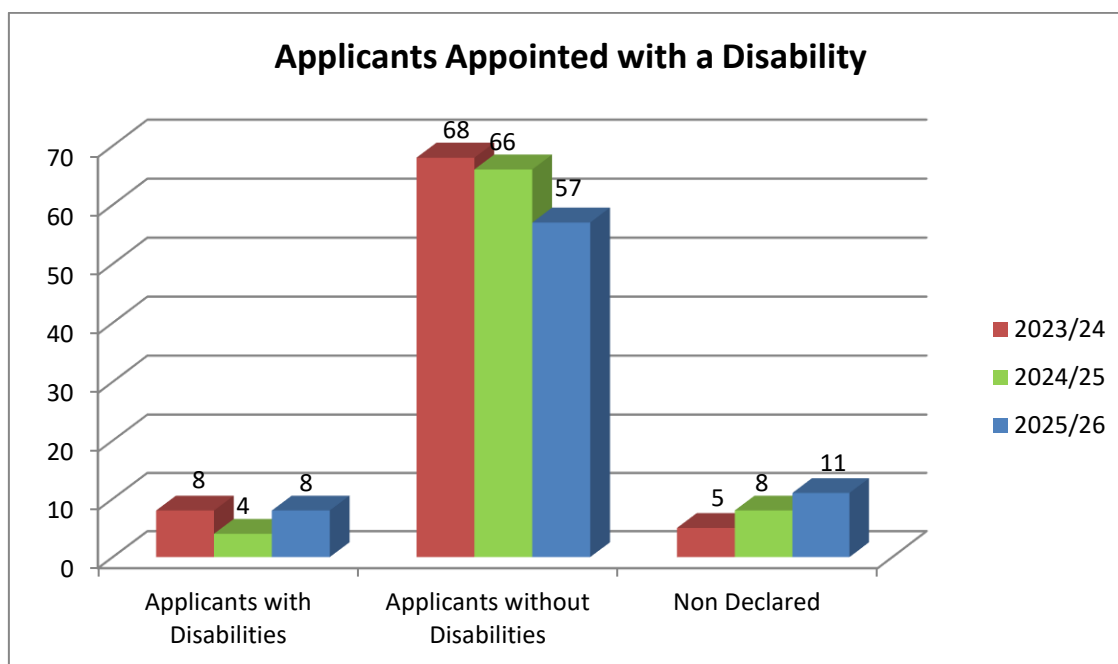


3.11 Shortlisted Applicants with Disabilities

The number of application forms from applicants with a disability was 285 in 2025/26. 45 of the 285 applicants were shortlisted which means the percentage of applicants shortlisted that declared a disability for 2025/26 was 15.79%. The percentage for 2024/25 was 7.47% and in 2023/24 the percentage was 27.87%.



3.12 Appointed Applicants with Disabilities



The Census 2021 data states that 18.3% of the Borough's population have day-to-day activities limited by a disability. Of the 18.3%, 7.3% stated a disability limited their day-to-day activities a lot, whilst 11.0% stated a disability limited them a little. Unfortunately, this data isn't broken down by age so it's not possible to know what percentage of those that responded are of working age.

3.13 Internal Promotions

This section captures the work undertaken to provide employees with career progression opportunities at the Council. Promotions fall under two categories:

- The employee's post has been re-graded to a higher grade indicating additional responsibility.
- The employee was promoted into a different position where the grade was higher.

	2023/24	2024/25	2025/26
Post has been re-graded	63	43	26
Appointed to higher graded post	31	25	20
Total	94	68	46

All 20 employees that were appointed into a higher graded post have declared whether they have a disability or not. Of these 20 employees, one employee declared themselves to have a disability. All 20 employees appointed to a higher graded post have declared their ethnic background. Of these 20 employees, three employees have stated they are from an ethnic minority background.

From January 2022 until August 2024 the Council conducted a job evaluation review for all posts at the Council. During this time the figures for 'Post has been re-graded' may be higher than normal due to the job evaluation review which was conducted.

The statistics shown for internal promotions relate to the GLPC scheme (Grade 15 or lower). Heads of Service and above are assessed under the HAY scheme and evaluated externally by the KornFerry Hay group.

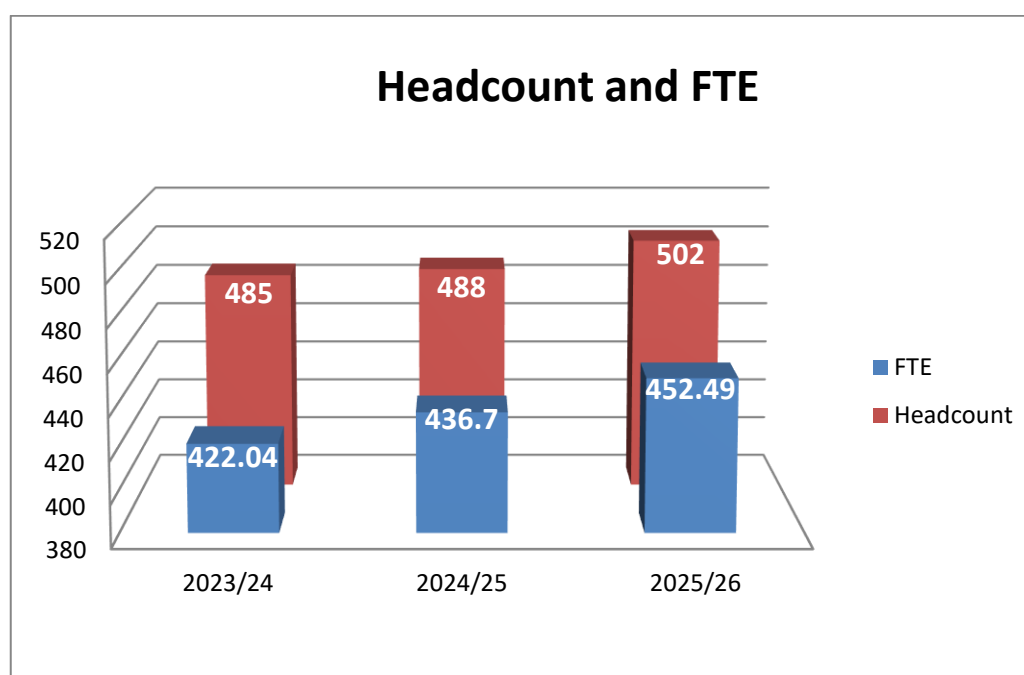
4. Our Workforce

4.1 Introduction

This section of the report shows the current make up of our workforce and provides statistics that can be analysed and used to identify trends.

4.2 Establishment Levels

The following chart shows the Full Time Equivalent (FTE) and headcount of employees of the Council for the last three years as at 31 March 2026.



4.3 Ethnicity

During 2025/26, 11.55% of the workforce were from an ethnic minority background. This is an increase of 0.90% when compared with 2024/25. Below is a snapshot of the ethnic diversity of the workforce which includes those employees that have declined to state their ethnic origin.

Ethnicity	2023/24	2024/25	2025/26
Any other ethnic group	3	4	6
Asian - Other	-	1	1
Bangladeshi	1	1	1
Black or British African	3	2	5
Black or British Any Other	-	-	1
Black or British Caribbean	4	4	4
Chinese	3	5	5
Hong Kong People	-	-	1
Indian	8	7	9
Mixed - Other	3	3	2
Mixed – W/B African	2	2	2
Mixed - W/B Caribbean	5	6	4
Mixed - White/Asian	2	3	3
Pakistani	12	9	8
Undeclared	14	17	26
White - British	418	419	418
White - Irish	4	2	2
White Other	3	3	4
Grand Total	485	488	502

On 31 March 2026, the Council had 502 employees of which 418 (83.27%) declared themselves to be White British, 58 (11.55%) employees declared to be from an ethnic minority background and a further 26 employees (5.18%) did not declare their ethnicity.

4.4 Ethnicity of Workforce – Breakdown

Ethnic Origin	Gender	Full Time	%	Part Time	%	Grand Total	%
Any other ethnic group	F	3	0.79%	0	0.00%	3	0.60%
	M	1	0.26%	2	1.64%	3	0.60%
Asian - Other	F	0	0.00%	0	0.00%	0	0.00%
	M	1	0.26%	0	0.00%	1	0.20%
Bangladeshi	F	0	0.00%	0	0.00%	0	0.00%
	M	1	0.26%	0	0.00%	1	0.20%
Black or British African	F	3	0.79%	0	0.00%	3	0.60%
	M	2	0.53%	0	0.00%	2	0.40%

Ethnic Origin	Gender	Full Time	%	Part Time	%	Grand Total	%
Black or British Any Other	F	1	0.26%	0	0.00%	1	0.20%
	M	0	0.00%	0	0.00%	0	0.00%
Black or British Caribbean	F	1	0.26%	0	0.00%	1	0.20%
	M	3	0.79%	0	0.00%	3	0.60%
Chinese	F	3	0.79%	1	0.82%	4	0.80%
	M	1	0.26%	0	0.00%	1	0.20%
Hong Kong People	F	0	0.00%	0	0.00%	0	0.00%
	M	1	0.26%	0	0.00%	1	0.20%
Indian	F	5	1.32%	1	0.82%	6	1.20%
	M	3	0.79%	0	0.00%	3	0.60%
Mixed - Other	F	1	0.26%	0	0.00%	1	0.20%
	M	1	0.26%	0	0.00%	1	0.20%
Mixed – White / Black African	F	1	0.26%	1	0.82%	2	0.40%
	M	0	0.00%	0	0.00%	0	0.00%
Mixed – White / Black Caribbean	F	3	0.79%	0	0.00%	3	0.60%
	M	1	0.26%	0	0.00%	1	0.20%
Mixed – White / Asian	F	2	0.53%	0	0.00%	2	0.40%
	M	1	0.26%	0	0.00%	1	0.20%
Pakistani	F	2	0.53%	1	0.82%	3	0.60%
	M	4	1.05%	1	0.82%	5	1.00%
White - British	F	117	30.79%	95	77.87%	212	42.23%
	M	190	50.00%	16	13.11%	206	41.04%
White - Irish	F	1	0.26%	1	0.82%	2	0.40%
	M	0	0.00%	0	0.00%	0	0.00%
White Other	F	4	1.05%	0	0.00%	4	0.80%
	M	0	0.00%	0	0.00%	0	0.00%
Undeclared	F	8	2.11%	3	2.46%	11	2.19%
	M	15	3.95%	0	0.00%	15	2.99%
Grand Total		380	100.00%	122	100.00%	502	100.00%

4.5 Employees with Disabilities

	2023/24		2024/25		2025/26	
	No.	%	No.	%	No.	%
Employees with Disabilities	39	8.04	39	7.99	41	8.17
Employees without Disabilities	424	87.42	425	87.09	427	85.06
Non-Declared	22	4.54	24	4.92	34	6.77
Total	485		488		502	

The Council offers ongoing support to employees that may, either on a short or long-term basis, need support whilst at work. The Council also seeks guidance through an independent occupational health service which enables medical advice to be obtained regarding any reasonable adjustment or other action which helps employees to remain at work.

4.6 Employees average length of service

	2023/24 Years	2024/25 Years	2025/26 Years
Employees with Disabilities	13.44	12.19	12.10
Employees without Disabilities	10.34	10.24	10.10
Non-Declared	14.90	12.66	9.73
All Staff	10.79	10.52	10.24

The overall average length of service is 2.00 years longer for those employees with a disability, compared with those that do not have a disability.

In 2022/23, 23.59% (£5,314) of the Council's Apprenticeship Levy was spent on training for employees with a disability. In 2023/24 this increased to 27.50% (£12,647) with a decrease in 2024/25 to 4.90% (£3,400).

4.7 Age and Service Length

This section provides a breakdown of our workforce on 31 March 2026 by service length:

Years	Female	Male	Total
0 - 4	110	112	222
5 - 9	48	39	87
10 - 14	23	28	51
15 - 19	22	28	50
20 - 24	26	15	41
25 - 29	8	13	21
30 - 34	11	7	18
35 - 39	9	1	10
40 – 44	1	1	2
Grand Total	258	244	502

The average length of service for employees is:

	2023/24	2024/25	2025/26
Female Full Time	8.87	8.91	8.73
Female Part Time	14.38	14.72	13.95
Male Full Time	10.26	9.73	9.56
Male Part Time	10.43	9.97	10.55

4.8 Age Ranges

The following table shows a breakdown of our workforce by Age Ranges of Full Time and Part Time Employees (This includes temporary employees):

Age Range	Female Full-time	Female Part-time	Male Full-time	Male Part-time	Total
16-19	2	-	1	-	3
20-29	21	2	24	2	49
30-39	30	20	38	4	92
40-49	42	19	53	2	116
50-59	49	34	74	6	163
60-64	9	25	26	2	62
65-69	2	2	9	2	15
70+	-	1	-	1	2
Grand Total	155	103	225	19	502

4.9 Breakdown of Reasons for Leaving by Age and Gender (Permanent and Temporary Employees)

Reason for Leaving	Female									Male									Grand Total
	16-19	20-29	30-39	40-49	50-59	60-64	65-69	70+	Total	16-19	20-29	30-39	40-49	50-59	60-64	65-69	70+	16-19	
Career Change									0									0	0
Career Progress LA									0									0	0
Career Progress Other									0									0	0
Death in Service									0					1				1	1
Dismissal-Capability				1					1					1				1	2
Dismissal-Gross Miscond									0									0	0
Dismissal-Attendance Mgt									0									0	0
Dismissal-Probation									0									0	0
Dismissal-Other									0				1	1				2	2
Maternity-Not Returned									0									0	0
Not Known		3	7	3	7	1	1		22		6	7	10	2	1	1		27	49
Personal Reasons									0									0	0
Redundancy-Compulsory									0									0	0
Redundancy-Voluntary									0									0	0
Relocation									0									0	0
Ill Health Retirement									0									0	0
Early Retirement					1				1						1			1	2
Retirement - Age 65+							3		3							2	1	3	6
Settlement									0		1							1	1
Temp Contract End									0					1				1	1
Grand Total	-	3	7	4	8	1	4	-	27	-	7	7	11	6	2	3	1	37	64

4.10 Grade Profile of Workforce

Grade	FT F	FT M	FT Total	PT F	PT M	PT Total	Total
Grade 2	5	3	8	17	7	24	32
Grade 3	5	26	31	7	1	8	39
Grade 4	15	30	45	22	1	23	68
Grade 5	24	16	40	25	2	27	67
Grade 6	18	36	54	9	3	12	66
Grade 7	27	25	52	8	2	10	62
Grade 8	12	30	42	1	2	3	45
Grade 9	11	17	28	4	0	4	32
Grade 10	8	6	14	3	0	3	17
Grade 11	7	5	12	1	1	2	14
Grade 12	9	9	18	3	0	3	21
Grade 13	4	6	10	2	0	2	12
Grade 14	1	5	6	0	0	0	6
Grade 15	2	3	5	1	0	1	6
Grade CO1	4	2	6	0	0	0	6
Grade CO2	2	4	6	0	0	0	6
Grade CO3	1	0	1	0	0	0	1
Grade CO4	0	1	1	0	0	0	1
Grade CO5	0	1	1	0	0	0	1
Total	155	225	380	103	19	122	502

4.11 Workforce Profile Starters (Permanent and Temporary)

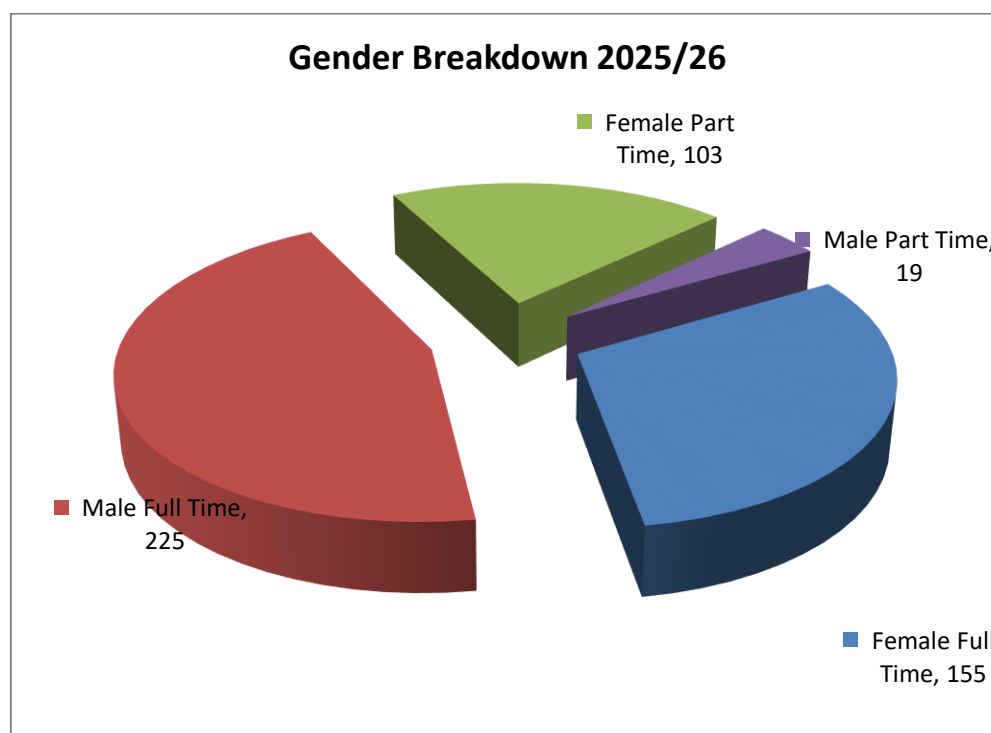
Age Range	FT F	FT M	FT Total	PT F	PT M	PT Total	Total
16-19	2	1	3	0	0	0	3
20-29	7	5	12	2	2	4	16
30-39	6	9	15	2	0	2	17
40-49	7	5	12	1	0	1	13
50-59	5	15	20	2	0	2	22
60-64	0	3	3	1	0	1	4
65+	0	1	1	0	0	3	1
Total	27	39	66	8	2	10	76

4.12 Gender

This section provides information on the gender breakdown of our employees and can be used to ensure that our commitment to equality is maintained.

	2023/24		2024/25		2025/26	
Female Full Time	143	29.48%	146	29.92%	155	30.88%
Male Full Time	209	43.09%	222	45.49%	336	44.82%
Female Part Time	110	22.68%	100	20.49%	103	20.52%
Male Part Time	23	4.74%	20	4.10%	19	3.78%
Total	485		488		502	

Broxtowe employed 258 females and 244 males as at 31 March 2026. The chart below shows the gender breakdown in diagrammatic form.



4.13 Job Evaluation

Job evaluation (JE) is a means of determining the relative values of jobs within the Council, so that all posts are graded appropriately for their duties and responsibilities. The Council's JE processes provide a systematic and consistent approach to define the relative worth of jobs. It also enables a rank order to be developed according to the complexities of tasks, duties and responsibilities undertaken by post holders.

Following implementation of its Single Status programme in March 2011, the Council has continued to maintain a robust approach to the evaluation of posts at all levels across the organisation which ultimately demonstrates non-discriminatory pay practices. Posts Grade 15 and below are evaluated by the Council under the GLPC scheme. Senior officer posts (Head of Service and above) are evaluated externally using the HAY scheme.

During 2025/26, 26 jobs were evaluated under the GLPC scheme which covered 25 different job groups. The outcomes of those evaluations are shown in the table below:

Job Evaluation Outcome	Posts
JE points score increase resulting in no change in grade of post	0
JE points score increase resulting in grade increase of post	13
JE Points score unchanged	1
JE points score decrease resulting in no change in grade of post	1
JE points score decrease resulting in decrease in grade of post	1
Number of new posts evaluated	10
Total posts evaluated	26

4.14 Gender Pay Gap

The Council's Job Evaluation scheme provides equal pay for work of equal value so no inequality in pay exists.

The Council has a commitment to calculate and publish its gender pay gap each year, and it does this through its Pay Policy and within the annual Workforce Profile. The gender pay gap is the difference between men's and women's earnings as a percentage of men's earnings.

As an organisation with over 250 employees, it is mandatory for the Council to report on the gender pay gap. Each year the mean and median gender pay gap are calculated along with the proportion of males and females in each pay band quartile. The mean calculation, median calculation and proportion of males and females in each quartile must be reported to the government. Part of the mandatory requirements is to publish these figures on the Council website.

An analysis of the current gender pay gap levels at Broxtowe as at 31 March 2026 using both the mean and median calculations are as follows:

Mean Calculation*

<u>All Employees</u>	
Mean Male Hourly Rate	17.6694
Mean Female Hourly Rate	17.0616
Gender Pay Gap	3.44%
<u>Full Time Employees</u>	
Mean Male Hourly Rate	17.9006
Mean Female Hourly Rate	18.2148
Gender Pay Gap	-1.76%
<u>Part Time Employees</u>	
Mean Male Hourly Rate	14.9552
Mean Female Hourly Rate	15.3432
Gender Pay Gap	-2.59%

Median Calculation*

<u>All Employees</u>	
Median Male Hourly Rate	15.6747
Median Female Hourly Rate	15.1953
Gender Pay Gap	3.06%
<u>Full Time Employees</u>	
Median Male Hourly Rate	16.0075
Median Female Hourly Rate	16.2812
Gender Pay Gap	-1.71%
<u>Part Time Employees</u>	
Median Male Hourly Rate	14.4333
Median Female Hourly Rate	14.6790
Gender Pay Gap	-1.70%

*Mean calculation is the average figure; Median calculation is the middle of range.

A comparison of the Gender Pay Gap over the last three years is shown below.

<u>Year</u>	<u>Gender Pay Gap</u>
2023/24	4.05%
2024/25	3.33%
2025/26	3.44%

4.15 Disability Pay Gap

The disability pay gap is the difference in earnings between employees with a disability and employees without a disability as a percentage of employees with a disability.

The reporting of the disability pay gap reporting is not mandatory; however, with the Council's commitment to equality and diversity it has been decided to calculate and report on the disability pay gap within the Workforce Profile.

An analysis of the current disability pay gap levels at Broxtowe, as at 31 March 2026, using both the mean and median calculations are as follows:

Mean Calculation*

<u>All Employees</u>	
Mean Declared Disabled Hourly Rate	17.5718
Mean Declared Non-disabled Hourly Rate	17.2718
Disability Pay Gap	-1.74%
<u>Full Time Employees</u>	
Mean Declared Disabled Hourly Rate	18.7467
Mean Declared Non-disabled Hourly Rate	17.8826
Disability Pay Gap	-4.83%
<u>Part Time Employees</u>	
Mean Declared Disabled Hourly Rate	15.5352
Mean Declared Non-disabled Hourly Rate	15.3050
Disability Pay Gap	-1.50%

Median Calculation*

<u>All Employees</u>	
Median Declared Disabled Hourly Rate	14.9558
Median Declared Non-dDisabled Hourly Rate	15.6747
Disability Pay Gap	4.59%
<u>Full Time Employees</u>	
Median Declared Disabled Hourly Rate	15.3152
Median Declared Non-disabled Hourly Rate	16.2811
Disability Pay Gap	5.93%
<u>Part Time Employees</u>	
Median Declared Disabled Hourly Rate	14.6790
Median Declared Non-disabled Hourly Rate	14.5561
Disability Pay Gap	-0.84%

*Mean calculation is the average figure; Median calculation is the middle of range.

A comparison of the Disability Pay Gap over the last three years is shown below.

<u>Year</u>	<u>Disability Pay Gap</u>
2023/24	-1.77%
2024/25	-1.43%
2025/26	-1.74%

4.16 Ethnicity Pay Gap

The ethnicity pay gap is the difference in earnings between employees from an ethnic minority background and employees who are white British as a percentage of white British employee's earnings.

The reporting of the Council's ethnicity pay gap reporting is not mandatory; however, with the Council's commitment to equality and diversity it has been decided to calculate and report on the ethnicity pay gap within the Workforce Profile.

An analysis of the current ethnicity pay gap levels at Broxtowe, as at 31 March 2026, using both the mean and median calculations are as follows:

Mean Calculation*

<u>All Employees</u>	
Mean Ethnic Minority Hourly Rate	18.0541
Mean White British Hourly Rate	17.1675
Gender Pay Gap	-5.16%
<u>Full Time Employees</u>	
Mean Ethnic Minority Hourly Rate	18.6256
Mean White British Hourly Rate	17.8303
Gender Pay Gap	-4.46%
<u>Part Time Employees</u>	
Mean Ethnic Minority Hourly Rate	14.5540
Mean White British Hourly Rate	15.3522
Gender Pay Gap	5.20%

Median Calculation*

<u>All Employees</u>	
Median Ethnic Minority Hourly Rate	16.0074
Median White British Hourly Rate	15.6747
Gender Pay Gap	-2.12%
<u>Full Time Employees</u>	
Median Ethnic Minority Hourly Rate	16.2811
Median White British Hourly Rate	16.1443
Gender Pay Gap	-0.85%
<u>Part Time Employees</u>	
Median Ethnic Minority Hourly Rate	14.0749
Median White British Hourly Rate	14.6790
Gender Pay Gap	4.12%

*Mean calculation is the average figure; Median calculation is the middle of range.

A comparison of the Ethnicity Pay Gap over the last three years is shown below.

<u>Year</u>	<u>Ethnicity Pay Gap</u>
2023/24	-3.49%
2024/25	-2.64%
2025/26	-5.16%

5. Employment Issues

Broxtowe Borough Council is strongly committed to the equal and fair implementation of its people policies and procedures.

5.1 Disciplinary, Grievance, Capability and Attendance Management

The following statistics are related to all disciplinary, grievances, attendance management and capability proceedings based upon the date upon which the incident took place.

5.2 Disciplinary

	Gender	2023/24	2024/25	2025/26
Suspended	F	-	-	-
	M	4	2	4
Working days suspended	F	-	-	-
	M	64	170	265
First Formal Warning	F	1	-	-
	M	3	6	4
Final Formal Warning	F	-	-	-
	M	-	1	3
Dismissed (Gross Misconduct, Summary Dismissal)	F	-	-	-
	M	1	1	3
Resigned during investigation	F	1	-	-
	M	2	1	3

5.3 Grievances

	2023/24	2024/25	2025/26
Female	4	2	3
Male	4	6	3
Collective	1	-	-
Total	9	8	6

5.4 Capability Policy and Procedure

The table below indicates the stages of support employees have received:

	Gender	2023/24	2024/25	2025/26
Stage 1	F	-	1	1
	M	-	1	1
Stage 2	F	-	-	-
	M	-	-	1
Stage 3	F	-	-	1
	M	-	-	2
Dismissal	F	-	-	1
	M	-	-	1
Total		-	2	8

5.5 Attendance Management Policy and Procedure

The Council has a wide range of measures to support employees that are absent from work through sickness. This includes a robust Attendance Management Policy, as well as support from an external occupational health provider, a bereavement support service provided by Bramcote Crematorium and a free Employee Assistance Programme. The table below highlights the stages of the policy at which employees were supported within the framework.

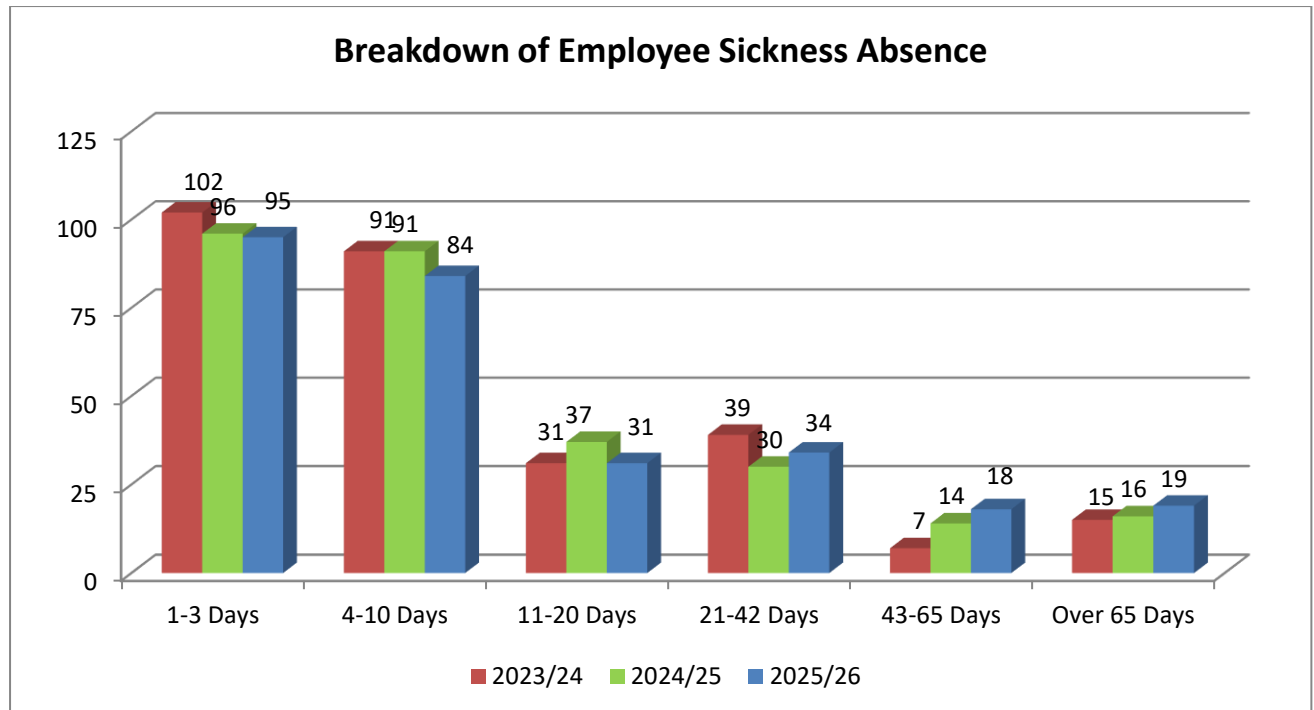
	Gender	2023/24	2024/25	2025/26
Stage 1	F	13	20	14
	M	8	18	20
Stage 2	F	4	4	3
	M	6	2	1
Stage 3	F	-	3	-
	M	1	-	-
Dismissal	F	-	2	-
	M	-	-	-
Total		32	49	38

The Council also promotes employee wellbeing and attendance at work by the provision of initiatives including flu vaccinations, health surveillance programmes, hepatitis vaccinations, eye and eyesight tests, audiometry assessments and specialist health screening initiatives together with welfare support and advice. The Council also offers confidential counselling and occupational health.

All absences are monitored and employees with longer term sickness are actively supported through return-to-work programmes.

5.6 Breakdown of Employee Sickness Absence

The following chart shows the number of occasions of employee sickness absence by the total number of days of absence as of 31 March 2026.



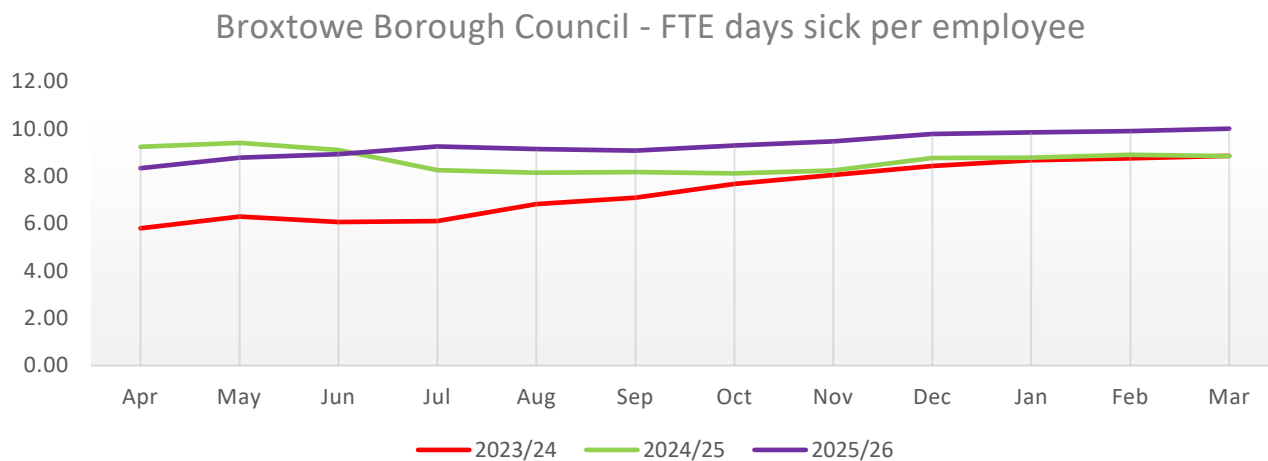
The average level of sickness during 2025/26 was 10.01 days per employee, 44.02% of the workforce had no sickness absence at all, whereas 41.80% of employees had no sickness in 2024/25 and 41.24% of employees had no sickness absence in 2023/24.

5.7 FTE Absence (Average sickness days per employee)

Year	Average
2025/26	10.01
2024/25	8.85
2023/24	8.86
2022/23	9.59
2021/22	11.77
2020/21	7.89
2019/20	10.88
2018/19	8.69
2017/18	13.64
2016/17	9.73

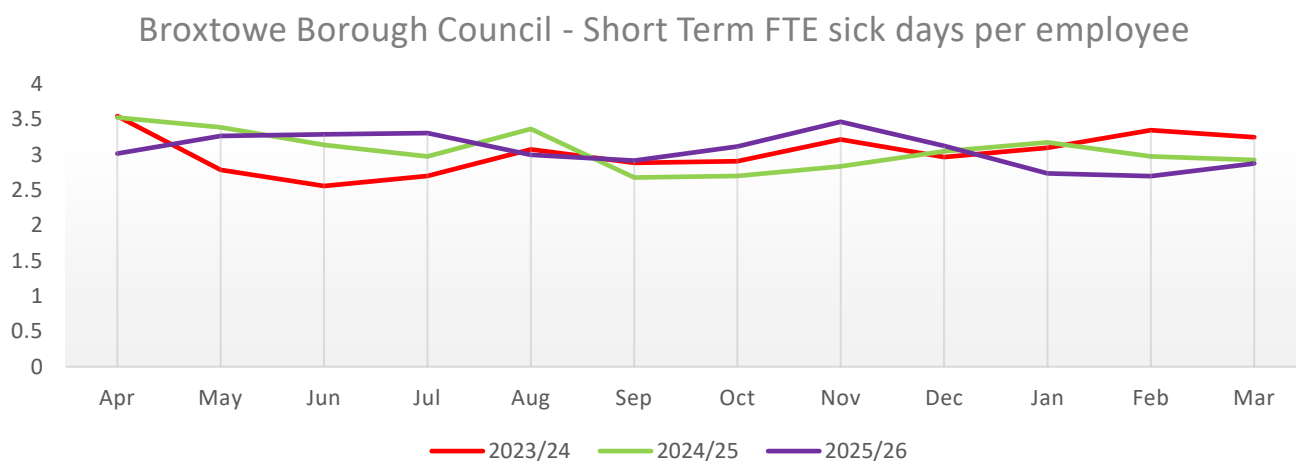
FTE Absence Comparison 2023-2026

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
2023/24	5.80	6.30	6.06	6.11	6.82	7.10	7.67	8.05	8.43	8.67	8.76	8.86
2024/25	9.25	9.41	9.11	8.26	8.15	8.17	8.12	8.24	8.77	8.78	8.90	8.85
2025/26	8.34	8.79	8.94	9.26	9.15	9.08	9.30	9.47	9.79	9.86	9.91	10.01



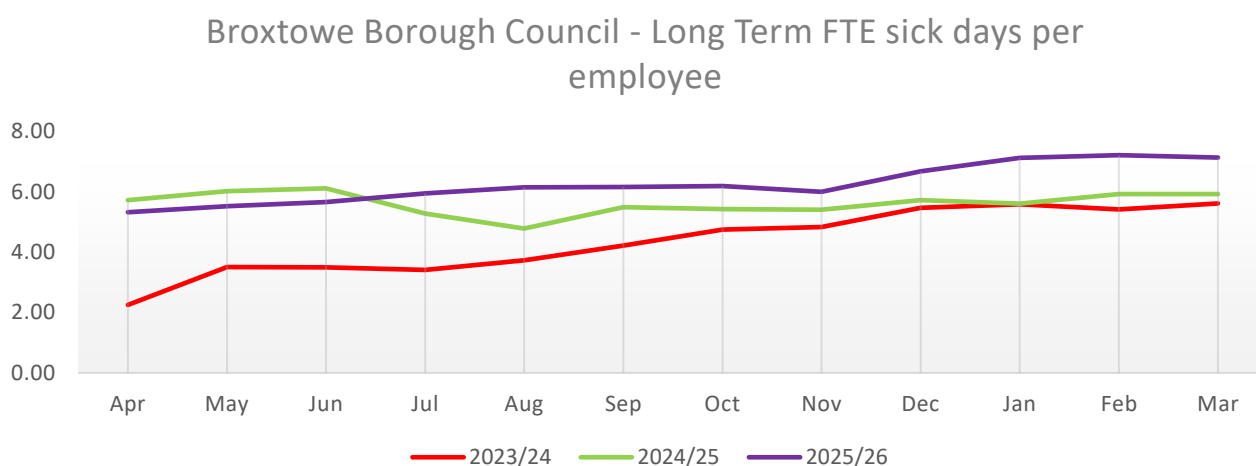
FTE Absence Comparison 2023-2026 – Short Term Sickness

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
2023/24	3.55	2.79	2.56	2.70	3.08	2.89	2.91	3.22	2.97	3.10	3.35	3.25
2024/25	3.53	3.39	3.14	2.98	3.37	2.68	2.70	2.84	3.05	3.18	2.98	2.93
2025/26	3.02	3.27	3.29	3.31	3.00	2.92	3.12	3.47	3.13	2.74	2.70	2.88



FTE Absence Comparison 2022-2025 – Long Term Sickness

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
2023/24	2.25	3.51	3.49	3.41	3.73	4.21	4.75	4.83	5.47	5.58	5.41	5.61
2024/25	5.72	6.02	6.11	5.28	4.78	5.49	5.42	5.40	5.72	5.60	5.92	5.92
2025/26	5.32	5.52	5.66	5.94	6.15	6.16	6.19	6.00	6.67	7.12	7.21	7.13

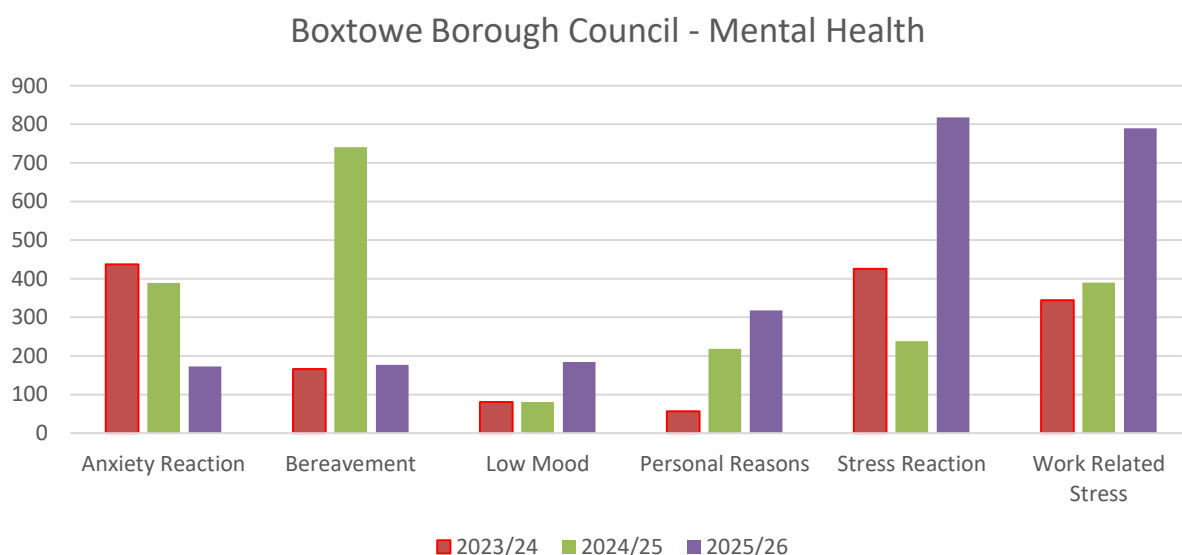


5.8 Mental Health Related Sickness Absence

The table below shows the number of days that Council employees were absent

Year	Anxiety	Bereave- ment	Low Mood	Personal Reasons	Stress	Work Related Stress	Total
2023/24	437	166	81	57	426	344	1,511
2024/25	389	741	81	218	238	390	2,057
2025/26	173	177	184	318	818	790	2,460

The graph below shows the level of absence due to mental health at the Council since April 2023.



5.9 Business Mileage

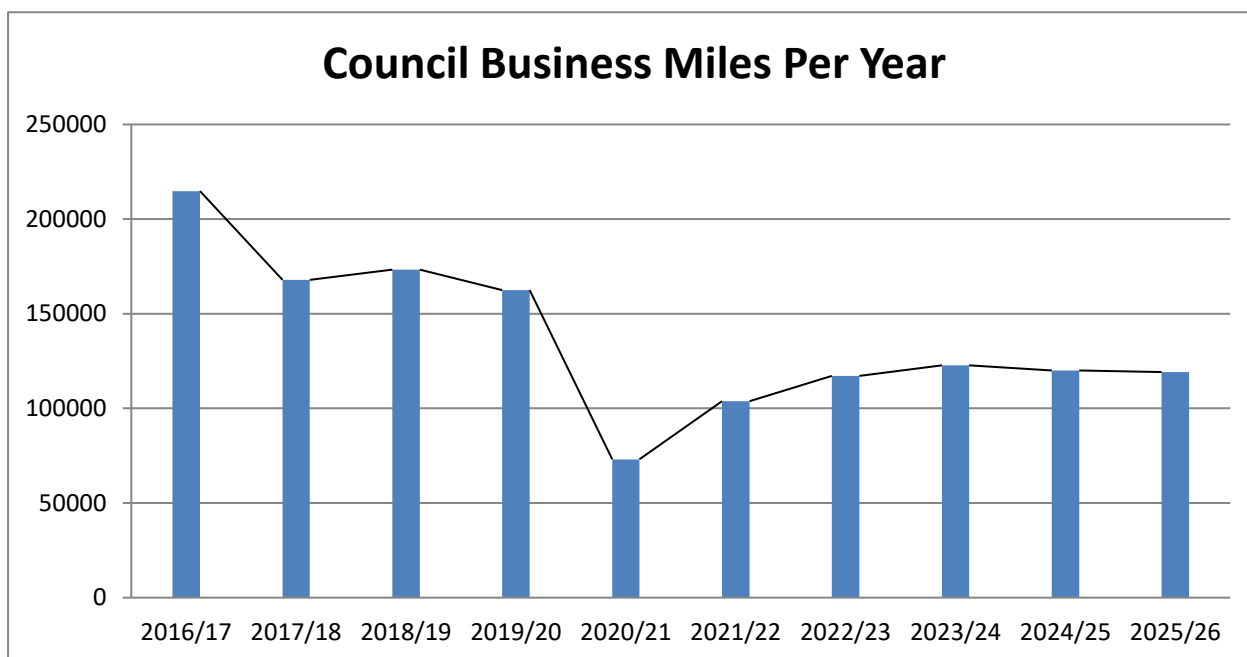
Business mileage undertaken by employees in their own vehicle. The table below shows the Council's business mileage over the last 10 years. Since April 2018, mileage has been claimed primarily online via the HR portal (HR21).

Year	Miles (Fuel)	Miles (Electric/ Bike)	Total Miles	% change on previous year
2025/26	112,535	6,717	119,252	-0.62
2024/25	117,902	2,098	120,000	-2.28
2023/24	118,583	4,213	122,796	4.49
2022/23	113,947	3,572	117,519	12.95
2021/22	101,213	2,829	104,042	43.86
2020/21	70,557	1,766	72,323	-55.88
2019/20	163,824	105	163,929	-5.61
2018/19	173,386	293	173,679	3.48

Year	Miles (Fuel)	Miles (Electric/ Bike)	Total Miles	% change on previous year
2017/18	167,833	N/A*	167,833	-15.61
2016/17	198,886	N/A*	198,886	-9.06

*Information not held

If the most recent pre-COVID financial year 2019/20 is compared with the most recent financial year of 2025/26, the mileage has reduced by 27.26%. This reduction can be attributed, in the most part, to the Council's agile working arrangements.

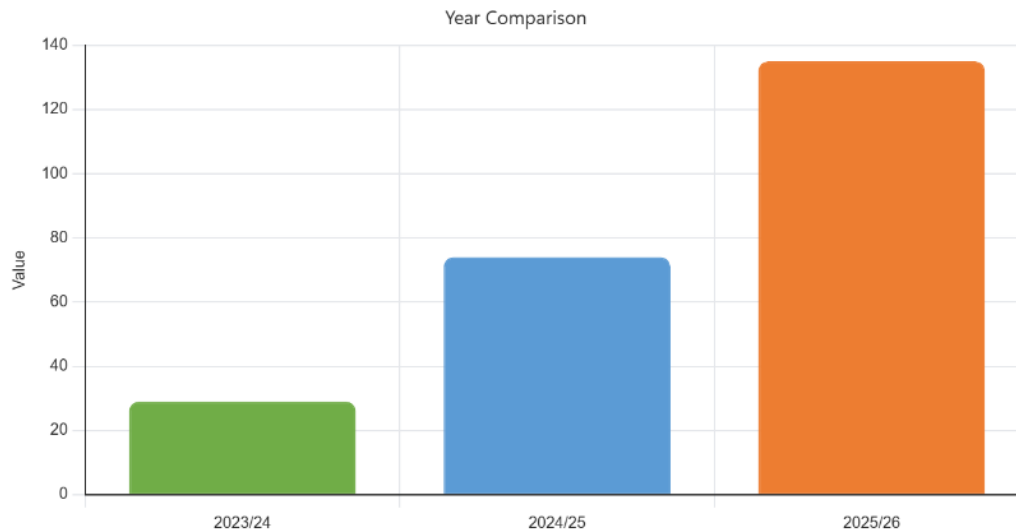


6. Health and Safety

This section provides an analysis of accident figures at the Council during 2025/26 and the preceding two years. The figures are for employees only and are split into RIDDOR and Non-RIDDOR accidents. RIDDOR is the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013.

Employers have legal duties under RIDDOR requiring them to report and record more serious work-related accidents and incidents. Depending on the type of incident, the report needs to be made within a maximum of 10 days.

The total number of accidents during 2025/26 was 135. During the year, two accidents were classified as 'RIDDOR' accidents. These are more serious accidents, which must be reported to the Health and Safety Executive (HSE).



6.1 Type of Accident

	Accidents	RIDDOR Accidents
Manual Handling	11	0
Slips, trips and falls	59	1
Striking a fixed object	33	0
Struck by a moving object	17	0
Other	15	1
Total	135	2

6.2 Lost Working Days through RIDDOR Accidents at Work

During 2025/26, 35 working days were lost from two employees suffering injuries from RIDDOR accidents.

The average RIDDOR injuries sustained by employees:

	Total Days	Total Employees	Average
2025/26	35	2	18
2024/25	42	2	21
2023/24	168	7	24

7. Conclusions

This document has highlighted the profile of the Council as at 31 March 2026.

For each section of the report some notable points have been highlighted below:

Recruitment:

The Council received an additional 593 applications for 2025/26 in comparison to 2024/25. This represents an increase of 39.98% in the number of applications received (see section 3.3 for more information).

Of all applicants from an ethnic minority background, the Council appointed 19.74%. This figure is higher than the ethnic minority representation within the Borough (15.52%) when compared to the 2021 Census (section 3.8).

Our Workforce:

The gender pay gap has seen a slight increase from 3.33% to 3.44% in the last year. The disparity between the number of part-time males (19) when compared with the number of part-time females (103) employed by the Council impacts the current gender pay gap (section 4.14).

The disability pay gap shows a negative percentage for the mean calculation. This indicates the Council pays employees with a disability more on average. The same applies to the ethnicity pay gap which also shows a negative percentage (sections 4.15 and 4.16).

Employment Issues:

The average number of sick days per employee has increased from 8.85 to 10.01 days over the past year. While short term sickness remains relatively steady, long-term sickness has increased with the average days off per employee for long term sickness increasing from 5.92 to 7.13 days (section 5.7).

Sickness for mental health related reasons increased by 19.59% in the past year with the two most noticeable areas being stress and work-related stress. Stress increased by 243% (818 days) and work-related stress increased by 102% (790 days). More information can be found in section 5.8.

When comparing the last pre-COVID financial year (2019/20) with the most recent financial year of 2025/26, business mileage has reduced by 27.26%. This fall can be attributed, in the most part, to the operation of the Council's agile working and enhanced digital arrangements (section 5.9).

Health and Safety:

The Council reported two RIDDOR accidents for 2025/26.

If you have any questions or comments about this report, please contact the Payroll and Job Evaluation team using payroll@broxtowe.gov.uk or 0115 917 3273.

Report of the Portfolio Holder for Resources and Personnel Policy

General Fund – Medium Term Financial Strategy 2026/27 to 2030/31 and Business Strategy 2027/28

1. Purpose of report

This report presents an update on the Council's Medium Term Financial Strategy and highlights progress with the delivery of the Business Strategy.

2. Recommendation

Cabinet is asked to RESOLVE that the updated Medium Term Financial Strategy and the Business Strategy 2027/28 be approved.

3. Detail

As reported to Cabinet on 30 June 2026, there was a £2.5m underspend on the General Fund revenue budget in 2025/56 resulting in a General Fund Reserve balance of £5.7m on 31 March 2026. This was predominantly due to a variety of underspends, additional income, budget carry forwards, changes in provisions, government grants and effective financial management across the Council.

There are several significant issues concerning local government funding that continue to have a major impact upon the financial position of the Council. These include the prevailing economy; impact of pay and price inflation; uncertainty on finance settlements from the government, including the second year of the Fair Funding Review and the associated reset of the Business Rates Retention scheme. Further details of these and how they may impact upon the General Fund are set out in **Appendix 1**.

The Medium-Term Financial Strategy (MTFS) is the Council's key financial planning document. An updated MTFS based upon the latest information and assumptions is set out in **Appendix 2**.

In order to address the financial challenges facing the Council, a Business Strategy is maintained that sets out initiatives that will be pursued to reduce costs, generate additional income and/or improve services. A number of these initiatives have already been implemented and were considered in producing the 2026/27 budget. Further details of the Business Strategy 2027/28 are set out in **Appendix 3** for consideration.

4. Key Decision

This report is a key decision as defined under Regulation 8 of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012 resulting in the Council incurring revenue or capital expenditure or savings of £250,000 or more and be significant in terms of its effects on communities living or working in an area comprising two or more Wards or electoral divisions in the Council's area.

5. Updates from Scrutiny

The business and financial plans will be considered by the Overview and Scrutiny Committee on 18 and 19 January 2027.

6. Financial Implications

The comments from the Deputy Chief Executive and Section 151 Officer were as follows:

The financial implications are included in the report narrative and appendices.

7. Legal Implications

The comments from the Head of Legal Services and Deputy Monitoring Officer were as follows:

There are no direct legal implications that arise from this report.

8. Human Resources Implications

There were no comments from the Human Resources Manager.

9. Union Comments

There were no Union comments in relation to this report.

10. Climate Change Implications

The Council's response to Climate Change is a key consideration as part of the budget setting process.

11. Data Protection Compliance Implications

This report does not contain any [OFFICIAL (SENSITIVE)] information and there are no Data Protection issues in relation to this report.

12. Equality Impact Assessment

As there is no change to policy an equality impact assessment is not required.

13. Background Papers

Nil.

Appendix 1

General Fund Revenue Budget**1. Introduction**

There was an underspend of £2.5m on the General Fund revenue budget in 2025/26 resulting in a General Fund Reserve balance of £5.7m as at 31 March 2026. This was predominantly due to a variety of underspends, additional income, budget carry forwards, changes in provisions, government grants and effective financial management across the Council.

There are several significant issues concerning the funding of local government that continues to impact upon the financial position of this Council and others, especially the impact of inflation on pay, energy, fuel, construction, property and other commodities. Significant macro-economic factors impacting on markets mean that rate of inflation (CPI) remains above the Bank of England's 2% target.

The Chancellor of the Exchequer has not yet announced any details on the Local Government Finance Settlement, although indicative figures from the outcome of the Fair Funding Review do provide some guidance for 2027/28 and beyond. It is difficult at this stage to determine exact impact on the Council's future financial position, and it is expected that any additional government spending will be targeted at health and social care. As such, the assumptions within the Medium-Term Financial Strategy (MTFS) assume modest increases in the Council's spending plans for future years, although some allowance for inflationary pressures has been made in the short-term.

The indicative figures provided for the second year of the Fair Funding Review are still expected to be used for the Local Government Finance Settlement. This would present considerable risk to the Council's grant funding allocations and income received from Business Rates. It continues to be difficult to accurately assess financial forecasts and the MTFS will be subject to revision as more information becomes available.

There continues to be significant budget pressures highlighted that will impact on the Council's 2027/28 budget. These include establishment costs (including pay awards, and employer contributions for National Insurance and pensions) and price inflation on energy, fuel, construction and property prices. There are also higher interest rates impacting on the cost of future prudential borrowing to support the Council's capital investment programmes.

The MTFS is the Council's key financial planning document. An updated MTFS based upon the latest information and assumptions is set out further below in Appendix 2. In order to address the financial challenges facing the Council, a Business Strategy is maintained that sets out initiatives that will be pursued to reduce costs, generate additional income and/or improve services. Further details of the Business Strategy 2027/28 are set out below in Appendix 3.

2. Financial Settlement 2027/28

The Chancellor of the Exchequer has announced that the Autumn Statement 2026 will be delivered to Parliament on 28 October 2026. The finer details of the local government financial settlement for 2026/27, including the second year of the Fair Funding Review will follow in December. As such, the most reasonable financial planning assumptions have been made when refreshing the MTFS.

The government's financial settlement allocates funding to its priority areas over the medium term such as health, housing, environment, defence, local government and welfare spending. Additional monies have previously been allocated to health, and it is anticipated that any additional funds for local government will be directed to demand led services such as adult social care and children's services.

At this stage, the MTFS does not assume the receipt of any additional grants relating to cost and service pressures, with grant funding aligned to earlier indicative figures provided for 2027/28 (year 2) as part of the 2026/27 Local Government Finance Settlement.

Fair Funding Review and Business Rates Retention Reset

The outcome of the 'Fair Funding Review' will be used for the Local Government Finance Settlement (LGFS) in 2026/27 and beyond. This, along with the reset of Business Rates allocations and growth, continues to present considerable risk and uncertainty to the Council's funding allocations. Although the LGFS for 2026/27 was a one-year settlement, it did provide illustrative amounts for 2027/28 and 2028/29.

Although some transitional arrangements were applied to limit the impact, the Council's Core Spending Power (CSP) will fall in real terms across the transitional period and beyond.

The 2026/27 final LGFS included an Adjustment Support Grant as a one-off funding allocation to provide temporary protection to councils whose CSP would otherwise decrease compared to the indicative allocations published in the provisional settlement. This late change saw Broxtowe receive £739k in Adjustment Support Grant in 2026/27. There is currently no commitment to extend this grant into 2027/28 and beyond although groups have pushed for this protection to be revisited in subsequent settlements. The loss of this one-off grant presents a real funding risk to the Council.

The final details for 2027/28 will not be known until the LGFS is released in December. It has therefore been assumed in this MTFS that the illustrative amounts presented for 2027/28 and 2028/29 will apply. This will be reviewed as part of budget setting once financing is known.

3. Business Rates and Pooling

The removal of some government grants and abolition of the New Homes Bonus, along with the rules limiting increases in Council Tax, means that Business Rates (National Non-Domestic Rates/NNDR) remains a significant funding stream for financing the Council's non-housing services. The need to develop the Business Rates baseline across the Borough remains important for the Council.

Business Rates is primarily based on a calculation that considers the local non-domestic rates tax base and the government's calculations of each council's spending requirements. For budgeting purposes, the Council completes an assessment at the beginning of each year and uses this to determine the value of Business Rates to be collected ('NNDR1'). The budget is usually based on this assessment.

The full reset of Business Rates, including the impact of revaluation in April 2026, the move to gross rates, new top-up and tariff amounts and introduction of new business rates multipliers, means that the Council's baseline target will be set at what is expected to be collected from 2026/27. This amount was based on new rateable values meaning that resources received should equal baseline need. The identified Baseline Funding Level for the Council at £2.971m and this reflects the amount that the Council expects to retain from its Business Rates collected in 2026/27 (plus a nominal amount retained relating to renewables).

The NNDR1 for the year will include estimates for losses on appeals, credit liabilities and the recovery of deficits arising from prior year transactions on the Collection Fund. Any difference between budgeted income and actual income receivable will be recovered in the following year, either through the Collection Fund and/or supported by a Safety Net payment from the Government.

Since its introduction in 2013/14, the Business Rates Retention Scheme has been relatively stable. For 2026/27 the scheme will see wide ranging changes, which relate to both the taxbase, changes to top-up and tariff calculations and changes to multipliers. These changes have had a significant impact on pooling arrangements across the country. The Council, along with Nottinghamshire County Council and the other Nottinghamshire districts, were a collective part of the Nottinghamshire Business Rates Pool since its inception. Pooling had proven to be a lucrative option for councils and in Nottinghamshire over £74m in growth was retained locally that would otherwise have been paid to central government.

Due to the reset and changes to levy and safety net calculations, the risks are now considered to outweigh any potential rewards. Section 151 Officers at the Nottinghamshire Finance Officers Association (NFOA) considered the options. It was seen that in only the most unlikely of scenarios would the Pool generate growth and a net surplus. In most cases the position would be at most neutral or make a loss that would have to be funded by the Pool.

As such, the NFOA agreed to dissolve the Nottinghamshire Business Rates Pool at the end of 2025/26 and revoke the intention to pool again in 2026/27 with MHCLG. This has proven to be the correct decision with the subsequent conditions not providing any foreseeable benefits to warrant the Pool being re-established in 2027/28.

4. Council Tax and the Tax Base

For the purposes of the MTFS, the Council Tax increases have been calculated based upon a 2% price increase. Any potential for further increases in Council Tax charges is considered further in the attached Business Strategy.

The Council Tax Base for 2027/28 will be presented to Cabinet on 1 December 2026. In recent years the Council Tax Base has increased by around 1% over the previous and this has been assumed again for the MTFS.

5. Local Government Reorganisation

The MTFS has not taken any account of the impact of LGR. The projected end date of this latest strategy may extend beyond the potential start date for any new unitary authority.

6. Food Waste Collections and EPR Funding

There has been no consideration of the revenue cost impact of the rollout of government policy relating to new food waste collection services for commercial and domestic properties. For the purposes of the MTFS, it is assumed at this stage that any additional operating costs, both capital and revenue, will be fully met by New Burdens Grant Funding. This remains a key risk.

The allocations received from the new Extended Producer Responsibility for Packaging (EPR) payments in 2025/26 and 2026/27 will be applied across the period towards waste recycling initiatives.

7. New Replacement Bramcote Leisure Centre

A report to Cabinet on 10 March 2026 provided a cost breakdown and funding proposals for the significant capital investment to provide a new replacement Bramcote Leisure Centre. A further report to Cabinet on 2 June 2026, provided updated estimated capital costs for the construction of the new leisure centre at £22.5m, including around £1.0m of costs already committed and provision for gym equipment already included in the Capital Programme for 2026/27.

The new replacement Bramcote Leisure Centre is being funded by a mix of General Fund capital receipts, any available capital grants and/or other external funding contributions (including the potential allocations from developer Section 106 contributions) and prudential borrowing.

The revenue implications of the capital financing costs of the scheme, assuming £18m of prudential borrowing is required, is around £1.25m per annum. In terms of sensitivity, a 1% change in interest rates at this level of borrowing would vary annual borrowing costs by £180k. Whilst interest rates were anticipated to remain stable and fall over the medium term, the Council must be mindful of the interest rate risks on the cost of borrowing, as evidenced with the recent market fluctuations linked to world economies, conflicts and the price of oil.

The full impact of the annual revenue budget pressure of £1.25m would only come into effect after completion of the project from 2028/29, although interest costs will be incurred during the build subject to borrowing requirements. Indicative proposals for meeting the uplift in capital financing costs included the following from 2028/29 (subject to future confirmation in the Business Strategy):

Element	Estimate
Growth in turnover and increased efficiencies for Liberty Leisure Limited to covert the current Management Fee paid to the company into a surplus distribution to the Council.	£500k
An increase in the Council's employee vacancy rate target from a baseline of £800k to £1.1m.	£300k
Increased income from the Council's commercial and industrial unit portfolio including additional rental income generated from new industrial developments.	£250k
Other operational efficiencies and additional income from fees and charges generated through the Business Strategy.	£200k
Total Revenue Budget Savings	£1,250k

Other Funding Opportunities

The Council will continue to strive to make the most of funding opportunities available for both capital investment projects and ongoing revenue costs.

The Council was successful in bidding for the Government's Towns Deal funding to regenerate Stapleford, with £21.1m being secured for development projects in Stapleford. It was also successful in its bid for a significant grant allocation of £16.5m for investment in the 'Kimberley Means Business' regeneration project and allocations from the UK Shared Prosperity Fund.

The Council is a non-constituent member of the East Midlands County Combined Authority (EMCCA), led by a regional Mayor, and will be seeking funding opportunities through EMCCA to support its regeneration and housing objectives.

The above demonstrates that the Council is striving to make the most of these funding opportunities for capital investment; working successfully in partnership to attract funding; and is at the forefront of some of the most strategic economic development opportunities in the East Midlands.

8. Capital Programme

There are regular updates provided to General Management Team and Members on progress with the approved capital programme. This occasionally will include capital budget variation reports to Cabinet as required.

There is pressure on delivering the capital programme, with delays on schemes being attributed to several factors, sometimes beyond the Council's control. This includes a lack of internal resources (both financial and non-financial); shortage of available contractors; supply chain issues; and the impact of price inflation in the construction industry.

There has also been a lack of capital resources, in terms of capital receipts and/or unrestricted grants that can be applied to General Fund schemes (particularly given the commitment to Bramcote Leisure Centre). This continues to limit progress with delivering reserve schemes in the capital programme which have been unable to proceed at present due to the lack of a source of funds.

Whilst funding resources may not have been available, the General Fund capital programme has been boosted by significant capital grants earmarked towards economic regeneration schemes associated with Stapleford and Kimberley and the new replacement Bramcote Leisure Centre.

All new borrowing on General Fund schemes needs to be prudential, affordable and sustainable. Any new scheme which requires prudential borrowing will be subjected to stringent review and will need to have a robust and supported business case before progressing. The base budget currently includes the anticipated borrowing costs for the existing capital programme.

Appendix 2

General Fund Financial Projections 2026/27 to 2030/31

	Revised Estimate 2026/27 £'000	Estimate 2027/28 £'000	Estimate 2028/29 £'000	Estimate 2029/30 £'000	Estimate 2030/31 £'000
BASE BUDGET (excl. Special Expenses)	16,102	16,711	17,992	17,995	18,673
CHANGES TO BASE					
Revenue Developments	469	4	(300)	-	-
Inflation – Pay Award/JE Outcomes	99	503	410	420	345
Inflation – Energy and Fuel Prices	41	43	22	19	19
Inflation – Price Others	Included	81	81	92	93
Increased Fees and Charges (General)	Included	(76)	(77)	(79)	(80)
Capital Borrowing Costs – MRP/Interest	Included	726	417	726	(128)
Other Changes and/or Efficiencies	-	-	(550)	(500)	-
Beeston Special Expenses	26	26	26	26	26
BUDGET REQUIREMENT	16,737	18,018	18,021	18,699	18,948
FINANCED BY:					
NNDR Business Rates	2,612	2,767	3,130	3,209	3,289
NNDR Share of Previous Years Deficit	(387)	-	-	-	-
NNDR Section 31 Grants	Included	Included	Included	Included	Included
NNDR Growth (net after Levy/Safety Net)	-	50	100	150	200
Council Tax	7,190	7,407	7,631	7,861	8,099
CT Share of Previous Years Surplus	28	-	-	-	-
Grant - Revenue Support Grant	4,281	3,854	3,400	3,485	3,572
Grant - Recovery Grant	55	55	55	55	55
Grant - Homelessness, Domestic Abuse	696	749	753	753	753
Grant - Income Protection Floor	-	62	157	-	-
Grant - Adjustment Support Grant	739	-	-	-	-
EPR Payments Allocated	250	750	500	500	250
Beeston Special Expenses	26	26	26	26	26
TOTAL RESOURCES	15,490	15,720	15,752	16,039	16,244
DEFICIT/(SURPLUS) TO BE MET BEFORE MOVEMENT IN RESERVES	1,247	2,298	2,269	2,660	2,704
MOVEMENT IN RESERVES					
Movement into Earmarked Reserves	200	100	150	50	50
Movement from Earmarked Reserves	(552)	(591)	(450)	(355)	(337)
PLANNED DEFICIT/(SURPLUS) AFTER MOVEMENT IN RESERVES TO BE FUNDED FROM GENERAL FUND	895	1,807	1,969	2,355	2,417

FORECAST BALANCES - 31 MARCH

General Fund Opening Balances
In-year Net Movement in Reserves

General Fund Closing Balances**BALANCE OF RESERVES**

Minimum Balance

Available Reserves

(Figures in **bold** - below minimum balance)

Earmarked Reserves Opening Balance

In-year Net Movement in Reserves

Earmarked Reserves Closing Balance

Revised Estimate 2026/27 £'000	Estimate 2027/28 £'000	Estimate 2028/29 £'000	Estimate 2029/30 £'000	Estimate 2030/31 £'000
5,740	4,845	3,038	1,069	(1,286)
(895)	(1,807)	(1,969)	(2,355)	(2,417)
4,845	3,038	1,069	(1,286)	(3,703)
1,500	1,500	1,500	1,500	1,500
3,345	1,538	(431)	(2,786)	(5,203)
3,685	3,333	2,842	2,542	2,237
(352)	(491)	(300)	(305)	(287)
3,333	2,842	2,542	2,237	1,950

Council Tax Base

Basic Council Tax

Change on previous year

36,201	36,563	36,929	37,298	37,671
£198.61	£202.58	£206.63	£210.77	£214.98
2.94%	2.0%	2.0%	2.0%	2.0%

Appendix 3

Business Strategy

Since 2015 the Council has continued to develop a Business Strategy that is designed to ensure that it will be:

- Lean and fit in its assets, systems and processes
- Customer focused in all its activities
- Commercially minded and financially viable
- Making the best use of technology.

Several initiatives within the Business Strategy have been implemented and have resulted in either greater efficiencies and reduced costs, additional income and/or improved services for the Council. The Business Strategy is complemented by the earlier Commercial Strategy, which sought to implement a more business-like approach to service analysis and delivery.

The latest Business Strategy proposals for 2027/28 are set out below and will be incorporated within the Medium-Term Financial Strategy once agreed. Several of these proposals have arisen from discussions with Officers and will require further detailed engagement and development as part of the budget setting process.

Business Strategy 2027/28 Proposals

Proposal	Business Impact	Financial Impact
Council Tax increase	Assuming the Council Tax increase referendum limits are retained at the same level as recent years, then a Council Tax increase at £5 for a Band D equivalent equates to an increase of around 3% compared to the current MTFS forecast which includes a 2% rise for 2026/27. If the Government changes its referendum limits and allows districts to increase Council Tax up to 5%, then the further 2% increase would result in an additional £120,000.	£60,000 additional income (MTFS assumes 2%, whilst £5 increase Band D provides to an additional 1% rise).
Council Tax Single Persons Discount	Following the successful completion of the Single Persons Discount review in 2025, it is anticipated that additional Council Tax income can be achieved.	£20,000 additional income
Review of Council Tax discounts and exemptions	A further review of Council Tax discounts and exemptions applied will be completed which may yield additional income.	£20,000 additional income

Proposal	Business Impact	Financial Impact
Garden Waste Income	The scheme has seen subscriber numbers stabilise in the past year. Additional income will be generated by increasing service users with the annual price of the first bin being increased to £46 (2%) to ensure that increasing costs are recovered. This price is still within a mid-range across Nottinghamshire and is far lower than in other parts of the region. Further income will be generated by increasing the price of each additional bin to £30 per annum with no further attrition.	£20,000 additional income
Trade Waste Income	Additional income has been generated in 2026/27 from having split fees for different waste streams relating to general trade waste, recycling and food waste. Glass collection continues to be provided free of charge. Further analysis is being undertaken, and a marketing strategy developed, to ensure that the Council is recovering its operating costs and remaining competitive in this market.	£80,000 additional income
Environmental Enforcement Income	Additional net income collected by enforcement allocated to the Environment Services. This is subject to the current two-year pilot scheme being fully adopted into the medium term.	£20,000 additional income
Income from commercial and industrial property portfolio	Increased income from the Council's commercial and industrial property portfolio, including Beeston Square, and rental income generated from new industrial developments, including the Bennerley units. Additional rental income to also include several scheduled rent reviews to be confirmed as part of the budget setting process.	£150,000 additional income
Planning Income	Planning fees income in 2025/26 and 2026/27 will more than achieve its budget targets due to several larger schemes coming forward in the years. There are potentially some new schemes coming forward in 2027/28, which along with appropriate fee increases, will see the baseline budget for income being increased.	£50,000 additional income

Proposal	Business Impact	Financial Impact
Bramcote Crematorium	Additional and new income streams from various initiatives being developed after implementing the Bramcote Bereavement Services Marketing Strategy, including the 'Your Cremation' service. Operational efficiency of the new cremators with energy usage is being monitored. Furthermore, the efficiencies derived from the new facilities should provide extra capacity which could in turn generate additional net income. The aim was for the cost of investment for the new cremators to be offset by energy savings and additional income generated. Income is directly impacted by the prevailing death rate in a competitive market which includes nationwide direct cremation providers. A rise in service fees and operational activity should generate an extra £100,000 income to be shared with Erewash Borough Council.	£50,000 additional income
Homelessness – Grant Income	Government grant allocated to assist the management of the homelessness service, which includes applying residual balances held by the Council in earmarked reserves.	£100,000 additional income
Staffing efficiencies	Leveraging technology with new systems and software, taking advantage of opportunities to restructure and save money, managing vacancies, reducing administration and the reliance on more expensive agency staff. Where possible, the Council will aim to bring together and consolidate services under fewer senior managers where turnover allows and services can be improved. The General Fund (GF) establishment budget is forecast to achieve the £800.000 turnover target in 2026/27 (4.9% of GF salary budget). In view of pay inflation and growth in the establishment, the savings target can be increased to £900,000.	£100,000 reduction in salaries expenditure due to an increase in the savings target

Proposal	Business Impact	Financial Impact
Price inflation (non-contract)	The MTFS assumes a level of price inflation on premises, supplies and services budgets at 1% (energy and fuel budgets see a higher percentage and are shown separately), which will add around £80k to the base budget in 2027/28. There is an opportunity freeze those budgets at current levels, thereby challenging managers to absorb this inflationary cost within operational activity. The impact would be spread across the General Fund services.	£80,000 reduction in costs
Insurance – Premiums and Claims	The outcome of an earlier tender for new insurance policies was better than expected and resulted in a budget saving for the General Fund, HRA and Liberty Leisure. Some reductions have already been reflected in 2026/27 budgets. In addition, the Council should be able to benefit from its positive risk management and effective claims management arrangements and utilise Insurance Fund balances that may not be fully needed.	£40,000 release of Insurance Fund balances
Reshape the Leisure Offer	The current cost of the annual leisure management fee paid to Liberty Leisure Limited (LLL) is £200,000. It is proposed to reduce the management fee to £100,000 in 2027/28 to reflects the efficiency savings and income levels being achieved by LLL which follows an earlier review carried out by external partners. The full management fee was not taken in 2025/26 and instead partially retained by the Council in a Leisure Development Reserve. LLL held general reserves of £445,129 as at 31 March 2026. There will also be consideration of a revision to the company's operating model which may offer some potential tax efficiencies.	£100,000 saving from further reduction in the management fee
Environment - Parks and Open Spaces and Grounds Maintenance	Following earlier successes, there is a further review of service activities within Parks and Open Spaces and Grounds Maintenance to compare supplier and contractor costs against an in-house provision. There are potential efficiency savings that could be generated for these services and business cases are being developed for the budget setting process.	£60,000 efficiency saving
Total 2027/28 additional savings and income identified		£950,000

Proposal	Business Impact	Financial Impact
Additional savings and income proposals considered – no financial targets recommended in 2027/28		
Business Rates Growth	Previously, an assessment of a reasonable target of Business Rates growth would be built into the Business Strategy based on the latest economic forecasts, local knowledge and estimated performance of property inspectors. Unfortunately, the Business Rates Retention scheme reset, which accompanied the Fair Funding Review, has removed the opportunity to realise the benefits of any growth in 2027/28.	None considered at this stage
Procurement	Re-packaging and tendering contracts will bring efficiencies and potential savings for both revenue and capital budgets.	Potential savings to be considered as part of budget setting
Car Parking Income	No significant fee increases are proposed for general pay and display tariffs for 2027/28. This has provided a useful source of additional income for the Council in recent years. Demand for specific sites will continue to be monitored to ensure that tariffs remain appropriate.	None considered at this stage
Housing – Lifeline Income	Potential income from the additional marketing of the Lifeline service. No further income targets for this service.	None considered at this stage
Homelessness – Reduce Bed and Breakfast	Effective management of homelessness with the aim of reducing the use of bed and breakfast accommodation may generate a saving on base budgets, although no savings targets proposed.	None considered at this stage
Grant Aid to Parish and Town Councils	A review of grant aid provided to parish and town councils, and consideration of bid writer to support parish and town councils accessing various external grants thereby allowing a reduction in grants (current budget at £20k).	None considered at this stage
Leasing of Council Offices	Lease of the refurbished office space to public, voluntary or private sector organisations, taking advantage of businesses re-locating out of other nearby office buildings. Further opportunities for letting will be investigated following the refurbishment of the reception area.	None considered at this stage

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Joint report of the Portfolio Holder for Resources and Personnel Policy and the Portfolio Holder for Housing

Housing Revenue Account – Medium Term Financial Strategy and Budget Action Plan

1. Purpose of report

This report presents an update on the newly developed Housing Revenue Account (HRA) Medium Term Financial Strategy and to highlight the key actions that will be necessary to improve the HRA financial position back above the minimum recommended level. This is in accordance with the Council's key priority of Housing – a good quality home for everyone.

2. Recommendation

Cabinet is asked to NOTE the Housing Revenue Account Medium Term Financial Strategy and the associated budget action plan.

3. Detail

As reported to Cabinet on 30 June 2026, there was a £276k overspend on the Housing Revenue Account (HRA) budget in 2025/56. This overspending when compared to the revised estimates increased the anticipated deficit on the HRA Working Balance which amounted to £946k as at 31 March 2026. With the budget deficit being higher than anticipated, the HRA Working Balance dipped below the Section 151 Officer's minimum recommended level of £1 million.

The outturn position was a result of an accumulation of rising costs over several years and lower than anticipated rent incomes being received in 2025/26. Whilst there is no specific statutory minimum working balance, and a dip below the minimum recommended balance can be tolerated in the short-term, sustained efforts are needed to bring the working balance back up above £1 million.

The Medium-Term Financial Strategy (MTFS) is a key financial planning document. A new HRA MTFS has been developed for this purpose, which will complement the long-term HRA 30 Year Business Plan. The MTFS shows that, in addition to maximising opportunities with regards to growth and implementing rent increases in line with Government expectations, several further initiatives will need to be pursued in 2026/27 and 2027/28 to reduce costs, generate additional income and/or improve services for tenants. Further narrative is provided in the **Appendix**.

4. Key Decision

This report is not a key decision.

5. Updates from Scrutiny

The business and financial plans will be considered by the Overview and Scrutiny Committee on 18 and 19 January 2027.

6. Financial Implications

The comments from the Deputy Chief Executive and Section 151 Officer were as follows:

The financial implications are included in the report narrative and appendices.

7. Legal Implications

The comments from the Head of Legal Services and Deputy Monitoring Officer were as follows:

There are no direct legal implications that arise from this report.

8. Human Resources Implications

There were no comments from the Human Resources Manager.

9. Union Comments

There were no Union comments in relation to this report.

10. Climate Change Implications

The Council's response to Climate Change is a key consideration as part of the budget setting process.

11. Data Protection Compliance Implications

This report does not contain any [OFFICIAL (SENSITIVE)] information and there are no Data Protection issues in relation to this report.

12. Equality Impact Assessment

As there is no change to policy an equality impact assessment is not required.

13. Background Papers

Nil.

Appendix 1

Housing Revenue Account (HRA)**1. Introduction**

There was a £276k overspend on the Housing Revenue Account (HRA) budget in 2025/26. This overspending, when compared to the revised estimates, increased the anticipated deficit on the HRA Working Balance which amounted to £946k as at 31 March 2026. With the budget deficit being higher than anticipated, the HRA Working Balance dipped below the Section 151 Officer's minimum recommended level of £1 million.

The outturn position was a result of an accumulation of rising costs over several years and lower than anticipated rent incomes being received in 2025/26. Whilst there is no specific statutory minimum working balance, and a dip below the minimum recommended balance can be tolerated in the short-term, sustained efforts are needed to bring the working balance back up above £1 million.

2. Spending – Budget Pressures

There continues to be significant budget pressures in terms of legislation changes, standards and compliance and the wider fiscal environment that will continue to impact upon the HRA's 2026/27 forecasted position and the 2027/28 budget. These include establishment costs (pay awards, earlier increases in National Insurance contributions and pension contributions) and price inflation on energy, fuel, construction, property and other commodities.

There is also added budget pressures in terms of compliance works, new legislation requirements, and the costs associated with damp and mould and housing disrepair claims.

There are also other fiscal pressures with the cost of borrowing and rising interest rates. This is not only impacting on current and future prudential borrowing to support the HRA's capital investment programmes but also increases refinancing risks with the maturity of significant loans relating to the 2012 Housing Finance Reforms.

3. Income – Dwelling Rents

The previous government announced that rents can be increased by CPI plus 1% each year from 2020/21 for the following five years. This assumption was reflected in the earlier update of the financial model that accompanies the 30-year HRA Business Plan.

The social housing rent cap for 2026/27 was 4.8%, based on the government's formula of the Consumer Price Index (CPI) in September 2025 plus 1%. Although this guidance may be subject to change and there has not been any government announcement yet for 2027/28, the latest guidance published in April 2026 indicated that this arrangement would be in place for 10 years.

4. Budget Action Plan

In order to maintain a sufficient balance on the HRA, it has been necessary to reduce costs or increase income. Alternative strategies have previously been considered and developed, including changes in other sources of income, such as garage rents and leaseholder charges, reduction in costs for example with returning to an in-house provision for voids works and electrical testing and the re-phasing of planned capital expenditure over the lifetime of the plan.

The HRA faces some unique challenges in this regard. As a 'ring-fenced' fund, it has limited revenue raising capabilities, which are mostly from dwelling rents. There is a need to adequately maintain the quality of the housing stock to ensure compliance with legislation and to meet Decent Homes standards. There is also a priority to respond quickly and appropriately to the findings of the Regulator of Social Housing inspection. Housing and the HRA also needs to be robust and sustainable to meet the current and future of social housing needs and the expectations of tenants.

A strategy has been identified for replenishing the HRA Reserve, with a view to recovering the balance back above £1 million at the earliest opportunity and then providing a sustainable and improving financial position into the medium-term. It remains key for resources to be aligned to key priorities, particularly linked to compliance with legislation and improving services for tenants.

Senior management are working through the following plan for this purpose, with the key activity including:

- Horizon scanning and risk management.
- Refreshing the HRA 30-Year Business Plan, in conjunction with independent financial advisors.
- Developing a Medium-Term Financial Strategy (MTFS) for the HRA, with the aim of bridging the gap between the long-term Business Plan and the annual budget.
- Undertaking a targeted efficiency review of all cost budgets to ensure funding adequacy and value for money. This will include the establishment, supplies and services, contracts, internal charges (including fleet vehicle costs, grounds maintenance and management costs), and the revenue implications of the capital programme.
- Looking to maximise income opportunities to include:
 - Growing the rents 'baseline' by aiming to achieve a net increase in the housing portfolio, supported by the Housing Delivery Programme.
 - Fully utilising the allowable uplift in dwelling rents, in line with government guidance on social housing rents (which in recent years has been at September CPI +1%). These projected uplifts would still see the Council's rents amongst the lowest rents in the region.

- Reviewing other revenue income streams, including the need for any recharges to leaseholders to be based upon full cost recovery.
- Reviewing the level of service charges to tenants to ensure these are appropriate and more aligned with costs.
- Identifying and submitting funding bids to support HRA capital investment (e.g. Homes England).
- Developing effective partnerships and networks with other housing providers, developers etc. to identify best practice and efficiencies.

5. Medium-Term Financial Strategy (MTFS)

The MTFS is a key financial planning document and a new MTFS has been developed for the HRA to complement the long-term 30 Year Business Plan.

The updated MTFS for the HRA is provided further below. It assumes modest increases in HRA spending plans for future years, although some growth has been made for developments and inflationary pressures on the short-term. The assumptions include maximising uplifts in dwelling rents (currently CPI +1%) which assumes a 4.5% uplift for 2027/28 and 3% thereafter). It also assumes that the 'rent baseline' will grow by 0.5% per annum, which equates to a new increase of 20 units each year.

In terms of costs, pay inflation is assumed at 3% for 2027/28 and 2% thereafter. Energy prices are estimated at 5% for 2026/27 and 2027/28, with other price inflation capped at 1% to challenge budget managers to deliver within existing resources. Dwelling values are estimated to grow at 3% each year, which will increase the statutory depreciation charge to the HRA. This sum is transferred to the Major Repairs Reserve to be utilised for capital expenditure purposes).

Uplifts in borrowing costs are based upon existing levels of prudential borrowing in the capital programme, with an averages HRA rate at 4.5%. This rate has also been applied for any maturing HRA loans that will need to be rescheduled at current rates.

The MTFS shows that, in addition to maximising opportunities with regards to growth and implementing rent increases in line with Government expectations, several further initiatives will need to be pursued to make efficiencies, reduce costs and generate additional income. **Budget efficiencies totalling £50k in 2026/27 and then £300k in 2027/28 will be needed to enable the HRA Reserve to return onto a more sustainable footing about the recommended minimum balance of £1 million.** The earlier that these efficiencies are found and secured, the better their impact in the medium-term.

The MTFS suggests at this stage that it is unlikely that the HRA balance can be returned above £1 million in this financial year. A more realistic target is that this can be achieved in 2027/28 and be firmed up as part of budget setting.

HRA MTFS Financial Projections 2026/27 to 2030/31

	Revised Estimate 2026/27 £'000	Estimate 2027/28 £'000	Estimate 2028/29 £'000	Estimate 2029/30 £'000	Estimate 2030/31 £'000
NET BUDGET	145	131	(283)	(298)	(310)
CHANGES TO EXPENDITURE BUDGET					
Revenue Developments	20	20	-	-	-
Inflation – Pay Award/JE Outcomes	16	165	113	116	118
Inflation – Energy and Fuel Prices	Included	9	8	8	8
Inflation – Price Others	Included	120	108	110	94
Depreciation Charges – Dwellings	Included	173	178	184	189
Changes to Interest on Borrowing	Included	529	405	422	401
CHANGES TO INCOME BUDGETS:					
Rents Increase (Uplift))	Included	(1,000)	(697)	(718)	(740)
Rents Increase (Growth)	Included	(111)	(116)	(120)	(123)
Recharges including Leaseholders (Uplift)	Included	(4)	(4)	(4)	(4)
Other Recharges to GF/Capital (Uplift)	Included	(15)	(10)	(10)	(11)
Item 8 HRA Interest Receivable	Included	-	-	-	-
Business Strategy	(50)	(300)	-	-	-
REVISED NET BUDGET	131	(283)	(298)	(310)	(378)
FORECAST BALANCES - 31 MARCH					
HRA Opening Balances	945	814	1,097	1,395	1,705
In-year Net Movement	131	(283)	(298)	(310)	(378)
HRA Closing Balances	814	1,097	1,395	1,705	2,083

6. Capital Programme

In terms of capital investment, Officers will review the timing of the replacement programme to ensure that its is compliant and affordable. Some improvement works may be rescheduled and/or reprioritised, if appropriate, which could allow for some revenue savings relating to prudential borrowing.

There is regular capital update reports provided to General Management Team and Members on progress with the approved capital programme. This occasionally includes capital budget variation reports to Cabinet as required.

All new borrowing on HRA schemes, including that on the Housing Delivery Programme, needs to be prudential, affordable and sustainable. Any new scheme which requires prudential borrowing will be subjected to stringent review and will need to have a robust and supported business case before progressing. The base budget currently includes the anticipated borrowing costs for the existing capital programme.

The Council will continue to strive to make the most of funding opportunities available for both capital investment projects and ongoing revenue costs.

7. Local Government Reorganisation

The HRA Medium-Term Financial Strategy has not taken any account of the impact of LGR. The projected end date of this latest MTFS may extend beyond the potential start date for any new unitary authority.

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Report of the Portfolio Holder for Resources and Personnel Policy

Treasury Management and Prudential Indicators Mid-Year Report

1. Purpose of Report

To provide Members with the mid-year update on Treasury Management activity and the Prudential Indicators for 2026/27.

2. Recommendation

Cabinet is asked to NOTE the Treasury Management and Prudential Indicators 2026/27 Mid-year Report.

3. Details

Regulations issued under the Local Government Act 2003 require the Council to fulfil the requirements of the Chartered Institute of Finance and Accountancy (CIPFA) Code of Practice on Treasury Management and the CIPFA Prudential Code for Capital Finance in Local Authorities when undertaking its treasury management activities.

As well as the Treasury Management and Prudential Indicators annual report that is presented to Cabinet in July each year, there is a regulatory requirement for Members to at least receive a mid-year review. This is intended to enhance the level of Member scrutiny in these areas.

The CIPFA Code of Practice on Treasury Management requires the Deputy Chief Executive to operate the Treasury Management function in accordance with the Treasury Management Strategy approved by Cabinet on 3 February 2026. Details of all borrowing and investment transactions undertaken in 2026/27 up to 30 September 2026, together with the balances at this date and limits on activity, are provided in **Appendix 1**. There are no issues of non-compliance with these practices that need to be reported.

Under the CIPFA Prudential Code for Capital Finance in Local Authorities, the Council is required to prepare several prudential indicators against which treasury management performance should be measured. The objectives of the Prudential Code are to ensure that the Council's capital investment plans are affordable, prudent and sustainable. Fundamental to this is the calculation of several prudential indicators, which provide the basis for the management and monitoring of capital expenditure, borrowing and investments. The Council has complied with its 2026/27 prudential indicators up to 30 September 2026 and details are provided in **Appendix 2**.

4. Key Decision

This report not a key decision as defined under Regulation 8 of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

5. Updates from Scrutiny

Not applicable

6. Financial Implications

The comments from the Deputy Chief Executive and Section 151 Officer were as follows:

This report meets the requirements of the CIPFA Code of Practice on Treasury Management and the Prudential Code for Capital Finance in Local Authorities.

All treasury management activities undertaken during the year complied fully with the CIPFA Code of Practice on Treasury Management and the approved Treasury Management Strategy. Further comments are incorporated in the narrative in the executive summary and appendices.

7. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

Treasury Management activities have to conform to the Local Government Act 2003, the Local Authorities (Capital; Finance and Accounting) (England) Regulations 2003 (SI 2003/3146), which specifies that the Council is required to have regard to the CIPFA Prudential Code and the CIPFA Treasury Management Code of Practice and also the Local Authorities (Capital Finance and Accounting) (England) (Amendment) Regulations 2008 (SI 2008/414), which clarifies the requirements of the Minimum Revenue Provision guidance. This report demonstrates compliance with the legislative framework.

8. Human Resources Implications

Not applicable.

9. Union Comments

Not applicable.

10. Climate Change Implications

Not applicable.

11. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

12. Equality Impact Assessment

As there is no change to policy an equality impact assessment is not required.

13. Background Papers

Nil.

Appendix 1

Treasury Management Activity 2026/27 (Q2)

1. Introduction

The Council has adopted the Chartered Institute of Public Finance and Accountancy's *Treasury Management in the Public Services: Code of Practice* (the CIPFA Code) which requires the Council to approve, as a minimum, treasury management semi-annual and annual outturn reports.

This report includes the new requirement in the 2021 Code, mandatory from April 2023, of quarterly reporting of the Treasury Management activity and prudential indicators.

The Council's Treasury Management Strategy for 2026/27 was approved at the Cabinet meeting on 3 February 2026. The Council continues to borrow and invest substantial sums of money and is therefore exposed to financial risks including the loss of invested funds and the revenue effect of changing interest rates. The successful identification, monitoring and control of risk remains central to the Council's Treasury Management Strategy.

2. External ContextEconomic Background:

The key story remained the conflict in the Middle East and its impact on global energy prices and inflation, while on the UK politics side, Andy Burham became the new Prime Minister. Although energy prices had shown signs of moderating towards the end of June, the continuing conflict pushed oil and gas up sharply once again. In mid-September, Brent oil and UK gas prices were over 30% and 70% higher respectively compared to the period preceding the Bank of England's July Monetary Policy Report.

Given the inflationary impact of the previous energy shock from the Russia/Ukraine war, central bank policymakers remained alert to higher energy prices feeding into wider price and wage-setting behaviour ('second-round effects'). In the UK, higher fuel and energy prices were evident in headline inflation, but there was limited evidence of material second-round effects. At the same time, underlying wage pressures continued to moderate, and the labour market remained relatively loose.

UK headline consumer price inflation (CPI) initially declined, suggesting the initial energy shock was not spreading into a wider range of goods and services. However, later in the period inflation picked up again, with CPI rising from 2.6% in June to 3.1% in August due largely to higher transport costs. Core CPI was 2.6% in July and August, suggesting the divergence between that and headline inflation was due to energy rather than a broad increase in underlying inflation.

UK economic activity was somewhat stronger than initially anticipated over the period. GDP expanded by 0.6% in the first quarter of the calendar year and 0.5% in the second quarter, slightly stronger than the initial estimate of 0.4%. Monthly activity was more volatile, with a contraction of -0.1% in April, followed by gains of 0%, 0.3% and 0.4% in May, June and July respectively.

Labour market data continued to show softening employment conditions. The unemployment rate fell to 4.9% in April and remained at that level to July, against expectations it would tick up. Job vacancies also continued to decline, to 702k in the three months to July. Earnings growth moderated, with regular earnings at 3.5% in period to July and total earnings at 3.9%, suggesting weaker labour demand was continuing to restrain domestic wage pressures.

The Bank of England's Monetary Policy Committee (MPC) cut the Bank Rate from 4.0% to 3.75% in December 2025. It has remained this rate during the period April to September 2026.

Arlingclose, the Council's treasury adviser, expects Bank Rate will stay at 3.75%. However, higher energy prices due to the ongoing conflicts and uncertainty around the government's upcoming budget have increased the near-term upside risks. Moreover, stronger inflation projections, which accompanied the September MPC decision, shifted market expectations for Bank Rate higher. In addition, despite little evidence of second-round effects to date, the changing tone of the MPC minutes suggests it may not need something seismic to tip the Committee to increase Bank Rate.

The US Federal Reserve held the Fed Funds target range at 3.50% to 3.75% through to July. However, inflation pressures rose during the summer, pushing headline CPI to 3.4% in August, with higher petrol prices accounting for much of the increase. This led the Fed to raise its target range to 3.75% to 4.00% in September. The move reflected increased concern over inflation at a time when US economic activity and labour-market conditions were relatively resilient.

Following a 0.25% increase in June, the European Central Bank (ECB) raised its three key policy rates by a further 0.25% in September, taking the deposit facility rate to 2.50%. Inflation increased from 2.9% in July to 3.2% in August, and an initial estimate suggested a further rise to 3.8% in September, with energy prices the principal driver. The ECB emphasised the uncertainty around the duration of the energy shock and the risk prolonged higher inflation could feed into wider price-setting.

Financial Markets:

After the sharp deterioration early in the period, financial market sentiment improved somewhat as there were ongoing hopes that the US / Iran war would be resolved. However, towards the end of the period, signs of any potential resolution appeared premature and oil prices rose alongside inflation and bond yields while equity market volatility increased as investors weighed conflict-related as well as AI-related concerns.

Over the period, the 10-year UK benchmark gilt yield started at 4.86% and ended at a high of 5.43%. The 20-year gilt yield starting at 5.45% and finished at 5.93%, another high for the period. The Sterling Overnight Rate (SONIA) averaged 3.73% over the period to 30 September 2026.

Credit Review:

Arlingclose has maintained its advised recommended maximum unsecured duration limit on most banks on its counterparty list at six months. Duration advice for the other banks, was kept to a maximum of 100 days.

During the period, Fitch upgraded numerous banks due to a rating methodology change, as well as the reference obligations used for Issuer Default Ratings and introduced more differentiated notching between deposits, senior preferred, senior unsecured and senior non-preferred debt ratings. Later in the period, Moody's changed the outlook on HSBC to 'positive' from 'stable', while also affirming its long-term deposit rating. This follows a similar action from S&P on HSBC's outlook a few months prior to this.

After spiking in April, following escalation in the Iran war, credit default swap prices on UK banks declined during most of the period but started to pick up again in September. They ended the period well below levels that may give cause for concern but remain under constant monitoring.

European banks' credit default swaps (CDS) prices followed a similar pattern to the UK, while Canadian bank CDS prices rose early in the period and then remained at similar levels, while Australian and Singaporean banks tended to trend downwards.

Overall, at the end of the period, CDS prices for all banks on the Arlingclose counterparty list remained within limits deemed satisfactory for maintaining credit advice at current durations.

Financial market volatility is expected to remain a feature, at least in the near term and CDS levels will be monitored for signs of ongoing credit stress. As ever, the institutions and durations on the Council's counterparty list recommended by Arlingclose remain under constant review.

3. Borrowing

a) Debt Activity in Year

The loan debt outstanding as at 30 September 2026 is shown below:

Loan Type	Amount Outstanding 01/04/26 £'000	Amount Outstanding 30/09/26 £'000
Short Term Loans:		
Bramcote Crematorium	343	810
Money Market Loans	-	-
Public Works Loan Board	14,333	9,890
Long Term Loans:		
Money Market Loans	3,000	3,000
Public Works Loan Board	101,239	103,841
Total	118,915	117,541

This level of borrowing should be considered in the context of the assets held by the Council. The latest valuation used for the Balance Sheet on 31 March 2026 showed that the Council held fixed assets with a total value of £350m (including its share of the Bramcote Crematorium assets). This included General Fund assets at £72m and Housing Revenue Account (HRA) assets at £278m. **The market valuation of Council dwellings is estimated at £662m.** This compares favourably with the current debt portfolio.

b) Loans

Short-term money market loans are typically from other local authorities and public sector bodies. The Council did not have any of these loans at 1 April 2026 and has not taken on any new money market loans in the year to date.

One PWLB loan of £6.4m will mature on 28 March 2027. As this is due to mature within the next 12 months it is considered 'short term' in nature. There will be a need to replace this loan.

Opening short term loans at 1 April 2026 also included PWLB annuities at £19.5k. A sum of £9k was repaid on 13 September 2026 and the remaining £10k is due for repayment on 13 March 2027. Opening short terms loans also included PWLB EIP loans ('Equal Instalments of Principal') of £6.4m. An additional £272k has been added to this figure for a new EIP loan of £3.0m taken out in September 2026. A sum of £3.2m was repaid in the first two quarters of 2026/27 with a remaining £3.5m due to be repaid in the last two quarters.

Finally, short term loans at 1 April 2026 included £342k invested with the Council by Bramcote Crematorium. A withdrawal was made to allow for a distribution of £400k to the two constituent authorities (Broxtowe and Erewash Borough Councils) on 30 September 2026.

The major element of the long-term loans from the PWLB relates to the loans totalling £66.4m taken out on 28 March 2012 to make payment to the government as part of Housing Finance reforms. This enabled the Council to exit the HRA subsidy system and move to self-financing arrangements that allowed local authorities to support their housing stock from their own HRA income. These loans were for maturity periods of between 10 and 20 years and were set at special one-off preferential rates made available by the PWLB for this exercise of 13 basis points above the equivalent gilt yield at the date on which the loans were taken. Of these, one for £6.5m was repaid in 2022/23, another at £6.1m matured in 2023/24, another for £7.5m was repaid in 2024/25, another at £7.4m was repaid in 2025/26 and another at £6.4m is due mature in March 2027.

Debt is kept under review in order to match the level of borrowing with the financing requirement for assets, based on analysis of the Council's balance sheet, with the aim of maintaining borrowing at the most efficient level in line with the prudential framework for capital finance.

The planned financing of the 2026/27 Capital Programme (including in-year amendments approved by Cabinet) indicates that borrowing of £41m in would be required to help fund the programme. This borrowing has not yet been fully undertaken as the availability of large investment balances has meant that there has been no specific need to undertake this borrowing thus far.

The Council will continue to adopt a cautious and considered approach to any borrowing that it may undertake. The Council's treasury advisors, Arlingclose, actively consult with investors, investment banks and capital markets to establish the attraction of different sources of borrowing and their related trade-off between risk and reward. The Council will liaise with its advisors before making any borrowing decisions and then report these to Members.

c) Debt Rescheduling

In conjunction with the treasury management advisors, the Council continues to seek opportunities for the rescheduling of debt that could reduce its overall borrowing costs. No debt rescheduling has taken place to date in 2026/27.

Whilst the possibility of achieving savings by repaying a loan may initially appear attractive, if a replacement loan is needed to facilitate this then the replacement loan will have to be replaced at some stage. There is a risk that, as interest rates have risen dramatically recently, new loans could be more expensive and the initial decision to pursue the repayment of the original loan could turn out to be costly in the long term.

There may be opportunities in the future to achieve discounts by repaying loans using funds that are currently invested but the Council's primary concern will be to ensure that it has sufficient liquidity available to meet its liabilities and this represents a significant barrier to debt repayment activity.

Currently most of the Council's PWLB loans would attract a premium, i.e. a penalty, on premature repayment of between 5% and 99%. Those with a higher probability of attracting a discount in the future were interest rates to rise further (i.e. where the current premium is between 0% and 10%) are some loans that were taken out in March 2012 at preferential rates as part of the move to exit the HRA subsidy system as referred to above.

The Council and its treasury management advisors will continue to monitor the situation and evaluate potential opportunities where appropriate. Debt rescheduling activity will only be undertaken when annual revenue savings can be achieved and both a stable debt maturity profile and suitable interest rate structure can be maintained.

d) Cost of Borrowing and Debt Profile

Long-term Debt

The Council's long-term debt had an average of 6.55 years to maturity as at 30 September 2026 (31 March 2026 was 7.11 years). The average interest payable at that date was 3.75% (31 March 2026 was 3.74%).

Short-term Borrowing

Short-term borrowing comprises the continuing loan from the Bramcote Crematorium Joint Committee and the loans outlined further above.

PWLB Rate Changes and Future Borrowing

Most of the Council's long-term debt is borrowed from the PWLB. The most recent PWLB Technical Note (published 15 June 2023) shows the current Standard Rate for PWLB loans is 100 basis points above current gilt prices. Those local authorities who submit a Certainty Rate Return, which is primarily a high-level analysis of the local authority's capital programme, capital financing and borrowing plans for the next three years, are eligible to borrow at the Certainty Rate. The Certainty Rate is 20 basis points below the Standard Rate. In addition, the PWLB has also introduced a HRA Rate at 60 basis points below the standard rate for the financing of HRA scheme.

Given that PWLB lending terms are currently competitive, PWLB will be considered, alongside other lenders, by the Council when looking to take out future long-term borrowing.

4. Investments

a) Investment Policy

The Council's investment policy is governed by guidance from the government, which was implemented in the Investment Strategy approved by Cabinet on 3 February 2026. This gives priority to security and liquidity, and the Council's aim is to achieve a yield commensurate with these principles.

The Council only places long-term investments with banks and building societies which are UK domiciled and have, a minimum, the Long-Term A- (or equivalent) rating from the Fitch, Moody's and Standard and Poors credit rating agencies.

The Council is also able to invest in Money Market Funds (MMF) that are AAA rated and with the UK government, as well as with other local authorities. The maximum permitted duration of investments is two years.

The investment activity during 2026/27 to date conformed to the approved strategy. The Council had no security or liquidity difficulties.

b) Interest Received

The total interest receivable for the period ended 30 September 2026 amounted to £287k at an average rate of 3.97% (compared to £340k at 4.17% to 30 September 2025). This was broadly in line with reductions in the Bank Rate.

SONIA (Sterling Overnight Index Average) is an interest rate published by the Bank of England, which can be seen as the average interest rate at which a selection of financial institutions lends to one another in sterling (GBP) with a maturity of 1-day (overnight). SONIA is a benchmark rate and had an average 1-day rate over the period of 3.73%.

The LIBOR interest rate was the average interbank interest rate at which many banks on the London Money Markets are prepared to lend one another in unsecured funds denominated GBP. This rate permanently ceased in 2024, and the Secured Overnight Financing Rate (SOFR) is used instead. This is a benchmark interest rate for dollar-denominated derivatives and loans, but this is mostly used by USA whilst the UK prefers to use SONIA.

The Council has a total of four long-term investment totalling £8.0m and these along with the interest income received over the period are as follows:

- CCLA Local Authority Property Fund (LAPF) – £2.0m (£20,700)
- CCLA Cautious Multi Asset Fund (CMAF) – £2.0m (£21,100)
- Royal London Enhanced Cash Plus Fund – £2.0m (£38,400)
- Ninety-One Diversified Income Fund – £2.0m (£39,200)

The £2.0m invested in the CCLA Local Authorities' Property Fund (LAPF) had a dividend yield of 1.03% during the period whilst the £2.0m invested in CCLA Cautious Multi Asset Fund had a dividend yield of 1.05%. The Royal London Cash Plus and Ninety-One Diversified Income Funds have dividend yields of 1.92% and 1.96% respectively. The average total income return for the period is 1.49%. Further details of these long-term investments are set out in 3(v).

c) Investments Placed

A summary of all investments (either short or long term) made and repaid from 1 April to 30 September 2026 is set out in the following table:

	Balance at 01/04/26 £'000	Invests Made £'000	Invests Repaid £'000	Balance at 30/09/26 £'000	Net Change £'000
<u>Short-Term</u>					
Aberdeen MMF	1,830	22,310	(24,140)	-	(1,830)
LGIM MMF	5,000	19,020	(19,190)	4,830	(170)
Federated MMF	-	28,380	(28,380)	-	0
Public Sector Deposit Fund	2,500	4,500	(7,000)	-	(2,500)
DMADF	-	-	-	-	-
<u>Long-Term</u>					
Royal London Cash Plus	2,000	-	-	2,000	-
Diversified Income Fund	2,000	-	-	2,000	-
LA Property Fund	2,000	-	-	2,000	-
Ninety-One DIF	2,000	-	-	2,000	-
Total	17,330	74,210	(78,710)	12,830	4,500

Money Market Funds (MMF) are set up as individual accounts where funds can be placed short-term, often overnight, and monies withdrawn as and when required. This has a major impact upon the number of investments made with these institutions during the period above.

Investments continue to be made in MMF due to their ability to provide a secure and highly liquid place in which to invest and the reduced number of other potential counterparties available as outlined in 2(g) below.

d) Credit Risk

Security of capital remains the main investment objective. The Council aims to achieve a score of '7' or lower to reflect its overriding priority of maintaining the security of any sums invested. This equates to the minimum credit rating threshold of A- for investment counterparties as set out in the 2026/27 Investment Strategy.

Counterparty credit quality has been maintained at an appropriate level during 2026/27 as shown by the credit score analysis in the following table:

Date	Value Weighted Average – Credit Risk Score	Value Weighted Average – Credit Rating	Time Weighted Average – Credit Risk Score	Time Weighted Average – Credit Rating
30/09/2025	4.71	A+	4.71	A+

No investments were made with institutions where the credit rating exceeded a score of 7 (i.e. lower than A-). All deposits were made with institutions achieving an average score of 5.0 or better. As such, counterparty credit quality has been maintained at an appropriate level during the period.

The table below shows how credit risk scores relate to long-term credit ratings:

Rating	AAA	AA+	AA	AA-	A+	A	A-	BBB+	BBB	BBB-
Score	1	2	3	4	5	6	7	8	9	10

e) Risk Benchmarking

The Investment Strategy 2025/26 to 2027/28 contained several security, liquidity and risk benchmarks to allow officers to monitor the current and trend positions and incorporate these within investment decisions. The benchmarks have been met in full for the period to 30 September 2026 such that:

- the Council's maximum average credit risk score has been less than 7
- a bank overdraft limit of £1.0m has been maintained
- the liquid short-term deposits of at least £500k have been available within one week
- the average weighted life of investments has been below a maximum of six months
- the average rate achieved by the Council was 3.97% which exceeded the SONIA average 1-day rate of 3.73%.

f) Counterparty Update

The Deputy Chief Executive and Section 151 Officer maintains a counterparty list based upon criteria set out in the Investment Strategy. Any proposed revisions to the criteria will be submitted to Cabinet for formal approval as set out further below.

The rating criteria use the lowest common denominator method of selecting counterparties and applying limits. This means that the application of the Council's minimum criteria will apply to the lowest available rating for any institution. For example, if an institution is rated by two agencies and one meets the Council's criteria and the other does not, the institution will fall outside the lending criteria.

Creditworthiness information is provided by the treasury management advisors, Arlingclose, on all counterparties that comply with the criteria set out in the Investments Strategy. Any counterparty failing to meet the criteria is removed from the counterparty list.

g) Changes to the Investments Strategy

Due to the level of uncertainty in financial markets, it is important that there is sufficient flexibility to enable changes to be made to the Investments Strategy at short notice should they be considered necessary by the Deputy Chief Executive and Section 151 Officer.

Any such changes to the Investments Strategy will be made by the Chief Executive exercising urgency powers following consultation with the Leader of the Council and the Portfolio Holder for Resources and Personnel Policy. A report setting out the detail behind these changes would then be presented to Cabinet at the next available opportunity.

h) Regulatory Update – Statutory Override

In July 2018, the government consulted on statutory overrides relating to the introduction of the IFRS 9 Financial Instruments accounting standard from 2018/19. It has since decided to introduce a temporary statutory override for fair value movements in pooled funds. The government accepted arguments made in the consultation responses that the un-amended adoption of IFRS 9 could result in unwarranted volatility for the General Fund and impact unnecessarily upon Council Tax and/or service expenditure. The subsequent statutory override, while requiring IFRS 9 to be adopted in full, requires fair value movements in pooled investment funds to be taken to a separate unusable reserve instead rather than directly to the General Fund.

The override applies to all collective investment schemes and not just to pooled property funds. In order to promote transparency, the guidance requires a separate unusable reserve to be used to hold the fair value movements rather than the Financial Instruments Adjustment Account.

In April 2023, the Department for Levelling Up, Housing and Communities (DLUHC) published the full outcome of the consultation on the extension of the statutory override on accounting for gains and losses on pooled investment funds. The override has been extended to 1 April 2029 for pooled fund investments made before 1 April 2024. Whether the override will be extended beyond the new date is not known but current MHCLG communication suggests not. The Council will discuss with Arlingclose the implications for the investment strategy and what action may need to be taken.

i) Prudential and Treasury Management Code Changes

The Prudential Code requires the production of a high-level Capital Strategy report to full Council covering the basics of the capital programme and treasury management. The prudential indicators for capital expenditure and the authorised borrowing limit are included in this report

The definition of investments in the Treasury Management Code now covers all the Council's financial assets as well as other non-financial assets that are held primarily for a financial return. This is replicated in the Government's Investment Guidance in which the definition of investments is further broadened to include all such assets held partially for financial return. The Council has no such assets at present.

5. Treasury Management Indicators

The Council measures and manages its exposures to treasury management risks using the following indicators:

i) Security

The Council has adopted a voluntary measure of its exposure to credit risk by monitoring the value-weighted average credit rating of its investment portfolio. This is calculated by applying a score to each investment (AAA=1, AA+=2, etc.) and taking the arithmetic average, weighted by the size of each investment. Unrated investments are assigned a score based on their perceived risk.

Credit Risk Indicator	Target 2026/27
Portfolio Average Credit Rating	A-

The Council has complied with this indicator by achieving an average credit rating of AA- for its investment portfolio between 1 April and 30 September 2026.

ii) Liquidity

The Council has adopted a voluntary measure of its exposure to liquidity risk by monitoring the amount of cash available to meet unexpected payments within a rolling three-month period, without additional borrowing.

Liquidity Risk Indicator	Target 2026/27
Total cash available within 3 months	£10.0m

The Council has complied with this indicator by maintaining an average of £17.6m in cash available to meet unexpected payments within a rolling three-month period from 1 April and 30 September 2026.

iii) Interest Rate Exposures

This indicator is set to control the Council's exposure to interest rate risk. Bank Rate remained unchanged at 3.75% from 1 April to 30 September 2026 (after various reductions in 2025/26 from 4.5% in April to 3.75% by March). The upper limits on the one-year revenue impact of a 1% rise or fall in interest rates for 2026/27 are:

Interest rate risk indicator	Target Limit 2026/27
Upper limit on 1-year revenue impact of 1% <u>rise</u> in interest rates	£1.0m
Upper limit on 1-year revenue impact of 1% <u>fall</u> in interest rates	£1.0m

The impact of a change in interest rates is calculated on the assumption that maturing loans and investments will be replaced at new market rates. The target limits have been complied with for Q2.

iv) Maturity Structure of Borrowing

This indicator is set to control the Council's exposure to refinancing risk. It is intended to limit large concentrations of fixed rate debt needing to be replaced at times of uncertainty over interest rates.

Maturity Structure of Fixed Rate Borrowing	Lower Limit %	Upper Limit %	Fixed Rate Borrowing 30-Sep-26	Level %	Compliance with Set Limits
Under 12 months	0	50	9,890	8	Yes
12 months to 2 years	0	50	16,180	14	Yes
2 years to 5 years	0	50	45,159	39	Yes
5 years to 10 years	0	75	37,626	32	Yes
10 years to 20 years	0	100	-	-	Yes
20 years to 30 years	0	100	5,000	4	Yes
30 years to 40 years	0	100	-	-	Yes
40 years to 50 years	0	100	3,000	3	Yes

As suggested in the Code, fixed rate investments of less than 12 months and fixed rate borrowing with less than 12 months to maturity are regarded as variable rather than fixed rate investments and borrowings as their replacement could be subject to movements in interest rates. This principle has been applied in calculating the fixed and variable interest rate exposures on debt and investments. However, the borrowing with less than 12 months to maturity at 30 September 2026 is shown as fixed rate borrowing in the maturity structure.

Time periods start on the first day of each financial year. The maturity date of borrowing is the earliest date on which the lender can demand repayment.

v) Principal Sums Invested for Periods Longer than a Year

The purpose of this indicator is to control the Council's exposure to the risk of incurring losses by seeking early repayment of its investments. The limits on the long-term principal sum invested to final maturities beyond the period end will be:

Risk Indicator	Target Limit 2026/27
Upper limit on principal invested beyond year end	£8.0m

The Council has complied with the limit during the period, with a total of £8.0m in long term investments as at 30 September 2026 consisting of:

- £2.0m invested in the CCLA Local Authorities' Property Fund (LAPF). Although the Council can theoretically redeem part or all of its holding in the fund by giving six months' notice as set out in 2(c), this is intended to be a long-term investment.
- £2.0m invested in the CCLA Cautious Multi Asset Fund. Whilst this is intended to be a long-term investment, two days' notice is required should this investment need to be repaid to the Council.
- £2.0m invested in the Royal London Enhanced Cash Plus Fund. Whilst this is intended to be a long-term investment, should the Council require this to be repaid then it can be done with one day's notice.
- £2.0m invested in the Ninety-One Diversified Income Fund. The minimum recommended period for such an investment is three to five years. However, should this need to be repaid to the Council then it can be done with three days' notice.

Appendix 2

Prudential Indicators

1. Introduction

The Local Government Act 2003 requires local authorities to comply with the Prudential Code for Capital Finance in Local Authorities when carrying out their capital budgeting and treasury management activities. Fundamental to this is the calculation of several prudential indicators, which provide the basis for the management and monitoring of capital expenditure, borrowing and investments. The indicators are based on the Council's planned and actual capital spending.

2. Capital Expenditure and Financing 2026/27

The Council undertakes capital expenditure on assets which have a long-term value. These activities may either be:

- financed immediately through the application of capital or revenue resources (capital receipts, capital grants, revenue contributions etc.), which has no resulting impact upon the Council's borrowing need; or
- if insufficient financing is available or a decision is taken not to apply resources, the capital expenditure will give rise to a borrowing need.

Actual capital expenditure forms one of the required prudential indicators. The following table shows the 2026/27 Capital Programme as at 30 September 2026 compared with the original estimate for the year across each area:

	2026/27 Original Estimate £'000	2026/27 Estimate at 30/09/26 £'000
Housing (HRA/GF) (incl. housing delivery)	20,721	27,781
Business Growth (incl. regeneration)	265	11,096
Leisure and Health (incl. Bramcote LC)	962	22,406
Environment and Climate Change	1,650	4,442
Community Safety	0	12
Finance and Resources	413	1,101
Total	24,011	66,838

The change to the original estimate is largely due to bringing forward unspent capital budgets totalling £20.6m from 2025/26, in addition to several increases and reductions to various schemes and new schemes approved by Cabinet in year totalling £21m.

Excluded from the 2026/27 Capital Programme are schemes totalling £3.655m that are on a 'reserve list' to be brought forward for formal approval to proceed once a source of funding is identified.

The table below shows the planned capital expenditure up to 30 September 2026 and how this will be financed:

	Original Estimate 2026/27 £'000	Revised Estimate at 30/09/2026 £'000
General Fund	11,490	40,807
HRA	12,521	26,031
Total Capital Expenditure	24,011	66,838
Financed by:		
Capital Receipts	2,000	5,606
Capital Grants	3,003	14,353
Revenue (including Major Repairs Reserve)	5,270	5,545
Unfinanced Capital Expenditure	13,738	41,334
Reserve List items	3,655	3,655

It is anticipated that the schemes on the 'reserve list' would be financed from capital receipts received at a future date if available. Unfinanced capital expenditure will be met from additional borrowing as set out above.

3. Overall Borrowing Need

The Council's underlying need to borrow is called the Capital Financing Requirement (CFR). This figure is a gauge of the Council's debt position and represents net capital expenditure that has not yet been paid for by revenue or other resources.

Part of the treasury management activity seeks to address this borrowing need, either through borrowing from external bodies or utilising temporary cash resources within the Council.

As set out in Appendix 1, the Council has not fully taken out the anticipated borrowing of £41.334m in respect of the planned capital expenditure for 2026/27 shown as unfinanced above. It is likely that some of this borrowing will be delayed until 2027/28 if there is significant slippage in the capital programme into the following year. Any additional borrowing to be undertaken will seek to align the Council's overall borrowing level with the CFR.

There are two PWLB loans of £1.5m (repaid August 2026) and £6.4m value that is due to mature in 2026/27. These will be replaced, at least in part depending upon cash flows, with other borrowing before 31 March 2027.

The Council's CFR will next be calculated as at 31 March 2027 when the financing of actual capital expenditure incurred in 2026/27 will be undertaken. This will be reported to Cabinet in July 2027.

4. Prudential Indicators and Compliance Issues

Some of the prudential indicators provide either an overview or specific limits on treasury management activity. These are as follows:

i) Gross Borrowing Compared to the Capital Financing Requirement (CFR)

In order to ensure that borrowing levels are prudent over the medium term, the Council's external borrowing must only be for a capital purpose. Gross borrowing should not therefore, except in the short term, exceed the CFR. This indicator will be calculated at the end of 2026/27 and the outcome reported to Cabinet in July 2027. It is presently anticipated that the Council will comply with this indicator.

ii) Authorised Limit

This is the statutory limit determined under section 3(1) of the Local Government Act 2003 and represents the limit beyond which borrowing is prohibited. It reflects the level of borrowing which could be afforded in the short term to maximise treasury management opportunities and cover temporary cash flow shortfalls but is unlikely to be sustainable over the longer term. The table below demonstrates up to September 2027, the Council has maintained gross borrowing within its authorised limit.

iii) Operational Boundary

This indicator is based on the probable external debt during the year. The operational boundary is not a limit and actual borrowing can vary around the levels shown for short times. The operational boundary should act as an indicator to ensure the authorised limit is not breached and is a key management tool for in year monitoring of treasury management activities by the Deputy Chief Executive and Section 151 Officer.

	Values £000
Authorised Limit for Borrowing	166,710
Operational Boundary for External Debt	133,370
*Maximum Gross Borrowing (April to September 2026)	118,915

*The maximum external debt in the period from April to September 2026 represents the gross borrowing figures as set out in 1(a) and includes the loan received from Bramcote Crematorium during this period.

iv) Proportion of Financing Costs to Net Revenue Stream

This indicator compares net financing costs (borrowing costs less investment income) to net revenue income from revenue support grant, business rates, Housing Revenue Account subsidy, council tax, and rent income. The purpose of the indicator is to show how the proportion of net income used to pay for financing costs is changing over time. The indicator will be calculated for 2026/27 at the end of the financial year and reported to Cabinet in July 2027.

Report of the Portfolio Holder for Resources and Personnel Policy

Grant Aid Requests from Parish and Town Councils

1. Purpose of Report

To consider requests for grant assistance in accordance with the protocol for the consideration of grant aid to parish and town councils.

2. Recommendation

Cabinet is asked to consider the requests and RESOLVE accordingly.

3. Detail

Two grant aid requests have been received from Eastwood Town Council. Firstly, a request for up to £2,458 representing 50% of the total cost of its Remembrance Sunday Event 2026. The second request is for up to £323 representing 50% of the cost of specialist repairs to Soldiers' names on the Memorial on Plumptre Way in Eastwood.

Details of the applications are included in **Appendix 1**. The agreed protocol for assessing grant aid to parish and town councils is provided in **Appendix 2** with the grants previously awarded under this scheme listed in **Appendix 3**.

4. Key Decision

This report is not key decision as defined under Regulation 8 of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

5. Updates from Scrutiny

Not applicable.

6. Financial Implications

The comments from the Deputy Chief Executive and Section 151 Officer were as follows:

If Members wished to support these requests, the awards could be made from the £20,000 provision for grants to parish and town councils included in the 2026/27 revenue budget, of which £13,222 currently remains available.

7. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

The Council is empowered to make grants by virtue of Section 137 Local Government Act 1972 (as well as other legislation). Having an approved process in line with the legislation and the Council's Grant Aid to Parish and Town Councils Protocol will ensure the Council's compliance with its legal duties.

8. Human Resources Implications

Not applicable.

9. Union Comments

Not applicable.

10. Climate Change Implications

No climate change implications have been identified in relation to this report.

11. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

12. Equality Impact Assessment

As this is not change to policy / a new policy an equality impact assessment is not required.

13. Background Papers

Nil.

Appendix 1

1. Eastwood Town Council

Eastwood Town Council has submitted two related grant aid requests, as follows:

- Up to £2,458 representing 50% of the total cost of its Remembrance Sunday Event 2026.
- Up to £323 representing 50% of the cost of specialist repairs to soldiers' names on the Memorial on Plumptre Way in Eastwood.

This year, Remembrance Sunday arrangements are in place for a service to be held at St. Mary's Church in Eastwood followed by a large parade through the town led by Eastwood Town Councillors and dignitaries, the Royal British Legion, representatives from Nottinghamshire Constabulary, representatives from the Armed Forces, Eastwood Cadets, Brownies, Guides, Beavers, Scouts and many other local organisations and groups.

Following the church service; Eastwood Collieries Male Voice Choir will be performing at the cenotaph on Plumptre Way in Eastwood prior to wreaths being laid and a bugler playing. A secondary service and hymns will take place at the Cadets Cross on Edwards Road. Arrangements have been made for the first time at Eastwood for each name of the soldiers lost in the wars to be read out at the wreath laying ceremony.

A civic reception will then follow at the Eastwood Town Council Chamber, to which everyone will be welcome to attend. Martyn's Law is applied with professional risk assessments, security services and highway road closures to ensure the event is as safe as is absolutely possible for all involved.

The Remembrance Parade is attended by approximately 2,000 people each year and requires detailed organisation and attention, to ensure the health, safety and enjoyment of the occasion for all participants. The whole commemorative event is photographed by Beauvale Photography as a record for the town.

Related to the preparations for the 2026 Parade is the specialist repairs to soldiers' names on the Memorial on Plumptre Way in Eastwood.

Such requests is in line with the Protocol for the Consideration of Grant Aid requests from Parish and Town Councils for the following key reasons:

- Though the award would be primarily for a revenue grant (rather than for a specific capital project), events such as the Remembrance Service Parade complement the services provided by Broxtowe Borough Council and have historically been provided by this and other parish/town councils throughout the Borough.

- The provision of events such as Remembrance Service Parades contributes towards community cohesion, helps to combat social exclusion and loneliness and assists with the development of Town Centres.

Financial Information

The closing balance of Eastwood Town Council funds as at 31 March 2026 was £54,020 (2025: £15,201), represented entirely by cash and short-term investments. The Eastwood Town Council annual precept for 2026/27 is £222,890 (2025/26: £212,000), an effective change of +2.0%.

Appendix 2**Protocol for Consideration of Grant Aid to Parish and Town Councils**

The key provisions of the Protocol for the Consideration of Grant Aid requests from Parish and Town Councils are:

1. Grant aid will only be given in support of specific projects or services and not as a general grant towards the services provided by a parish/town council.
2. Revenue grant aid will only be considered towards services which act as a replacement for services which otherwise Broxtowe Borough Council would have to provide or which supplement services which the borough council provides so as to reduce the costs that Broxtowe would otherwise incur.
3. In applying for grant assistance the parish/town council will need to demonstrate how the service or project in question contributes to Broxtowe's aims and objectives as laid out in the Corporate Plan and the Sustainable Community Strategy.
4. In applying for grant aid assistance the parish/town council will need to provide evidence as to why they do not have the financial resources to provide the services or project in question and what the consequences would be for local residents and businesses if the service was withdrawn or the project not completed. This will include a requirement for the parish/town council to detail what other funding sources they have secured (or otherwise) and to provide a statement as to any reserves held and their planned use.
5. Preference will be given to support for the provision of mandatory services as compared with discretionary services.
6. Where grant aid is to cover the cost of a specified service, the parish/town council will be responsible at its own cost for providing an audited statement within six months of the end of the financial year concerned to confirm the amount of expenditure incurred and income received against which grant aid may be payable. Any grant payable would then be adjusted retrospectively if necessary following receipt of such an audited statement.
7. Grant aid will only be in respect of additional costs directly incurred by the parish/town council and will not cover the cost of any general overheads which the parish/town council would otherwise incur anyway as a result of their operations.
8. Grant aid will be cash limited in each year and the responsibility for costs increasing beyond the cash limit will normally rest with the parish/town council. Where such cost increases are considered to be unavoidable and beyond the parish/town council's control, then Broxtowe may be approached to seek a further grant award.

9. Where the parish/town council wishes to vary the service provided for which grant aid has been awarded, this should only take place after full consultation and with the agreement of Broxtowe.
10. Preference will be given towards one off capital projects rather than as a regular annual contribution towards the ongoing costs of providing services.
11. The parish/town council shall be required to provide such information as Broxtowe may reasonably request as to the actual outputs and outcomes arising from any service or project where Broxtowe makes a contribution.
12. Any grant contribution that may be awarded by Broxtowe need not be at the rate of 100% of net expenditure incurred but may be at a lesser rate to reflect such as its own corporate priorities, budgetary constraints or the availability of similar services or projects elsewhere.
13. Revenue grants will normally only be awarded for one year although an indicative amount for the following year may be given at Broxtowe's discretion. Capital grant aid will be towards the cost of a specific one-off project.
14. Requests for grant aid in respect of a particular financial year should normally be submitted by the end of October of the preceding year at the latest to assist with forward budget planning for both Broxtowe and the parish/town council. Broxtowe will endeavour to make a decision on such requests by the end of December in the year preceding that for which grant aid is requested.

Appendix 3

Grant Aid Awards to Parish and Town Councils

The table below lists the grants awarded under this scheme since 2022/23.

Date	Council	Amount	Purpose
19/07/22	Awsworth Parish Council	£500	Platinum Jubilee Celebrations
19/07/22	Nuthall Parish Council	£2,590	New defibrillators
19/07/22	Kimberley Town Council	£6,300	Christmas lights switch-on 2021
04/10/22	Nuthall Parish Council	£2,330	Remembrance Parade
04/10/22	Nuthall Parish Council	£2,100	Cemetery Maintenance
04/10/22	Stapleford Town Council	£2,194	Remembrance Event
01/11/22	Kimberley Town Council	£1,958	Remembrance Event
25/07/23	Eastwood Town Council	£820	Summer Activities for Young People
25/07/23	Awsworth Parish Council	£5,000	Various Capital Projects
03/10/23	Eastwood Town Council	£2,250	War Memorial Maintenance
03/10/23	Kimberley Town Council	£2,059	Remembrance Event
03/10/23	Nuthall Parish Council	£2,290	Remembrance Event
05/12/23	Stapleford Town Council	£2,405	Remembrance Event
01/10/24	Kimberley Town Council	£1,996	Remembrance Event
01/10/24	Kimberley Town Council	£1,500	Christmas Market
01/10/24	Nuthall Parish Council	£2,350	Remembrance Event
01/10/24	Stapleford Town Council	£2,505	Remembrance Event
03/12/24	Eastwood Town Council	£1,722	Remembrance Event
03/12/24	Eastwood Town Council	£993	Memorial Restoration
03/06/25	Kimberley Town Council	£1,919	Kimberley Food Festival
01/07/25	Eastwood Town Council	£4,149	'Bloomin Marvellous' Festival*
30/09/25	Kimberley Town Council	£1,278	Remembrance Event
30/09/25	Kimberley Town Council	£1,743	Christmas Market
30/09/25	Stapleford Town Council	£1,085	Remembrance Event
30/09/25	Nuthall Parish Council	£1,175	Remembrance Event
30/09/25	Eastwood Town Council	£2,590	Remembrance Event
10/03/26	Awsworth and Cossall	£1,764	Village Gateway Signs
02/06/26	Kimberley Town Council	£2,773	Kimberley Food Festival
02/06/26	Nuthall Parish Council	£8,535	Children's Slide
29/09/26	Kimberley Town Council	£1,663	Remembrance Event
29/09/26	Stapleford Town Council	£1,150	Remembrance Event
29/09/26	Nuthall Parish Council	£1,193	Remembrance Event

*Grant not required as festival cancelled due to inclement weather

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Report of the Portfolio Holder for Resources and Personnel Policy

Grants to Voluntary and Community Organisations, Charitable Bodies and Individuals Involved in Sports, the Arts and Disability Matters 2026/27

1. Purpose of Report

To consider requests for grant aid in accordance with the provisions of the Council's Grant Aid Policy.

2. Recommendation

Cabinet is asked to:

- 1. Consider the requests and RESOLVE accordingly, and**
- 2. RESOLVE that an additional sum of £40,000 be added to the Grant Aid budget for 2026/27, to be funded by General Fund Reserves.**

3. Detail

Details of the grant applications received are included in the **Appendix** for consideration. The amount available for distribution in 2026/27 is as follows:

	<u>£</u>
Revenue Grant Aid Budget	168,800
Less: Provision for Rent and Related Expenses	(45,300)
Less: Grants Awarded	(111,300)
Balance Available for Distribution	<u>12,200</u>

4. Key Decision

This report is not a key decision as defined under Regulation 8 of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

5. Updates from Scrutiny

Not applicable.

6. Financial Implications

The comments from the Deputy Chief Executive and Section 151 Officer were as follows:

Any grant awards will be met from the established grant aid budget shown above. There is only limited budgetary provision remaining in 2026/27. The total 'cash' grants requested in this report are £34,707 with the additional sums requested in this report, when compared to the previous year, amounting to £5,833 if the applications are fully supported.

Accordingly, the total grants requested in this report would over-commit the grant aid budget and potentially restrict the amount available to apply elsewhere. If Members were to approve the requests in full, and taking into account all grants previously awarded during 2026/27, it is recommended that an additional sum of up to £40,000 is added to the Grant Aid budget in 2026/27, to be funded by General Fund Reserves.

7. Legal Implications

The comments from the Head of Legal Services were as follows:

The Council is empowered to make grants to voluntary organisations by virtue of Section 48 Local Government Act 1985 (as well as other legislation). Having an approved process in line the legislation and the Council's Grant Aid Policy will ensure the Council's compliance with its legal duties.

8. Human Resources Implications

Not applicable.

9. Union Comments

Not applicable.

10. Climate Change Implications

There are no climate change implications identified in relation to this report.

11. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

12. Equality Impact Assessment

As this is not a change to policy an equality impact assessment is not required.

13. Background Papers

Nil.

Appendix

Applications

The following grant applications have been received for consideration:

		<u>Previous</u> <u>Grant</u> <u>Award</u> £	<u>Current</u> <u>Grant</u> <u>Request</u> £
Broxtowe Women's Project	1	13,000	13,000*
Eastwood People's Initiative	2	2,500	2,500*
The Helpful Bureau	3	18,124	20,000
Dig-In Community Allotment	4	-	2,957
Individual Disabled Sports person	5	-	1,000
			39,457

Note*: These requests are for primarily for grants to cover the cost of rental for Council owned premises and, as such, are non-cash grants awarded via an internal transfer in the Council's financial systems. Of these, the applications from Broxtowe Women's Project and Eastwood People's Initiative also include requests for a 'cash grant' contribution towards general running costs at £10,000 and £750 respectively.

1. BROXTOWE WOMEN'S PROJECT

Broxtowe Women's Project (BWP) is a support, advice and advocacy charity for women, children and young people affected by domestic abuse, predominantly covering Broxtowe. BWP aims to empower women to regain domestic control and lead independent, fulfilling, safe and positive lives. BWP nurtures children and young people affected by domestic abuse to build resilience and understand healthy relationships and emotions. In addition, BWP challenges the stigma associated with domestic abuse, advocates for women and their families, raises awareness and campaigns for an end to domestic abuse.

Over time, BWP has grown and developed a range of services. These include:

- Women's Outreach
- Drop-in Support Services
- Helpline
- Wellbeing Programmes
- Developing Employability Skills and Support
- Children's and Young People's Service
- Family Wellbeing
- Person Centred Counselling
- The Survivor Programme – Training
- Post-Separation Abuse – Training
- Post-Traumatic Growth – Training

- Legal and Court support
- Volunteering
- Food/poverty/crisis parcels and support
- Awareness Raising and Campaigning
- Signposting to a range of other support services
- Partnership working
- Business training and support packages
- Lead campaigns that help to reduce and end domestic abuse
- Operating a community hub through their charity shop

BWP are the only domestic abuse charity in the UK to achieve the White Ribbon Accreditation and are currently leading the Broxtowe White Ribbon campaign alongside this Council's Community Safety and Housing Teams, Nottinghamshire Fire and Rescue and Nottinghamshire Police.

Financial Information

BWP has provided its accounts for the year ended 30 June 2025 for scrutiny. Total income for the year was £294,877 (2024: £362,938) comprising primarily of grants and donations and other small sundry amounts including fees and shop trading income. Total expenditure for the year was £309,889 (2024: £355,859) which included wages and salaries, consultancy fees, advertising and other sundry expenses including rent, room hire, training, utility costs and communications. Total unrestricted reserves at 30 June 2025 were £142,441 (2024: £127,330).

At the date of application, BWP has stated that it holds reserves of £133,570.

Grant Aid Request

For 2026/27, BWP has requested grant aid of £13,000 to help meet its core operating costs (£10,000) and its rental obligations in respect of a Council-owned property in Eastwood (£3,000) where BWP operates a charity shop. As the charity shop is within Council-owned premises, £3,000 of this would be 'paid' via an internal transfer within the Council's financial systems. Accordingly, the total cash grant payable would be £10,000.

The Council has supported BWP for many years, with the grants awarded in the past four years being as follows:

2025/26	£13,000
2024/25	£13,000
2023/24	£8,000
2022/23	£8,000

Such an award would be in line with the Council's Grant Aid policy for the following key reasons:

- The services provided by BWP benefit Broxtowe residents and are complementary to the services provided by the Council.
- BWP targets the needs of vulnerable and disadvantaged sections of the community. Caring Organisations such as BWP are a specific category of organisation welcomed to apply for grant aid.

Members should note that the grant aid policy requires that grant awards of £5,000 or above may be subject to a Service Level Agreement.

2. EASTWOOD PEOPLE'S INITIATIVE

Eastwood People's Initiative was formed in 1982 to serve Eastwood and the surrounding communities in north Broxtowe. The primary objective of the charity is the relief of poverty.

Eastwood People's Initiative fulfils this objective by providing benefits advice and support; clothing, bedding and food to those in need; job search and CV assistance, short courses, liaison and partnership working with other local initiatives, advice and guidance, drop-in and signposting

In addition, Eastwood People's Initiative provides a 'rapid response' to the needs of local people through such projects as 'Winter Warmers' and 'Grab a Grocery Bag'. The estimated reach is 350 users, with most being residents of Broxtowe.

Financial Information

For the year ended 31 December 2025, Eastwood People's Initiative generated total receipts of £24,933 (2024: £32,317), and incurred expenditure of £27,685 (2024: £21,649) including £16,251 in payroll costs. Current reserves are £15,800, with a further £50,000.00 being held in an investment account.

Grant Request

The Council has regularly supported Eastwood People's Initiative with grants towards its operating costs. The grants awarded in the past four years were as follows:

2025/26	£2,500
2024/25	£2,500
2023/24	£2,500
2022/23	£2,500

For 2026/27, Eastwood People's Initiative has requested a similar grant of £2,500 to cover the market rent (£1,750) and other associated premises costs (£750). Such an award would be in line with the Council's Grant Aid policy for the following key reasons:

- The services provided by Eastwood People's Initiative benefit Broxtowe residents and are complementary to the services provided by the Council.
- The activities of Eastwood People's Initiative target the needs of vulnerable and disadvantaged sections of the community.
- Caring Organisations such as Eastwood People's Initiative are a specific category of organisation welcomed to apply for grant aid.

3. THE HELPFUL BUREAU

The Helpful Bureau (THB) is a registered charity and not for profit organisation based on Derby Road in Stapleford. Originally established in 1975, THB formally registered as a charity from 2001.

THB is dedicated to helping the over 55s and disabled stay independent and socially connected across Broxtowe Borough. Many clients are vulnerable, have mental illness, mobility issues and Dementia. THB offers a range of activities and services that work holistically together to support clients in the home and outside, lowering isolation and bringing structure and joy to people's days. THB believe that it improves well-being, quality of life and has created a special community over the years.

THB provides trips and activities, movement classes, home support, community transport scheme, befriending scheme and volunteering opportunities. In so doing, THB encourages people to make the most of their later years and enables them to access the right support when they need it. The focus is on preventative services for conditions that often affect people in later life, including falls prevention and depression by helping them get out and about more.

Financial Information

The Helpful Bureau has submitted its Annual Report and Financial Statements for the year ended 31 March 2025 for scrutiny. The charity splits its accounts between restricted and unrestricted funds. Total income generated in the year amounted to £371,670 (2024: £272,847), including £186,903 as unrestricted funds, from fees and services (£121,647), donations, grants and fundraising. Restricted grants totalling £114,767 were received in from TN Reaching Communities (£37,409), Nottinghamshire County Council (£21,664) and other institutional funders. Total expenditure was £316,213 (2024: £272,011), including £70,988 from the unrestricted fund, and related to wages (£205,686, split between restricted and unrestricted funds for an average of 17 employees), rent, legal and professional services, activities, services and other running costs.

Total bank balances at 31 March 2025 were £131,959 (2024: £76,999), with Total Funds declared at £143,614 (2024: £88,157) including £63,309 as unrestricted funds and £70,000 as endowment funds. THB has stated its current level of unrestricted funds to be approximately £61,000.

Grant Request

For 2026/27, The Helpful Bureau has requested a grant of £20,000 towards the operating costs of one of the core strands of the charity, Home Support. This service involves a team of seven Home Support workers who visit clients across the borough, helping them remain independent at home by offering cleaning, shopping, meal preparation and regular company. Between them they deliver approximately 300 hours of Home Support every month. This grant would be primarily to support the salary and expenses of the Home Support Coordinator who is responsible for the recruitment, ongoing training, timetabling and management of this Home Support team.

Such an award would be in line with the Council's Grant Aid policy for the following key reasons:

- The services provided by The Helpful Bureau benefit Broxtowe residents and are complementary to the services provided by the Council.
- The activities of The Helpful Bureau target the needs of vulnerable and disadvantaged sections of the community, in particular helping to combat loneliness and social exclusion within the Borough and improving the mental health and well-being of residents.
- Caring Organisations such as The Helpful Bureau are a specific category of organisation welcomed to apply for Grant Aid.

The Council have supported The Helpful Bureau for several years with the grants awarded in the past four years being as follows:

2025/26	£18,124
2024/25	£17,000
2023/24	£9,500
2022/23	£9,000

Members should note that the grant aid policy requires that grant awards of £5,000 or above may be subject to a Service Level Agreement.

4. DIG-IN COMMUNITY ALLOTMENT

The Dig-In Community Allotment scheme ('Dig-In') was established in 2004 and is based at the Albany Allotments on Pasture Road, Stapleford. Dig-In provides a facility for local groups and residents by running a sustainable community allotment, organising workshops and volunteer gardening sessions, organic food growing and providing environmental and food education, local community outreach and involvement.

The group aims to improve the mental and physical wellbeing of the local community through these activities. The group also acts as a community hub for outdoor events and workshops which are intended to bring the local community together with a shared purpose of combating social isolation and developing people's skills, knowledge and self-confidence. Training is offered on an informal and occasional basis and is 'on the job' during normal gardening sessions.

Dig-In is free and open to all (the project asks for donations at its events), with around 45 active volunteers in addition to visiting groups. The group welcomes people of all abilities and has several volunteers who have learning, physical disabilities or mental health issues.

Financial Information

For the year ended 28 February 2025, income totalling £26,803 was derived from grants and donations (of which, £26,509 was restricted grants). Expenditure of £12,241 related to wages (£7,994), materials (£2,518), activities and events and other operating expenses. Cash and bank balances at 28 February 2025 amounted to £30,391. Of this, approximately £20,000 was restricted grant balance for the delivery of a specific 'Dig In through the Seasons' project being delivered over two years 2025-2027.

As the formal financial statements are over 12 months old, an update has been provided as to the current position of the organisation. Dig-In has stated its current level of reserves to be approximately £16,900.

Grant Request

For 2026/27 the Dig-In Community Allotment has requested a grant of £2,957 towards general operating costs. Of this, £2,040 is intended to support an increase the working hours of the group's specialist Sessional Worker over the next 12 months. This is necessary as the additional needs of the group's volunteers are becoming more complex and extra time is now needed each month to plan and organise sessions on and off site.

The Council have supported the Dig-In Community Allotment for several years with grant aid towards its running costs. The grants awarded in the past four years were as follows:

2025/26	No application
2024/25	£913
2023/24	No application
2022/23	£913

Such an award would be in line with the Council's Grant Aid policy for the following key reasons:

- The services provided by the Dig-In Community Allotment benefit Broxtowe residents and are complementary to the services provided by the Council.
- The activities of Dig-In Community Allotment target the needs of vulnerable and disadvantaged sections of the community, in particular helping to combat loneliness and social exclusion within the Borough, as well as providing educational and co-curricular benefits to local schools and children's uniformed groups.
- Conservation and Environmental groups such as the Dig-In Community Allotment are a specific category of organisation welcomed to apply for Grant Aid.

5. INDIVIDUAL DISABLED SPORTSPERSON

An exceptional application from a disabled sportsperson, resident in Eastwood, has been received for £1,000 to cover the full cost of participation at the Boccia UK Championships in Cardiff in November 2026.

The applicant, a former Midlands Regional Champion and England National Squad member, states that they "enjoy the competitive nature of boccia and the camaraderie between players and within squads as you learn and train together, gaining experience and friends."

Grants to individual sportspeople for participation in competitive events are usually limited to smaller amounts (£100 for UK competitions, £200 for international), generally administered through delegated authority and are intended as an encouraging contribution towards costs rather than full 'sponsorship'.

Part of the reason for the increased amount is that the applicant's participation in the Championships is entirely dependent on on-court assistance with their being required to travel and stay with a designated competition assistant and carer, doubling all travel, accommodation, and subsistence costs.

Although exceptional, such an award would be in line with the Council's Grant Aid policy and Corporate Priorities for the following key reasons:

- Encouraging participation in high-level accessible sports contributes towards diversity and accessibility within the Borough.
- Supporting a disabled sportsperson directly improves the health of a resident of the Borough and may serve as a positive example to others.
- Competing at a high-level within a supportive environment improves the mental health and well-being of all involved.

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Report of the Portfolio Holder for Economic Development and Asset Management

Economic Development and Regeneration Update

1. Purpose of Report

To update Members on the progress of economic development and regeneration projects and to approve several decisions relating to car parking provision in Stapleford associated with the new Pencil Works.

2. Recommendation

Cabinet is asked to note the update on Economic Development and Regeneration work, including the final six months of the UKSPF programme, and to RESOLVE the following accordingly:

- 1. The positioning of an LED screen in The Square, Beeston on the roof of the former Argos building and the framework for conditions of use in be approved.**
- 2. The concept for the rapid delivery of phase 1 of the Bramcote Hills Park visitor facilities, which could be delivered through Stapleford Town Deal funding, be approved.**
- 3. To give in principle permission for the Council, as the accountable body for the Stapleford Town Deal, to progress lease and licence agreements with the Stapleford and Bramcote Conservative Club for the provision of an alternative car park for the Pencil Works Enterprise Hub.**
- 4. Subject to the above point, or a satisfactory alternative solution being achieved, to approve that the Victoria Street, Car Park be retained as a public car park instead of becoming a privately managed car park as part of the Pencil Works Enterprise Hub.**
- 5. A contingent liability for up to 50% of the costs of re-introducing public car parking be set from the 2027/28 budget.**

3. Detail

The Economic Development and Regeneration service is in a period of transition. This has seen the continued build out of externally funded capital projects, the conclusion of the last elements of UKSPF and the re-introduction of some core 'business as usual' work.

Core Work, including UKSPF

Further contributions have been made in response to consultations to release funding via the East Midlands Combined Counties Authority (EMCCA) Investment Board. This includes actions such as business support, the visitor economy and skills interventions.

The objective is to influence countywide funding initiatives and strategies that will support local businesses and residents. Some funding through LGF has been released to both the constituent councils and the East Midlands Chamber of Commerce, the latter as the result of a successful business support tender.

The team works closely monitoring industrial commercial and retail vacancies. In addition to tracking for performance management purposes, this information is used to help support businesses looking to invest or expand in Broxtowe.

Vacancies are also an important feature of the High Street Rental Auctions (HSRA) where Broxtowe has become the first council in the country to complete a refurbishment project and advertise a property at auction. With the two bidders both being out of scope, the auction will be re-run and preparations are being made. The restoration of the Old Rock/Chequers Inn, to a suitable letting standard will be completed during October.

The Council has used the HSRA process to take a proactive approach to understanding and addressing long-term vacancies, engaging with more than 17 property owners in Stapleford and 10 in Eastwood.

The Government has recently released approximately £10 million for this initiative, and the Council has assisted with the national consultation to inform the next steps. At least eight other councils have contacted the team for advice.

Eastwood remains a core area of work. CEDARS continues to steadily grow and from a standing start last summer, regular partner slots operate four days a week with 545 people receiving services by the end of Q2. The Ministry of Justice, the DWP and, most recently, the CAB are in the process of taking further space which should increase outputs further. Additional and occasional one day health screening events also take place from CEDARS.

Work on the significant Health Hub project at Walker Street continues, both in terms of project development and funding solutions. Officers responded to Raleigh entering administration, by working with EMCCA and the DWP to offer rapid redundancy support for the company's former employees. An expression of interest was submitted to the Heritage Lottery Fund to secure historic assets for the area.

The Council received permission to extend the 2025/26 UKSPF programme allocation to 30 September 2026. A report will be submitted to EMCCA recording the outputs and outcomes of nearly 40 projects with all funding defrayed.

All activities supported have been agreed with the support of the Members Advisory Panel, with modifications addressed by written procedures. More than £708,000 was directly invested through UKSPF in projects supporting Broxtowe's businesses, communities, residents and town centres.

A key component of the activity has been piloting lower cost initiatives that promote town centres, markets, self-employment, new business starts and opportunities for jobs and recruitment. This work provides a template for business-as-usual activity for the remainder of this financial year and 2027/28. One area which has been particularly successful was the business start-up workshop, with 32 participants attending with 15 awarded grant funding, most of which qualified for the start-up support grant of up to £850. There are currently no grants for business start-ups in the region and an allocation in the core budget will ensure this process is run at least one more time this financial year with the next workshop to be held in Beeston. UKSPF funded several other significant projects including the extension of the Citizens Advice Bureau Financial Resilience Programme.

Funding was also deployed to employment and skills projects, the Transform programme, provided 98 economically inactive residents with keyworker support, 15 of whom were supported into employment. It will be hard to replicate this activity without further funding. However, recent delivery includes additional partnership working with other authorities, supporting the Youth Voice Conference and two job fairs held in partnership with DWP, each attracting more than 120 attendees. This type of approach remains very cost effective and achievable moving forwards.

Some interesting work revolves around town centre trails. Three have been launched: One in Stapleford, The Pits to Pints Heritage trail in Eastwood (which achieved £1,000 in sponsorship) and a similar trail designed to attract more footfall in Kimberley. A night market for 'freshers' was held which was very successful as has an initiative to promote local businesses to freshers and incoming students. The Broxtowe stand attracted hundreds of visitors, 466 of whom completed a survey to understand what students want from the town.

Following the completion of improvement works to the Nottinghamshire Canal the final capital project is the erection of a large 3x2 metre screen ordered to go above the former Argos block on Beeston Square. The screen has attained planning permission and will predominantly be used to display public information, the work of the Council and support existing events. However, its presence lends itself to additional opportunities, subject to appropriate regulation and licenses. Members are asked to formally agree to the addition of the outdoor screen in The Square and for usage to be determined by the following framework:

- Council and public service information
- Broadcast of major sporting events and national ceremonies
- Partner agency information and messaging
- Support for events in Beeston and The Square
- Promotion of the town centre as a whole

- Occasional commercial use ancillary to the market and commercial square bookings
- Possible low-cost advertising for independent traders offering promotions.

It is expected that the first use will be over the Christmas period and a formal use policy could be developed through Policy Overview Working Group if preferable.

LRF Programme Updates

The Council's LRF programme still follows the plans and governance of the Stapleford Town Deal and Kimberley Means Business (KMB). Both schemes must be completed by March 2028 at the latest.

In the KMB activity, most of the active travel elements of the project have been suspended with funding diverted to other schemes. A small element of the project for a nature trail on the former railway line in the process of delivery through Via. The Bennerley Viaduct project is now completed. The ramp re-opened to the public in the spring, with the new Visitor Centre opening in July. Over a thousand people used the viaduct to observe the solar eclipse. Parking remains an issue as the Centre which has an APNR and mobile pay system, but generally visitors are still using the extended roadway for parking. A shared opportunity for the Council and the Friends of Bennerley Viaduct to raise additional income is being explored. The industrial units at Bennerley were completed on budget and ahead of schedule in May. Estates are working on securing tenants with the first contract signed for occupation in October 2026. With the Bennerley industrial units complete, work has been stepped up on the phase II Giltway units which are currently awaiting planning permission.

The refurbished Stag Ground Pavilion has been completed and is open. Bookings have been consistent since completion with World Cup events, business meetings and other hospitality such as wedding receptions generating income for the trust. The drainage, floodlights, and barrier infill works have also been completed at the Stag Ground field on time ahead of the new league season. The sports facilities at North Street are also finished within budget, providing a new hireable sports pitch for the town as well for the local primary school. Investment in the Kimberley Institute Cricket Club has been welcomed with the club winning its league.

In the town centre, this is the third use of the lights, and animations which has helped to generate footfall during the key period for the town centre. The Kimberley Hub is finally nearing build completion, which is due by December. The business grants programme is awaiting the physical completion of two schemes, but with £650,000 in grants invested in 62 projects across the town's businesses, this has created over £1 million in match funding and 29 new jobs. Overall, the project has now spent £13.7m. At this juncture no decisions are required for the Council as accountable body.

The Stapleford Town Deal Executive Board recently reviewed the programme which had at that time committed or spent £17.9m on works. As part of the review there is enough revenue budget to fund the Stapleford temporary posts in the team till March 2028. It has reviewed all projects and proposals which are not yet contractually committed. There is a desire to ensure as much of the original programme is accelerated and completed with the big projects remaining being the regeneration of Walter Parker VC Memorial Square and the new cricket pavilion. The analysis has revealed some limited opportunities to provide more benefit through additional activities, subject to Board approval and proof that they can be delivered by the deadline.

It was proposed that a facility within Bramcote Park would support families and be beneficial to all Stapleford residents. There was support for the project, providing it can be delivered within the time available. The team has started to work on a project and believe the opportunity is there to have a phased approach. This creates both opportunities for existing and new small businesses and delivers inside the timeline shown in the Edge Programme.

Appendix 1 is a sketch-up plan that delivers toilets and a canopy style construction capable of taking at least four drive on vending units. The facility would provide toilet facilities and opportunities for the public to use a free to all undercover picnic area. Some environmental benefits such as the sedum roof could be retained. Existing vendors would be able to make a competitive bid to retain their livelihoods without the impact a new café might bring. Several of the designs under consideration can provide temporary exhibition space. The biggest risks to the programme are the delivery of services and work has already started on this. A second phase might be the expansion/in-fill of the undercover area and the addition of a catering kitchen. A key objective of the scheme would be to stay revenue neutral to the Council.

Members are invited to adopt this project solution as an opportunity to fund and deliver the project within the terms and conditions of the Stapleford Town Deal LRF allocation.

Within the other parts of the programme in the design pipeline are two remaining significant projects. The Walter Parker VC Memorial Square project has progressed significantly since contract award to Project Centre. Concept designs and options have been developed, and key stakeholder engagement activities undertaken, with construction planning carefully coordinated around key town centre events and Christmas activities. Public Engagement is taking place from 28 September through to end of October. Work also progresses on the planning application for the new cricket pavilion adjacent to the newly laid pitch.

All the early phase projects are now physically and largely financially complete and continue to generate opportunities for residents and businesses: the Derby Road Car Park, the Library Learning Centre, cycling provision, Skate Park, young people's centre and Town Centre Business Recovery grant scheme. The young people's centre project was funded via an underspend on an earlier project and provided a new kitchen and food area.

All Wheels and Skate Park at Pasture Road Recreation Ground has experienced high levels of use since opening, with the Skate Nottingham's programme attracting 452 participants of which 45% were female ranging from age 7 to 47. Works to improve paths and accessibility within Pasture Road Recreation Ground are nearing completion and the windfall of a new changing facility for Trowell Football Club at Pit Lane has been created. The Albany School puffin crossing and associated footpath improvements were completed in August, providing long overdue road safety for pedestrians and cyclists. An official opening took place on 4 September.

Appendix 2 is a table of all the significant outputs and outcomes achieved since the last report to Cabinet.

The Stapleford Community Pavilion has completed one year of operation, with all indoor facilities, pitches and courts available for community use. There is strong and growing usage with 120 young people attending the Steven Gerrard Academy on a weekly basis. A key Football Foundation target of growth in football especially women and girls are also close to being achieved, with the women and girls game use doubling. One new business spin-out and three new jobs have been created this quarter from activities at the centre. The team continue to support the local football partnership together with colleagues from the Environmental Services Department.

The 12-month snagging review many of the items identified have already been resolved but the team continues to negotiate over some matters. Additional onsite and offsite parking options have been proposed, and a start and finish task group has begun to examine restrictions on Hickings Lane. The community garden remains the one on-site project yet to start as the result of an external funding bid is awaited.

The construction of the Pencil Works Enterprise Hub is approaching completion, slightly behind schedule, practical completion is anticipated in November 2026. The additional £320,000 secured from EMCCA for the Makers Space element is being incorporated into the final delivery programme and will provide specialist facilities aimed at supporting creative industries, start-up businesses and circular economy initiatives. Significant progress has been made over the summer on internal fit-out, external works and utility connections. A procurement exercise is underway to identify a suitable operator and three have been shortlisted to engage in the final phase of competitive dialogue. Discussions regarding additional off-site staff and tenant parking have also been explored, with the objective of retaining public parking availability within the site. The most promising consideration is an arrangement with the Stapleford and Bramcote Conservative Club for provision of an alternative car park for the Pencil Works. As the accountable body Members are being asked for in principle permission to progress lease and licence agreement.

Subject to this, or a satisfactory alternative solution being achieved, it would be sensible and desirable to release parking at the Pencil Works for public use instead of becoming a privately managed car park.

Again, Members are invited to endorse the principle of taking this site back into the Broxtowe car parking estate. There are costs associated with this, which have not been fully budgeted for. The table below illustrates this:

Items	Cost £	STD Funded
NGED 7kW power supply	n/a	n/a
GEDA 2 x 7KW EV Chargers	21,000	Yes (Contingency)
Car Park Signage	450	No – Revenue
Pay Meter and support	5,200	No – Revenue
New 40kW Chargers	52,000	No – Capital
NGED Supply 40kW	n/a	n/a
Total Cost	78,650	
Total Additional Costs	£36,650	<i>STD pays £31,650</i>
Proposed Broxtowe Contribution	£26,000	

The two EV charging stations required for a public car park are at a higher specification than the ones originally planned, with a revised charge from NGED for an upgraded electricity supply and a new meter and signage. The total package of works could amount to £70,000, if the contractor has to delay installation until post completion.

At this juncture, it is not possible to judge whether these can be met from within the general project contingency budget. There was around £23,000 within the original specification for the parking area, so it is proposed that the around half the revised scope be set aside as a contingent liability within the Council's capital budget next year, to be defrayed if the project contingency is exhausted. If Members were minded supporting this decision, a suitable development budget would be included in the Capital Programme.

4. Key Decision

This report is not considered to contain a key decision.

5. Updates from Scrutiny

Not applicable.

6. Financial Implications

The comments from the Deputy Chief Executive and Section 151 Officer were as follows:

The Council's revenue budgets and capital programme for 2026/27 include the necessary provisions for the significant Kimberley and Stapleford regeneration investment projects.

There is no budgetary provision in the capital programme for any additional costs associated with the Victoria Street public car park. If Members were to approve the scheme, an uplift in costs relating to any additional Council contributions would be included in 2026/27 (or as a new capital development for 2027/28) and be funded from prudential borrowing. The revenue cost of borrowing would be offset by income generation from the public car park.

7. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

The works would ensure compliance with all applicable health and safety legislation as well as for the protection of employees and the public.

The Council has the relevant power to enter into a lease or licence under s1 of the Localism Act 2011 and s111 of the Local Government Act 1972 but must ensure that any arrangement represents best value.

Any lease or licence that the Council choose to enter into with a private third party will need to ensure it complies with the Council's duty under s123 of the Local Government Act. The consideration or rent paid needs to align with market value evidenced by an independent valuation from a surveyor.

Legal Services will be able to assist in carrying out full due diligence on the third party's title to ensure there are no issues with restrictive covenants or third-party rights that would affect any lease taken.

8. Human Resources Implications

Not applicable.

9. Union Comments

Not applicable.

10. Climate Change Implications

No climate change implications are anticipated as part of the activities contained in this report.

11. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

12. Equality Impact Assessment

As this is a change to policy / a new policy an equality impact assessment is included in the appendix to this report.

13. Background Papers

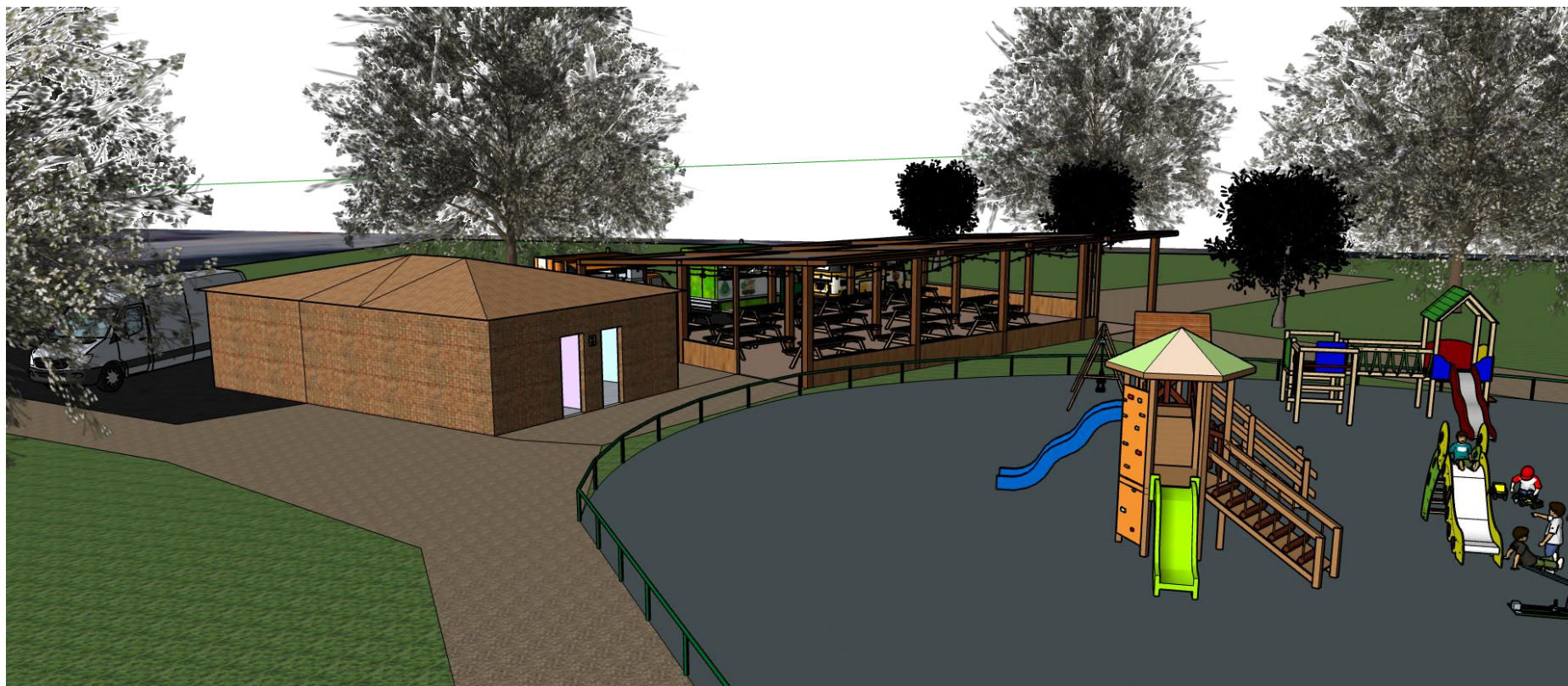
Nil

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Appendix 1

A concept sketch-up demonstrating an alternative approach to the Bramcote café proposal

This delivers toilets and a canopy style construction capable of taking at least four drive on vending units. The facility would provide toilet facilities and opportunities for the public to use a free to all undercover picnic area. Some environmental benefits such as the sedum roof could be retained.



Appendix 2

Economic Development Core Activity, UKSPF and Local Regeneration Fund Highlights

The table provides a summary of the key achievements and outcomes delivered through the Economic Development teams core works, the delivery of Local Regeneration Fund (previously referred to as Kimberley means Business and Stapleford Towns Deal) and UK Shared Prosperity Fund (UKSPF) programmes since the previous reporting to Cabinet. During this period, significant progress was made in supporting economic growth, enhancing town centres, improving community infrastructure, creating employment opportunities, and strengthening local skills provision across Broxtowe. Major regeneration projects in Kimberley and Stapleford have continued to deliver tangible benefits for residents, businesses and visitors, while investment through grant programmes has enabled local organisations and enterprises to grow and thrive. Alongside the physical improvements delivered, the programme has generated new jobs, volunteering opportunities, business support, cultural facilities and social value contributions, demonstrating the wide-ranging impact of regeneration investment across the borough.

Core Work (including UKSPF)	
Beeston Town Centre regeneration	Redevelopment including cinema, leisure and food and beverage units, public realm improvements and new Changing Places toilets; health and wellbeing quarter completed with 4 fully occupied units
UKSPF Year 4 programme	£1.056m programme delivered, including £93,787 additional capital funding from EMCCA
UKSPF business grants awarded	40 Business Growth Grants
UKSPF community grants awarded	15 Community Grants
UKSPF town centre projects	4 town centre trails delivered, and D. H. Lawrence mural installed
UKSPF employment and skills projects funded	25 projects funded
Transform programme participation	98 economically inactive residents supported through keyworker and skills provision
Two business breakfast workshops were delivered	32 attendances and providing local businesses with access to advice, grant opportunities and networking opportunities

Core Work (including UKSPF)	
	More than £390,000 was invested in wider projects supporting Broxtowe's residents, communities and town centres
Two successful jobs fairs	220 attendees
Local Regeneration Fund (Kimberley and Stapleford)	
Match funding secured	£1.38m total: £1.28m EMCCA grant funding across two projects (Stapleford and Giltbrook)
New industrial space created in Kimberley	1,270 m ² (Woodiwiss Road, as of April 2026)
Public realm improved	1,200 m ² in central Kimberley (illuminations, townscape improvements, toilets and gardens)
Stapleford highway and public realm improvements	710 m ² carriageway resurfacing at new crossing
	350 m ² high-friction surfacing installed on approach lanes
	1,573 m ² footway replacement
	10 footway gullies installed to improve drainage
	248 m kerbing and channels replaced
New Puffin Crossing	1 crossing on Pasture Road, Stapleford, including four signal posts and associated equipment
New cultural space	150 m ² at Bennerley Eastern Ramp
Permanent jobs created (FTE)	37 (Stapleford Community Pavilion)
Temporary Construction Jobs created	49 (Pencil Works)
Permanent jobs safeguarded	2 at Friends of Bennerley Viaduct

Core Work (including UKSPF)	
Volunteering opportunities created	218 total: 7 (Kimberley Miners' Welfare FC), 51 (Bennerley Viaduct), 111 (Kimberley town events, illuminations and festivals), 49 (Pencil Works)
New parking facilities	27 spaces at the Bennerley visitor attraction
Businesses supported through grants	49 businesses assisted through Kimberley business grants
Stapleford Community Pavilion achievements	9395 Padel court participants
	120 young people attend the Steven Gerrard academy on a weekly basis. Growth next year/girls (numbers have doubled from last year)
	Conquer Learning (AP provider) – started at Stapleford Community Pavilion, have grown so have moved to a new venue (Stapleford House)
	21 individual weekly classes and 142 girls/boys attend – holiday clubs, talent shows with Pinnacle Dance
	31 young children attending Ducklings nursery
Stapleford Youth Centre	Opening of a brand-new kitchen to support service users with cookery skills and provide cooked meals.
Skate Park	Skate Park 11 activation sessions, with one session remaining they have had 452 participants of which 45% were female ranging from age 7 to 47. Of which 52% of attendees were from the local area.
Pencil Works Building contractor social value	Donating £1,000 of electric sit-stand desks and cabinets to Broxtowe Youth Homeless.
	Providing clothing donations and five volunteering sessions to support Sense Stapleford.
	Installing new shelving units for The Helpful Bureau.
	Two site visit sessions of 20 students from Nottingham College Basford.
	Purchasing a brand-new oven for St Helen's Church.

Core Work (including UKSPF)	
	Eleven sessions of litter picking around the site in Stapleford area.
	2 more volunteering days with SENSE charity shop
	Our partners at Alpha Joinery supported Dig In Stapleford Albany Allotments, repairing their fruit cage - funded by GEDA
	Supporting RideWise by funding on Family Cycling Skills and confidence Session and Community Bike Repair Session
	Sponsoring Stapleford Community Fun Day

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Report of the Portfolio Holder for Economic Development and Asset Management

Additional Funds for Essential Remedial Works at Bramcote Leisure Centre

1. Purpose of Report

To provide Members with information relating to a structural survey undertaken at Bramcote leisure centre and the remedial works identified.

2. Recommendation

Cabinet is asked to RESOLVE that approve the additional funds required to maintain the existing Bramcote Leisure Centre asset be approved and to establish any further remedial works required.

3. Detail

A structural survey undertaken at Bramcote Leisure Centre has highlighted some serious failings within the concrete pillars on the south-west face of the building. As part of the repairs that are required, it was noted that there was a complete failure of the internal rainwater pipe from the swimming pool roof. The two options to resolve this would be an extensive and costly lining process with risk of asbestos complications or the chosen option to divert all rainwater to new external pipework into the existing drains. This will involve 7nr scaffold towers to be erected to carry out the roofing works and rainwater diversion to enable the necessary structural repairs.

The concrete pillars will have all loose concrete removed and failed reinforcement removed. This will be treated with inhibitor for corrosion prevention before new ties, reinforcement and concrete repairs will be installed on all 7 columns on the southwest facing elevation. These works are to:

- Prevent further deterioration
- Prevent catastrophic structural failure of any one of the columns
- Secure the structural integrity of the building while remaining in use
- Ensure a safe environment for employees and customers alike.

This building sits outside of the normal capital approach with it due to be decommissioned and demolished soon. It would therefore not normally be considered for capital investment. However, with the public still using this facility, along with employees, it would require a more flexible approach to ensure the safety and continued operation for all. A full asset survey will be required to establish any further remedial works or defects to understand any further cost or risk to the Council.

4. Key Decision

This report is not a key decision.

5. Updates from Scrutiny

Not applicable.

6. Financial Implications

The comments from the Deputy Chief Executive and Section 151 Officer were as follows:

There is no additional budgetary provision within the Capital Programme for 2026/27 towards the cost of works at the existing Bramcote Leisure Centre.

The cost of these works, including building survey, is around £70,600, with an additional provision of £10,000 for any asbestos related works and £8,000 for contingency. The total cost of £88,600 would be funded by prudential borrowing.

The necessary budget will be met by virement from the remaining allocation for Beeston Square Capital Works. All units in The Square are currently let and there is no immediate call for works to be carried out at this stage. The scheme will be funded by prudential borrowing.

7. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

The works would ensure compliance with all applicable health and safety legislation as well as for the protection of employees and the public.

8. Human Resources Implications

The comments from the Human Resources Manager were as follows:

Not applicable.

9. Union Comments

The Union comments were as follows:

Not applicable.

10. Climate Change Implications

The climate change implications are contained within the report.

11. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

12. Equality Impact Assessment

Not applicable.

13. Background Papers

Nil

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Report of the Portfolio Holder for Housing

Housing Service Improvement Plan Update

1. Purpose of Report

To provide Cabinet with an update on the Housing Service Improvement Plan following the earlier judgement from the Regulator of Social Housing.

2. Recommendation

Cabinet is asked to NOTE the report and the key activities aligned to the revised Housing Service Improvement Plan.

3. Detail

The Council continues to implement actions within the refreshed Housing and Asset Management Service Improvement Plan following the inspection from the Regulator for Social Housing (RSH) in October 2025. Progress continues to be made to meet the Regulator requirements and improve service delivery. The headlines are as follows:

- The restructure within Housing and Asset Management teams, which focuses on centralising compliance and providing stronger oversight on key function such as Repairs and Damp and Mould, is on track to be completed in October. One of the initial priorities of the new compliance function is to commission a comprehensive audit of fire and asbestos compliance, providing independent assurance that the measures recently introduced to improve service delivery are effective and operating as intended.
- With regards to fire risk management, Officers and contractors continue to focus on mitigating the number of outstanding fire safety actions. The number of actions has risen by 190 since the last report to a total of 1,981. This increase is due to the cyclical annual reinspection of 26 Independent Living sites, with a further 16 re-inspections scheduled for the remainder of the calendar year. This information was shared with the Regulator on the 23rd October. A detailed overview of performance of fire remediation can be found in **Appendix 1**.
- Actions aligned to Insight and Inclusion are gathering momentum. A series of briefing sessions have been organised for staff, highlighting the importance of data in line with the Regulator's Transparency, Influence and Accountability Consumer Standard. The sessions will cover topics including expectations on data accuracy, how data is utilised across the service, and the key information that requires verification. Following on from these sessions, standardised scripts will be developed to enable more consistency in data capture when interacting with tenants.

- Action within the Total Mobile project continues. The project team are currently attending workshops on system design and have recently transferred key data (property/customer/workforce/planning), in preparation for system configuration.
- A 'lessons learned' exercise, deigned to identify root causes for the C3 judgement, has been completed and will be shared with the Governance, Audits and Standards on 23 November 2026.
- Additional scrutiny of performance continues (including Governance, Audit and Standards Committee plus the reintroduction of the independent consultant), and options are being considered regarding training for full Council on Regulator / health and safety responsibilities

Officers meet with representatives from the Regulator monthly. The purpose of these meetings is to give the Regulator an overview of progress aligned to the Service Improvement Plan, especially compliance and inclusion (assurance).

The attached appendices are:

- **Appendix 1** is a copy of the safety performance report shared with Housing Improvement Board on the 13th October 2026.

4. Key Decision

This report is not a key decision.

5. Updates from Scrutiny

This report is not required to be considered by the Policy Overview Working Group or the Overview and Scrutiny Committee.

6. Financial Implications

The comments from the Deputy Chief Executive and Section 151 Officer were as follows:

There are no financial implications to consider for the Housing Revenue Account (HRA) at this stage. Any uplift in costs going forward that cannot be contained within existing resources would require approval by Cabinet.

7. Legal Implications

The comments from the Head of Legal Services were as follows:

The legislative powers of the Regulator of Social Housing are set out in the Social Housing (Regulation) Act of 2023 however S.193 of the Housing and Regeneration Act 2008 introduced the inspection programme which states that the 'regulator may set Standards for registered providers as to the nature, extent,

safety, energy efficiency and quality of accommodation, facilities or services provided by them in connection with social housing’.

The regulatory judgement is a formal process as part of the assessment on the Council’s Landlord functions. The report sets out the details around the judgement and actions required. Failure to adhere to the recommendations of the Regulator will have consequences. It is imperative that the Regulators recommendations are considered and implemented as soon as practicably possible.

8. Human Resources Implications

Not applicable.

9. Union Comments

The Union comments were as follows:

This report did not contain any direct or negative impact on Broxtowe employees so no further comment required by Unison.

10. Climate Change Implications

Any climate change implications are contained within the report.

11. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

12. Equality Impact Assessment

As this is not a change to or a new policy an equality impact assessment is not required.

13. Background Papers

Nil.

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Safety Performance Report

1. Purpose of Report

To provide Housing Improvement Board with an update on key areas of Housing and Asset management, including the 'Big 6' compliance themes (plus Damp & Mould).

2. Recommendation

To NOTE the contents of the report and provide guidance on the considerations within 'additional information' sections

3. Detail

Figure 1: Month end figures (30th September 2026)

		Mar 26	Apr 26	May 26	Jun 26	Jul 26	Aug 26	Sept 26	RAG
1(a).	FRA % compliance (assessment)	100	100	100	100	99	100	100	
1(b).	FRA % compliance (action)	95	95	95	94	97	93	89	
1(c).	FRA No. outstanding (action)	2,876	2,691	2,447	2,330	1,784	1,859	1,981	
1(d).	FRA No. overdue (action)	160	148	124	117	51	132	227	
2.	Gas % compliance	100	100	100	99.98	100	99.98	100	
3.	LOLER % compliance	100	100	100	100	100	100	100	
4.	Legionella % compliance	100	100	100	100	100	100	100	
5.	Electrical % compliance	98.3	98.38	97.91	98.21	98.10	98.10	97.85	
6(a).	Asbestos % communal compliance (assessment)	100	100	100	100	100	100	100	
7(a)	D&M No. outstanding	142	104	106	101	64	47	54	
7(b)	D&M No. outstanding >12 weeks	41	30	31	22	20	16	21	
7(c)	D&M No. new cases reported	67	43	26	51	25	30	31	

Fire Risk Management

1. Detail

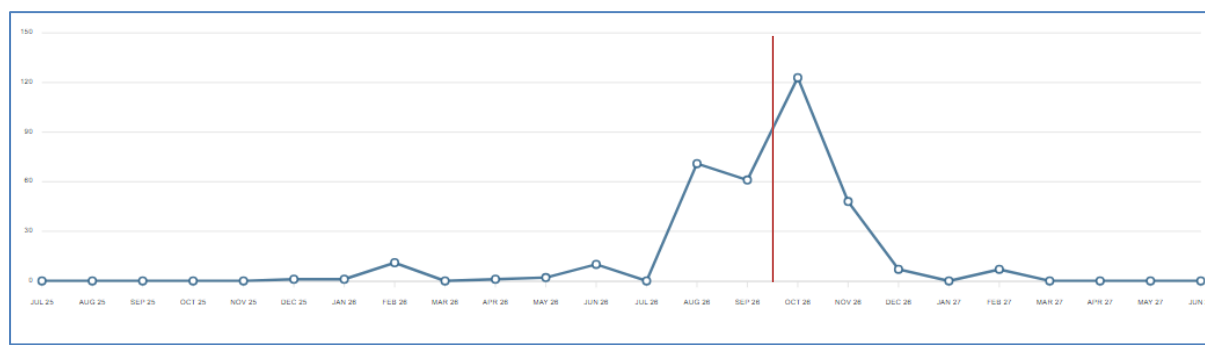
Figure 2 highlights the number of current actions related to the prioritisation and risk level identified by Savills Any information in 'red' identifies the categories where actions are overdue (227 in total).

Priority	Responsible function	Risk Level 1	Risk Level 2	Risk Level 3	Totals
U	Urgent	1 day (0)	1 day (0)	1 day (0)	0
A	Contractor	3 months (40 / 14)	6 months (3 / 1)	12 months (311 / 143)	354
B	Contractor	12 months (100 / 23)	18 months (4)	24 months (284)	388
C	Contractor	18 months (95)	24 months (5)	30 months (104)	204
R	Contractor Recommended	Unlimited (28)	Unlimited (1)	Unlimited (64)	93
Man1	Management function	1 month (26 / 8)	1 month (0)	1 month (1/1)	27
Man2	Management function	3 months (100 / 36)	12 months (4/1)	24 months (797)	901
Man3	Management function	6 months (0)	18 months (0)	30 months (0)	0
ManR	Management function (Recommended)	Unlimited (11)	Unlimited (0)	Unlimited (3)	14
	total	400	17	1,564	1,981

Figure 3 highlights the current state of actions.

Item	Mar 26	Apr 26	May 26	Jun 26	Jul 26	Aug 26	Sept 26
Contractor actions	1440	1319	1134	1148	950	977	1,039
(overdue)	(32)	(29)	(32)	(50)	(32)	(116)	(181)
(overdue <60 days)	(16)	(15)	(3)	(9)	(196)	(231)	(151)
Management actions	1,436	1,372	1,215	1,182	834	882	942
(overdue)	(128)	(119)	(92)	(67)	(19)	(16)	(46)
(overdue <60 days)	(16)	(2)	(38)	(8)	(23)	(34)	(32)
Total	2,876	2,691	2,447	2,330	1,784	1,859	1,981

Figure 4 highlights the number of actions that are at risk of becoming overdue. This spike also corresponds with a temporary increase in FRAs required.



2. Additional information

• Mitigation

- There has been an increase in the number of outstanding actions (122). This is due to the recommencement of the annual FRAs - concentrating on Independent Living Schemes.
- A desktop exercise is in the final stages of completion regarding the 2024 Firntec spreadsheet. The purpose of this exercise is to ascertain whether the actions from the original set of FRAs are either completed, replicated within the refreshed Savills FRAs or not required. Of the 4,719 original Firntec actions, the evidence gathered states that 3,879 meet the above criteria. The sense-check of the remaining 840 actions should be concluded by the end of October. Please note, this exercise may identify a number of original actions that require a site-inspection to verify its status.
- Savills continue to undertake a review of the 270 actions aligned to wall construction and report either confirming the external walls present no / limited risk or recommend that further investigation is required. Results should be available by the end of October 2026.
- The handover of this workstream to the new compliance function has been completed.

• Risks / Issues

- A further 16 FRAs are to be completed before the end of the calendar year. These assessments will generate additional actions to be completed.
- There are 227 overdue actions that require focus. Please note that over 50% of these are related to the installation of lockable door sets. Procurement processes have hampered progress on these

actions. A lesson learned is to review future actions to ascertain whether procurement process needs to commence earlier.

- There are a further 182 actions at risk of becoming overdue within the next 60 days.

- **HIB to consider the following...**

- There may be periods where the completion run rate may drop (e.g. the completion of more technical / structural actions)
- Completion of some FRA actions may generate further work or follow-up recommendations (e.g. upgrading of emergency lighting)

REFERENCE

Gas Servicing1. Detail**Gas**

100% compliance was achieved in this period.

2. Additional information

There were 372 completed services throughout the month. No cases required progression to court.

LOLER (Lifts)1. Detail

100% compliance was achieved in this period.

2. Additional information

There was one lift inspected in this period.

Legionella1. Detail

100% compliance was achieved in this period.

2. Additional information

High risk actions will be completed within one month of the survey. Medium and low risk actions will be completed within three months of the survey. There are no concerns that these deadlines will not be met.

High risk- 0
Medium risk- 9
Low- 8

Electrical1. Detail

97.85% compliance was achieved in this period.

2. Additional information

There are currently 101 properties overdue.

There are no communal areas overdue.

The team continues to work with Legal regarding non-access. This will be the focus of the new Compliance Assurance Officer, who has now commenced in the role. The total number of properties requiring inspecting for the remainder of the year (inc overdue) is 200. It has been calculated that the worst case position (if no further properties inspected for the year) would be 95.93%

Asbestos1. Detail

Work relating to asbestos has recommenced following the decision regarding leaseholder consultation. Our Asset Management Consultants (Focus) will continue to work with MCP and the removals specialists EAS to plan and complete the remedial action following the above.

The rolling programme of re-inspection continues with our contractor MCP (as each report is valid for 12 months). The update is as follows;

Status	Number
Complete	248
Booked	2
To survey	66
Awaiting QC	6

Damp and Mould1. Detail

The team continues to focus on mitigating the cases over 12 weeks (21 remaining, and increase of 5 since the last report). Several operational challenges continue to affect overall performance and the Council's ability to adhere to policy timescales. Challenges include:

- Difficulties gaining entry into properties can delay inspections, surveys and remedial works (monthly meeting established to review with Legal)
- Decant processes can delay completion of works (although a decant programme is in place, to aid getting these outstanding DPC works complete).

Reason	Number
Access issue	10
Decant required	6
In progress	4
Capital Works joint project	1

Report of the Portfolio Holder for Housing

Temporary Accommodation Policies

1. Purpose of Report

To seek approval for two new policies relating to temporary accommodation.

2. Recommendation

Cabinet is asked to RESOLVE that the Temporary Accommodation Placement Policy and the Temporary Accommodation Charging Policy be approved.

3. Detail

In December 2025, the Government published a new homelessness strategy 'A National Plan to End Homelessness'. There are several new requirements for the Council under this strategy, including creation of two policies in relation to temporary accommodation. There are two separate policies, one regarding placements and one regarding charging as required.

The Temporary Accommodation Placement Policy explains how the Council allocates, manages and assesses the suitability of temporary accommodation provided under its homelessness duties and powers contained within Part 7 of the Housing Act 1996.

The Temporary Accommodation Placement Policy and EIA are included as **Appendix 1** and **Appendix 2**.

The Temporary Accommodation Charging Policy ensures that temporary accommodation charges are set and applied in a clear transparent manner.

The Temporary Accommodation Charging Policy and EIA are included as **Appendix 3** and **Appendix 4**.

Both policies have been considered by the Policy Overview Working Group.

4. Financial Implications

The comments from the Deputy Chief Executive and Section 151 Officer were as follows:

There are no additional financial implications to consider with the ongoing business as usual activities being met from within existing resources and grants.

5. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

Relevant legislation and case law is outlined in the policies.

6. Human Resources Implications

Not applicable.

7. Union Comments

Not applicable.

8. Climate Change Implications

Any climate change implications are contained within the report.

9. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

10. Equality Impact Assessment

As these are new policies, equality impact assessments are included in the appendices to this report.

11. Background Papers

Nil.



TEMPORARY ACCOMMODATION PLACEMENT POLICY

Document title	Temporary Accommodation Placement Policy
Document version	3.0
Department	Housing
Title of Author	Housing Operations Manager
Date document approved	
Review cycle	3 Years
Date of next review	

Contents

1.0 Definition	3
1.1 Interim Accommodation	3
1.2 Temporary Accommodation	3
2.0 Scope	4
3.0 Purpose	4
4.0 Aims and Objectives	4
5.0 Regulatory Code and Legal Framework	5
6.0 Policy Outline	7
6.1 Types of Temporary Accommodation	8
Self-Contained Accommodation	8
Emergency Accommodation	8
Supported Accommodation	9
Refuge Accommodation	9
Other Accommodation	9
6.2 Suitability of Accommodation	9
6.3 Location of Accommodation	10
Priority to be located within Broxtowe (in-area)	11
No Priority For Accommodation Within Area	12
Moves Between Temporary Accommodation	14
6.4 Occupancy Standards	15
6.5 Offers and Refusals of Temporary Accommodation	16
6.6 Ending of Temporary Accommodation	18
Discharge Of Section 188 [Interim] Accommodation Duty	18
Discharge Of Section 193 (Main) Accommodation Duty	18
6.7 Management of Temporary Accommodation	19
6.8 Behaviour and Breaches of Occupancy Conditions	20
6.9 Occupation Charges and Service Charges	21
6.10 Moving & Storage of Goods	21
6.11 Arrears and debts	22
6.12 Tenure	23
6.13 Pets	23
6.14 Risk	24
7.0 Related Policies, Procedures and Guidelines	24
7.1 Legislation And Guidance	24
7.2 Related Policies And Procedures	24
7.3 Equality	24
8.0 Review	25
9.0 Document History and Approval	25

1.0 Definition

Interim and Temporary Accommodation may include various types of accommodation such as hostels managed by the local council, hostels managed by charities, or flats and houses rented through a private property owner.

1.1 Interim Accommodation

Interim accommodation is accommodation provided under section 188 of the Housing Act 1996 where the Council has reason to believe that an applicant may be homeless, eligible for assistance and in priority need.

Usually, the interim duty overlaps with the relief duty. Usually, the relief duty comes to an end after 56 days therefore this accommodation is intended to be short term.

1.2 Temporary Accommodation

Temporary accommodation is accommodation provided following acceptance of the main housing duty under section 193 of the Housing Act 1996.

If prevention and relief duties fail and the household is found to be eligible, unintentionally homeless, and in priority need, the council must provide suitable temporary accommodation until a long-term, permanent housing offer is made

Temporary accommodation should be provided until the homelessness duty is brought to an end in accordance with the Housing Act 1996.

A household occupying interim accommodation may remain in the same accommodation following acceptance of the main housing duty. In such circumstances, the legal basis for the placement changes from interim accommodation to temporary accommodation, although the accommodation itself may remain the same.

For the purposes of this policy, references to temporary accommodation include all accommodation provided under the Council's homelessness duties and powers under Part 7 of the Housing Act 1996 unless explicitly stated otherwise

2.0 Scope

This policy applies to accommodation provided by Broxtowe Borough Council in connection with its homelessness duties and powers under Part 7 of the Housing Act 1996.

This policy does not apply to accommodation provided through the Severe Weather Emergency Protocol (SWEP), Rough Sleeper Accommodation Programme (RSAP) accommodation, or other accommodation provided outside of the Council's statutory homelessness functions, which may be managed under separate policies, procedures or funding requirements.

3.0 Purpose

This policy explains how Broxtowe Borough Council allocates, manages and assesses the suitability of temporary accommodation provided under its homelessness duties and powers contained within Part 7 of the Housing Act 1996.

The Council aims to provide suitable accommodation that is safe, affordable and appropriate to the needs of the household whilst longer-term housing solutions are secured.

4.0 Aims and Objectives

In the provision and management of TA, The Council aims to ensure that its portfolio of local TA is cost effective, affordable and reflects local and individual needs, procuring sufficient TA to meet assessed, projected and anticipated demand arising from its homelessness duties and powers.

Have a published policy for allocating, placing, and managing TA both within and outside of the Borough, where necessary that has due regard for relevant legislation the safeguarding, welfare and best interests of any household placed in any TA. Explain and evidence all the factors that have been considered in reaching its decisions, including any impact on the household wellbeing. Work with other Local Authorities, under Section 208 of the Housing Act 1996 when appropriate.

The Council will seek to:

- provide suitable accommodation that meets the needs of homeless households;
- minimise the use of bed and breakfast and other emergency accommodation wherever possible;
- make effective use of available temporary accommodation stock;
- minimise void periods and promote timely move-on into settled accommodation; and
- reduce reliance on temporary accommodation through prevention activity and early intervention.

The Council will monitor demand, occupancy levels, placement trends and accommodation availability and will utilise homelessness and temporary accommodation data to support service planning, stock management, procurement decisions and the effective use of temporary accommodation resources.

5.0 Regulatory Code and Legal Framework

Broxtowe Borough Council has a statutory duty to provide temporary accommodation to homeless households who qualify within the criteria set out below and the policy is set out to ensure it aligns with the following legislation and Officers also comply to it :

- Housing Act 1996, including sections 188, 190, 193, 199A, 206, 208 and 210
- Homelessness Reduction Act 2017
- Homelessness Code of Guidance for Local Authorities (MHCLG)
- Homelessness (Suitability of Accommodation) (England) Order 2003
- Homelessness (Suitability of Accommodation) (England) Order 2012
- Localism Act 2011
- Equality Act 2010
- Section 11 of the Children's Act 2004
- Section 17 of the Children's Act 2004

Case law stated below has also been taken regard of in this policy :

Nzolameso v Westminster UKSC (2015), Alibkhiet v Brent (2018) and the London Borough of Waltham Forest & Salem (2019)

Working in line with the above legal framework, Broxtowe Borough Council ensures that accommodation is available for an applicant where it has reason to believe they may be homeless, eligible for assistance and in priority need and that all temporary accommodation placements are suitable for the needs and circumstances of the household and will have regard to relevant safeguarding responsibilities, equality duties and statutory guidance when making decisions under this policy.

Applicants placed under a Section 188 duty are exempt from Section 5 of the Protection from Eviction Act 1977 and therefore the Council can ask an applicant to leave or move to different accommodation at very short notice. The UK Supreme

Court has explicitly ruled that there is no requirement for a Council to obtain a court order to end a Section 188 interim placement.

This is detailed in case law relating to the case of (R, (ZH and CN) v London Boroughs of Newham and Lewisham [2014] UKSC 62).

Section 190 of the Housing Act 1996 Part VII provides that the Council must secure accommodation for households with an intentional homeless decision for a period the Council deems reasonable for the household to secure an alternative arrangement.

Section 193 of the Housing Act 1996 provides that the Council must ensure that accommodation is available for an applicant where it determines that they are homeless, eligible for assistance, in priority need, not intentionally homeless, and where it has not successfully 'prevented' or 'relieved' homelessness and has not referred the application to another local authority. This is known as the 'main housing duty' and continues indefinitely until the applicant accepts an offer of a settled home, or until one of another of a list of prescribed events occurs.

Section 199a of the Housing Act 1996 Part VII provides that the council must offer interim accommodation to households who are homeless, eligible for assistance and in priority need, pending notification and referral to another local authority and the offer of accommodation ending when the other local authority accepts that the referral conditions have been met.

Section 206 of the Housing Act 1996 provides that any accommodation provided under section 188 or 193, whether temporary or otherwise, must be suitable.

Chapter 17 of the Homelessness Code of Guidance categorises the factors from various legal instruments which local authorities should consider when determining whether temporary accommodation is suitable. Such factors include the standards, size, affordability, and location of any accommodation.

Section 208 of the Housing Act 1996 provides that, so far as reasonably practicable, accommodation found by the Council should be in the local authority area. When accommodation is provided out of the area, the Council should notify the local authority in whose area the accommodation is situated.

The Homelessness (Suitability of Accommodation) (England) Order 2012 provides that the following factors should be considered when deciding whether accommodation is suitable:

- The distance of the accommodation from the Broxtowe area.
- The level of any disruption to employment, caring responsibilities, or education.
- The proximity and accessibility of the accommodation to medical facilities and support
- The proximity and accessibility of the accommodation to local services and transport

The Homelessness (Suitability of Accommodation) (England) Order 2003 provides that households containing children or pregnant women should only be housed in 'bed and breakfast' accommodation where no other accommodation is available, and even then, such occupation should not exceed 6 weeks.

Section 11 of the Children's Act 2004 provides that, in carrying out its functions, a local authority must have regard to the need to safeguard and promote the welfare of children.

The Equality Act 2010 provides that, in carrying out its functions, a local authority must have due regard to the following :

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Nzolameso v Westminster (2015) UKSC 22, set out that Local Authorities must produce a policy which sets out how it will provide accommodation for households who are homeless in its district.

Birmingham CC v Ali and others : Moran v Manchester CC [2009] UKHL 36, sets out that what is considered suitable accommodation to comply with interim accommodation duties might be different from suitable accommodation offered in discharge of the main housing duty.

6.0 Policy Outline

All types of accommodation are only meant to be temporary, which is for a limited amount of time, until the household either obtains their own housing or is offered a suitable offer in permanent accommodation, if the main housing duty has been accepted by the local authority.

In accordance with the law and homelessness legislation, including the 'Homelessness Code of Guidance for Local Authorities (2018)' so far as reasonably practical, Broxtowe Borough Council will seek to accommodate homeless households within the Broxtowe area and will always consider the suitability of accommodation taking into account the circumstances of the household.

However, due to a range of factors including the economic downturn, changes to the private sector rented market and the impact of welfare reform, it has become increasingly difficult to acquire suitable accommodation within the area. When assessing what accommodation is suitable for a household, local authorities are entitled to take into account the practical constraints imposed by finances. Therefore, where temporary accommodation cannot be secured within the locality at reasonable cost, out of borough accommodation will be sourced, to enable placements to be

Temporary Accommodation Placement Policy
made to fulfil the Council's housing obligations. Additionally, when considering each household's needs it may be more appropriate to place a household outside of the local authority boundaries if there is a risk posed to the household (or any member)

within the Broxtowe area or if this allows better access to established links such as employment, family connections, medical services, adapted units, or schooling thus maintaining the wellbeing of the household. The Council keeps its use of temporary accommodation continually under review, and where a household is placed out of area, the Council will seek to return them to within the Broxtowe area at the earliest opportunity to do so.

6.1 Types of Temporary Accommodation

The Council's preferred approach is to provide self-contained temporary accommodation within its own stock wherever possible. However, a range of accommodation types may be used to meet the Council's homelessness duties and respond to individual household needs.

The Council uses a variety of accommodation to temporarily house those who are homeless or threatened with homelessness. All occupants of temporary accommodation will have limited security of tenure, depending on the accommodation offered, applicants will have a licence to occupy. Licensees do not have the same rights as secure tenants have, for example they do not have a right to buy, right to exchange, or right to take in lodgers.

Self-Contained Accommodation

Self-contained accommodation is accommodation containing its own kitchen, bathroom and living facilities. This type of accommodation may be used for families, couples and single people where it is considered suitable and available.

The nature of the accommodation provided does not determine the legal status of the occupation. Occupation of temporary accommodation may be provided under a licence agreement or other occupancy arrangement as determined by the Council.

Emergency Accommodation

The Council may utilise hotels, bed and breakfast accommodation or other emergency accommodation where no suitable temporary accommodation is immediately available.

Such accommodation may be used on a short-term basis whilst alternative accommodation is secured.

Households containing dependent children or pregnant women will only be placed in bed and breakfast accommodation where no suitable alternative accommodation is available and in accordance with relevant legislation and statutory guidance.

Hotels and Nightly Paid Serviced Accommodation – this is used in an emergency (including out of office hours) for any homeless household when there is no alternative temporary accommodation available. These accommodation units are usually self-contained bedrooms with private bathrooms but may not have kitchen or living facilities available. This type of Temporary Accommodation has Accommodation Officers available for support. The Council will carry out weekly reviews of the use of this type of accommodation and prioritise moving applicants households containing dependent children or pregnant women for a move to self-contained accommodation as soon as a suitable unit is made available.

Supported Accommodation

The Council may utilise supported accommodation provided by partner organisations where households would benefit from additional support to maintain accommodation and address housing-related needs.

Refuge Accommodation

Refuge accommodation may be used for individuals and households fleeing domestic abuse or other forms of violence where specialist accommodation and support are required.

Refuge accommodation – this is used as safe housing for those fleeing domestic abuse and often those who find themselves homeless. This accommodation type is usually a private bedroom in a shared house with onsite specialist support.

Other Accommodation

The Council may utilise any other accommodation that it considers suitable and appropriate to meet its statutory homelessness duties.

The type of accommodation offered will depend on the individual circumstances of the household, the suitability of the accommodation and the availability of accommodation at the time.

6.2. Suitability of Accommodation

The Council has a duty to ensure that any accommodation secured under Part 7 of the Housing Act 1996 is suitable for the needs of the applicant and their household. Suitability will be assessed on a case-by-case basis, taking account of the individual circumstances of the household and the accommodation available at the time.

When assessing suitability, the Council will consider factors including:

- Household size and composition.
- Physical and mental health needs.
- Disabilities and mobility requirements.
- Domestic abuse, safeguarding and public protection concerns.
- The welfare and educational needs of any children in the household.
- Employment, caring responsibilities and support networks.
- Affordability.
- Access to medical services and other essential facilities.
- Access to cooking facilities, bathing facilities, laundry provision and communication services where relevant.
- The location of the accommodation.
- Any other relevant circumstances identified during the assessment.

The Council will have particular regard to its duties under the Equality Act 2010 and the need to safeguard and promote the welfare of children.

The Council will assess suitability in accordance with section 210 of the Housing Act 1996, relevant legislation, statutory guidance and applicable case law.

The Council will take reasonable steps to ensure accommodation provided as temporary accommodation is safe, suitable and compliant with applicable legal requirements. The Council will seek to reduce reliance on accommodation which is unsuitable, poor quality or costly to manage through effective procurement, quality assurance, prevention activity, stock management and timely move-on into settled accommodation. This includes taking reasonable steps to ensure accommodation is free from Category 1 hazards under the Housing Health and Safety Rating System and complies with relevant requirements relating to gas safety, electrical safety, fire safety and other applicable housing standards.

Where bed and breakfast accommodation is used, the Council will ensure that placements comply with the Homelessness (Suitability of Accommodation) (England) Order 2003.

Households containing dependent children or a pregnant woman will only be placed in bed and breakfast accommodation where no suitable alternative accommodation is available and any such placement will be kept under regular review.

Where accommodation is provided to a household including a child under the age of two, the Council will seek to ensure there is sufficient space for appropriate sleeping arrangements, including adequate space for a cot where required.

Accommodation does not need to be the applicant's preferred option to be suitable.

The Council will have due regard to the principal needs of any children in the household, and the need to safeguard and promote the children's welfare. In particular, regard will be had to any disruption to schools, medical care, social work, other key services, and other support. The Council will have due regard to matters concerning public safeguarding and protection and will work with all relevant organisations to ensure the suitability of accommodation. Where feasible, the Council may reserve units in anticipation of applicants presenting who meet the criteria for an in-area placement. This has been confirmed as a reasonable practice in the 2018 Court of Appeal case *Adam and Alibekhiy v Westminster and Brent Councils*. However, this is unlikely to be possible if it involves additional costs for the Council.

The Council are committed to assessing household needs on an individual basis and ensuring that all households placed in its own units of Temporary Accommodation have access to appropriate facilities including furniture and storage. The Council will ensure that appropriate referrals for support are made and that households have access to essential items upon entry into Temporary Accommodation. This will be assessed and processed in line with the Council's Temporary Accommodation Procedure.

6.3. Location of Accommodation

As far as reasonably practicable, the Council will seek to provide temporary accommodation within the Broxtowe area. However, sufficient supply within the Area is not always available. If the local authority has a duty to secure accommodation, an assessment will be carried out to determine the requirements of the applicant and their household. The assessment will determine whether the applicant has:

- Priority to be located within Broxtowe (in-area)
- No priority to be located (out of area).

The award of an in-area location priority does not guarantee the provision of temporary accommodation within those areas, rather priority for such accommodation when a suitable unit is available.

However, due to housing supply, affordability and availability, it may sometimes be necessary to provide accommodation outside of the area. When considering an out-of-area placement, the Council will have regard to:

- The disruption that may be caused to employment, education or caring responsibilities.
- Access to medical treatment and support services.
- Domestic abuse and safeguarding considerations.

- The location of family and support networks.
- The availability and affordability of suitable accommodation.
- Any other relevant needs of the household.
- Availability of suitable accommodation within the area
- Impact on employment, education, support networks, medical treatment, caring responsibilities, safeguarding and the welfare of children.

Where an out-of-area placement is made, the Council will record the reasons for the placement and why the accommodation is considered suitable in the circumstances of the case.

The Council will keep out-of-area placements under review and, where appropriate, consider whether suitable accommodation closer to the area becomes available.

The Council may prioritise households for local accommodation where there are exceptional medical, safeguarding, educational or welfare reasons for doing so.

Where accommodation is secured outside the area, the Council will comply with its duties under section 208 of the Housing Act 1996 and provide notification to the receiving local authority where required.

Where legislation or statutory guidance requires notification to health bodies, education providers or other relevant agencies, the Council will comply with those requirements subject to any applicable consent and information-sharing provisions. Where vulnerabilities, safeguarding concerns or support needs have been identified which will require services to be provided by another authority, the Council will seek to liaise with the receiving authority and relevant agencies, where appropriate, before the placement is made.

Priority to be located within Broxtowe (in-area)

Applicants or their household members to be housed with them who satisfy one or more of the following criteria will qualify for 'In Area' priority:

- Those who are continuously employed within Broxtowe for 16 hours or more per week in a role which cannot be transferred to another area. Wherever practicable the Local Authority will seek to place such households within 90 minutes travelling distance by public transport from their place of employment which is in accordance with the Universal Credit Regulations 2013, Section 97 (3) on maximum travelling times for employment
- Children who are enrolled in GCSE, AS, or A level courses in the Broxtowe area, with public exams to be taken within the current or next academic year. Wherever practicable the Local Authority will seek to place such households within 75 minutes journey each way using public transport, inclusive of time taken to walk to a pickup point. This is in accordance with timescales recommended by the Department for Education for children of secondary school age.

- Households with one child (or more) who has a Statement of Special Educational Needs who is receiving education or educational support in our area and where a change of schools would be extremely detrimental to their well-being because of either the impact of moving on that child or that a similar package of support is unlikely to be available. Wherever practicable we will seek to place such households in-area and as close as possible to existing schools to minimise public transport travelling distance and costs
- Households that contain a child where there is current involvement from Children's Services and where an out-of-area placement would be detrimental to their well-being. Wherever practical we will seek to place such households in-area
- In exceptional circumstances, the Council may determine that a household has a compelling need to be accommodated within the local authority area. Such circumstances will be assessed on a case-by-case basis and may include medical, safeguarding, welfare, educational, caring, or employment-related factors.

The award of an in-area priority will be taken into account when sourcing temporary accommodation. However, it does not create an entitlement to accommodation in a specific location, ward, neighbourhood, or within a particular travelling distance of facilities or support services. Placements will be made having regard to the availability, suitability, and affordability of temporary accommodation at the time of placement.

Where suitable accommodation is available within the area, households with an assessed in-area priority will be prioritised above households without such a need.

No Priority For Accommodation Within Area

Households who meet none of the 'In-Area' criteria may be offered properties further afield than 90 minutes travelling distance of the Broxtowe area by public transport, when no suitable property is available within these areas. Households who are offered Temporary Accommodation under s190 or s199a of the Housing Act 1996, Part VII will not have a priority for accommodation within the area. If households are in Temporary Accommodation within the area under a different duty which is then ended and the s190 duty or the s199a duty begins, Broxtowe Borough Council reserves the right to move them to accommodation further afield.

The Council endeavours to appropriately place all households requiring TA within the Borough within the resources available, it may not be possible, particularly in an emergency. In this event, relevant facts regarding the households' circumstances will be gathered by relevant Officers during their enquiries at the time of approach, and an assessment against this Policy will be made to facilitate prioritisation of households requiring in Borough TA. During the assessment, if the household meets one or more of the criteria set out above, they will receive priority for an in-borough placement of suitable TA. However, meeting the criteria does not guarantee any

household, whether in priority need or not, an in-borough placement, it is subject to suitability and availability.

Where more than one household requires TA and meets the above criteria for in borough prioritisation, but there are insufficient placements, to further prioritise, further consideration will be given both individually and cumulatively to:

- Personal Housing Plan (PHP) & subsequent reviews
- Level of welfare and safeguarding needs of any children in the household
- Level of educational need
- Identified risks posed by living in any area.
- Permanence / flexibility of employment
- Access to transport
- Level of need to be close to key services, support networks, cultural and religious amenities, family requiring care.
- Affordability
- Impact of relocation

Moves Between Temporary Accommodation

The Council may move a household where this is necessary to maintain suitability, address risks or respond to changing circumstances.

A move may be considered where:

- The accommodation is no longer suitable for the household's needs.
- Household circumstances have changed.
- The accommodation requires significant repair works.
- There are safeguarding or risk management concerns.
- The accommodation is no longer available.
- Alternative accommodation becomes available which better meets the needs of the household.
- It is necessary to make best use of the Council's temporary accommodation resources.

When considering a move, the Council will have regard to the suitability of any alternative accommodation and seek to minimise disruption wherever reasonably practicable. However, applicants may be required to move between temporary accommodation placements during the course of the Council's homelessness interim duties. At Main Duty we will aim to provide households a longer term of stable temporary accommodation where possible.

6.4 Occupancy Standards

The Council will seek to ensure that temporary accommodation is suitable for the size and composition of the household.

When allocating accommodation, the Council will consider:

- The number of people in the household.
- The age and gender of household members.
- Medical needs and disabilities.
- The welfare of children.
- Any safeguarding concerns.
- The nature and size of the accommodation available.

The Council will seek to avoid overcrowding wherever reasonably practicable and will have regard to relevant legislation, statutory guidance and accepted occupancy standards when determining suitability.

Within temporary accommodation, a room is available as sleeping accommodation if it is of a type normally used in the locality either as a living room or as a bedroom.

The number of people who can occupy an Accommodation Unit depends upon the number of bedspaces available. Bedspaces include double beds, single beds, bunk beds, sofa beds and z-beds/camp beds. The number of bedspaces (excluding cots) expected to be provided in each Accommodation Unit is as follows:

Size of Accommodation Unit	Number of Bedspaces
Studio / Standard hotel room / 1 bedroom house	Minimum 2 Maximum 6
1 Bedroom Flat	Minimum 3 Maximum 6*
Family hotel room/suite	Minimum 4 Maximum 6
2 Bedrooms	Minimum 4 Maximum 8*
3 Bedrooms	Minimum 6 Maximum 12*

*assumes a sofa bed in the lounge as bedspace for 1 or 2 adults.

The following occupancy assumptions can be made when assessing the appropriate size of an Accommodation Unit for a Household:

Household Composition	Requirement
Two adults	May share a double bed
One adult and one child (same gender, age 3+)	May share a double bed
One adult and one child (different genders, age 3-9)	May share a double bed
Two children (same gender, age 3+)	May share a double bed

Household Composition	Requirement
Two children (different genders, age 3-9)	May share a double bed
Children of different genders aged 10+	Should have separate beds
Children aged 3+ in one bedroom	Maximum of 4 children
Children under 3	Should sleep in the same room as their parent/carer

The Council may depart from these standards where exceptional circumstances apply, including but not limited to medical needs, disabilities, safeguarding concerns, or other relevant household circumstances. Any exception will be considered on a case-by-case basis following an individual assessment of the household's requirements

In some circumstances, households may be required to share bedrooms or occupy accommodation that would not represent a long-term housing solution. Where this occurs, the Council will consider whether the accommodation remains suitable having regard to the homelessness duty owed, the individual circumstances of the household and the availability of alternative accommodation.

The Council reserves the right to move households between temporary accommodation placements where this is necessary to make best use of available accommodation stock, address suitability concerns or meet changing household needs.

The Council will ensure that applicants are given information as to the type of Temporary Accommodation they are being offered including the size, location and any furniture provided. Sleeping arrangements will be reviewed where there is a change in household composition, accommodation type.

Before any offer of Temporary Accommodation is made the Council will complete an assessment with the applicant to determine the applicant's personal circumstances. The Council understands that applicants may need support in a variety of areas and as such gives due regard to ensuring that applicants individual circumstances are addressed and support is offered where required.

6.5 Offers and Refusals of Temporary Accommodation

Offers of temporary accommodation will be made having regard to the suitability requirements set out above.

The suitability of accommodation may change over time. Accommodation that is suitable as an emergency or short-term placement may not necessarily be suitable as a longer-term placement. The Council may therefore make further offers of accommodation where this is necessary to ensure suitability or make best use of available temporary accommodation stock.

The Council is not required to allow applicants to view accommodation before deciding whether to accept an offer.

Where accommodation is offered under section 188 or S189B duty of the Housing Act 1996, the Council will consider any reasons given by the applicant for refusing the accommodation. If the Council is satisfied that the accommodation offered was suitable and the refusal was unreasonable, the Council may determine that its duty to provide accommodation has come to an end and there will be no right for review but applicants may have a right to seek a judicial review.

Where accommodation is provided under section 193 of the Housing Act 1996, applicants may have statutory rights to request a review of the suitability of accommodation in accordance with the Housing Act 1996.

Decisions relating to temporary accommodation will be made in accordance with relevant legislation, statutory guidance and the circumstances of the household.

6.6 Ending of Temporary Accommodation

The Council may end a temporary accommodation placement where:

- The Council's homelessness duty has come to an end.
- Suitable alternative accommodation has been secured.
- The applicant voluntarily leaves the accommodation.
- The applicant refuses a suitable offer of accommodation.
- The applicant is no longer eligible for assistance.
- The accommodation is no longer considered suitable or available.
- There has been a serious or persistent breach of the occupancy agreement.
- The applicant has become intentionally homeless from the temporary accommodation provided.
- Any other circumstance applies that brings the relevant homelessness duty to an end under the Housing Act 1996.

The action taken by the Council will depend on the homelessness duty owed, the circumstances of the case and the terms of the occupancy agreement.

Discharge Of Section 188 [Interim] Accommodation Duty

Where accommodation has been provided by the Council under Section 188 of the Housing Act 1996 whilst applicants homelessness is assessed, the Council may end the placement if it considers that its duty to provide interim accommodation has ceased or where there has been a serious or persistent breach of the occupancy agreement following warnings the Council may choose to end the placement with immediate effect.

Discharge Of Section 193 (Main) Accommodation Duty

Where accommodation has been provided under section 193 of the Housing Act 1996 under a Main Duty, the Council may end the placement where the main housing duty has come to an end in accordance with the Housing Act 1996 or for one or more reasons below :

- Ceases to be eligible for assistance
- Becomes homeless intentionally from the Temporary Accommodation made available for their occupation
- Voluntarily ceases to occupy as their principal home, the Temporary Accommodation made available for occupation
- Refuses or accepts a final offer of accommodation under Part VI (allocation of housing)
- Refuses or accepts an offer of an assured tenancy from a private sector landlord

- Having been informed of the possible consequences of refusal and of his right to request a review of the suitability of accommodation, refuses a final offer

Where the Council decides that their duty has ceased as described above, the applicants housed under Section 193, will be asked to leave the temporary accommodation usually **within 7 days** subject to individual circumstances. Two warnings will be issued before the Council ceases its Section 193 duty and accommodation may be ended with immediate effect, subject to individual circumstances.

The Council may apply its discretion in withdrawing Temporary Accommodation in circumstances where the Household is accommodated under s190, have refused an offer of accommodation or the reasonable period has ended but are reviewing the Council's decision.

In such circumstances applicants will be encouraged to accept the offer of accommodation whilst a review of the suitability of the offer of accommodation is being considered. Where applicants refuse to take up the offer of accommodation whilst a review is underway, the current temporary accommodation may only remain available at the discretion of the Council's Housing Operations Manager.

Before ending a placement, the Council will consider the circumstances of the household and any relevant legal obligations.

The Council reserves the right to take immediate action where behaviour presents a serious risk to staff, contractors, other residents or members of the public.

6.7 Management of Temporary Accommodation

Residents are expected to comply with the terms of their occupancy agreement and any reasonable rules relating to the accommodation.

Residents are responsible for keeping their accommodation in a reasonable condition, reporting repairs promptly and allowing access where required for inspections, repairs, health and safety checks or the proper management of the accommodation.

The Council may impose reasonable conditions relating to the occupation and management of temporary accommodation. This may include restrictions on visitors where there are anti-social behaviour, safeguarding, safety or management concerns.

The Council may carry out announced or unannounced visits where this is necessary to ensure the accommodation is being occupied appropriately, to check welfare, to investigate concerns, or to manage the temporary accommodation effectively.

The management arrangements for temporary accommodation may vary depending on the type of accommodation provided and the needs of the household.

The Council may undertake regular inspections, audits, occupancy checks and welfare visits to:

- Confirm authorised occupation;
- Monitor property condition and standards;
- Identify repairs, safety concerns or safeguarding issues;
- Review changing household circumstances; and
- Support households to move on into settled accommodation where appropriate.

6.8 Behaviour and Breaches of Occupancy Conditions

Residents must behave in a way that does not cause nuisance, harassment, alarm, distress, damage, risk or disruption to staff, contractors, neighbours, other residents or members of the public.

Occupants are responsible for both their and their household's members action and behaviour and, where applicable, the behaviour of visitors and pets.

Placement in emergency bed and breakfast TA, is subject to the individual providers policies on incidents of crime and ASB happening on their premises, or damages caused to it by the household whilst in occupation.

Providers of emergency TA can ask the Council to end placements for households who are in breach of their policies on criminal activity, anti-social behaviour and conduct at any time. They may also recharge the Council for any damage caused to their property by the household.

If a provider asks the Council to end a placement in any or all these circumstances, then it will do so unequivocally. Similarly, if consideration is being given to ending the placement of a household in a unit of short-term accommodation owned by the Council on these same grounds, then before deciding on the next steps under The Housing Act 1996, it will, on a case-by case basis, liaise with any TA provider, Police, and any other relevant agencies and partners as necessary, before making a decision. Ultimately, any decision to end any license agreement will be made by the Housing Operations Manager or nominated deputy.

Where occupancy conditions are breached, the Council may take action depending on the seriousness of the breach and the circumstances of the household. This may include advice, support, verbal warnings, written warnings, acceptable behaviour arrangements or action to end the accommodation placement.

The Council reserves the right to take immediate action where behaviour presents a serious risk to staff, contractors, other residents, neighbours, the household itself or members of the public.

Any enforcement action will be proportionate to the circumstances and seriousness of the breach.

Any damage caused to the temporary accommodation either by the main applicant, any of the household members or visitors, will be the responsibility of the main applicant to pay for these damages and the Council reserves the right to recharge these costs back to the applicant.

Once it is decided to end license agreement, the appropriate legal notice will be served, and relevant procedure/s followed for recovering possession. Any costs incurred in regaining possession or remedying any damages caused on any premises will always be recharged to the lead occupant/s and debts managed in accordance with the TA Charging Policy and Income Collection Policy if this becomes applicable.

6.9 Occupation Charges and Service Charges

Occupants may be required to pay an occupation charge and any applicable service charges in respect of their temporary accommodation.

The Council will provide information about payment arrangements at the start of the placement and residents are expected to maintain payments throughout their occupation.

Where a resident is experiencing difficulty paying charges, they should contact the Council as soon as possible. The Council will consider the circumstances of the case and may provide advice, support or signposting where appropriate.

Persistent failure to pay accommodation-related charges without reasonable explanation may result in action being taken in accordance with the occupancy agreement and the Council's procedures.

6.10 Moving & Storage of Goods

Under Section 211 of the Housing Act 1996, the Council has a duty to protect an applicant's moveable property, for example, furniture, personal belongings, and other household goods, if all the three criteria apply:

1. There is a reason to believe that the applicant is homeless, and the applicant is someone who has been provided with interim/temporary accommodation pending inquiries, or will imminently need to be provided with interim accommodation; and
2. There is a reason to believe that there is a likelihood of loss or damage to that moveable property because of the applicant's inability to deal with it, and
3. No other suitable arrangements have been or are being made.

Where the Council does not have any duty to accommodate an applicant and/ or protect personal property, in exceptional cases, for example, because the applicant is extremely vulnerable and / or unable to physically and / or financially protect or deal with their property themselves in the circumstances, it can use its discretion to take any reasonable steps to protect the applicant's property. Any discretionary decision will be taken by The Housing Operations Manager or a nominated deputy, on consideration and assessment of the full facts of each case.

In any case, before any decision is made around storage duties, a full assessment of whether the applicant has any other means of protecting their belongings themselves, and a full income and expenditure assessment will be completed, to establish if the applicant has means to pay the full charge, or will require a contribution towards the costs, from the Council.

The duty or discretionary decision to protect an applicant's property ceases when the Council is satisfied there is no longer any likelihood of loss, or damage to it, normally upon securing accommodation where the applicant can receive their possessions.

Notwithstanding section 3.5.5, the duty to protect/store property can be ended at any time before an applicant has been re-housed, if the Council is satisfied that there is no longer a danger of loss or damage to an applicant's property, for example apply where the applicant had:

- Recovered from illness and was no longer considered to be so vulnerable that they were unable to protect their property through their own means.
- Had moved from emergency accommodation, such as a bed and breakfast or hostel, and been placed into larger self-contained TA.
- Found somewhere else to put the property.
- Financial circumstances change, which enables payment of full storage costs and protection of their property by their own means.

Where any decision is made to end storage arrangements, the applicant will always be formally notified, that the duty, or discretionary decision to protect their property, is coming to an end.

The cost of transporting goods from storage to an address of the applicant's choice remains the applicant's responsibility, however financial assistance may be offered at the discretion of The Housing Operations Manager or nominated deputy.

6.11 Arrears and debts

Arrears and debts to the Council in respect of TA costs, will be managed in accordance with the TA Charging Policy, which should be read in conjunction with this policy.

6.12 Tenure

All households placed in either emergency or short-term TA will be required to sign a relevant legal license agreement before they are able to occupy the accommodation. The agreement sets out the particulars and terms of occupancy for the Household, including charges for occupation, how to pay them, conduct and behaviour, and what enforcement action will be taken should the terms of the license agreement be broken.

6.13 Pets

Pets are not usually accommodated by emergency TA providers. Where households are placed with one of the Councils TA providers, and they accept pets, then the lead Occupier/s will be subject to any policies of the accommodation provider relating to acceptance of pets and assistance animals.

Where accommodation does not permit pets, the Council will seek to identify alternative arrangements where possible. Where suitable pet-friendly accommodation cannot be sourced, the Council will support applicants in exploring alternative solutions. Any exception to this approach will only be considered in exceptional circumstances and must be authorised by the Housing Operations Manager.

The Council will allow applicants in TA to keep a pet in its own TA units. The Council will follow the guidance within the existing Pet Policy to consider applicants requests for pets.

Whilst the Council will aim to ensure that applicants are able to allow pets in its own TA units, in accordance with the Council's existing Pet Policy, any requests to keep a pet that is covered by the Dangerous Dogs Act 1991 (Dogo Argentino, Fila Brasileiro, Japanese Tosa or Pit Bull Terrier ect) will be prohibited. Permission will not be granted for XL Bully dogs, even where the owner has an exemption certificate.

Part of the granting of any permission will be a requirement for applicants to take steps to microchip, vaccinate and undertake other relevant treatments as outlined by the Council. In instances where a pet causes repeated nuisance and annoyance to residents or causes damage to the property the Council will give applicants 2 days' notice in writing of the need to rehome their pet and will provide the reasons why the Council has made its decision and will also give advice about how they may go about rehoming their pets.

If a pet attacks a person or another animal, the Council will consider immediate withdrawal of permission and other action possible under the terms of the licence agreement

6.14 Risk

The Council will always consider the risk posed by all individuals in a household being placed in TA. Where there is a high risk, for example of the household to others, the placement is subject to the provider of the TA acceptance of risk.

Providers can and may refuse to accept anyone who is a high risk to others, and it therefore may not be possible place in TA within, or close to the borough.

7.0 Related Policies, Procedures and Guidelines

7.1 Legislation And Guidance

- Homelessness (Suitability of Accommodation) England Order 2012
- Section 11 of the Children Act 2004
- The Housing Act 1996
- Equalities Act 2010

7.2 Related Policies And Procedures

- TA Charging Policy
- Pet Policy

7.3 Equality

The Council promotes equal opportunities in the services it provides.

Our aim is to implement and maintain services which ensure that no resident is treated less favourably on the grounds of gender, being or becoming a transsexual person, being married or in a civil partnership, religion, belief or lack of religion or belief, race, nationality, ethnic or national origin, colour, disability, age, being pregnant or having children or sexual orientation nor is disadvantaged by the application of a rule, condition, or requirement, which has a discriminatory effect which cannot be justified by law.

The Council will also have regard to the need to safeguard and promote the welfare of children and to protect adults at risk.

Where safeguarding concerns are identified, the Council may work with relevant partner agencies to ensure appropriate support, advice or referrals are considered.

Decisions made under this policy will take account of relevant vulnerabilities, protected characteristics, domestic abuse, medical needs, disability, child welfare and any other relevant circumstances.

8.0 Review

This policy will be reviewed every three years, or sooner where required due to changes in legislation, statutory guidance, case law, operational practice or local housing need.

9.0 Document History and Approval

Date	Version	Committee Name

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Appendix 2

Equality Impact Assessment

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and equality. The majority of the Act came into force on 1 October 2010.

Public bodies are required in it to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited under the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it, and
- foster good relations between people who share a protected characteristic and people who do not share it.

The public sector Equality Duty came into force on 5 April 2011. The duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, delivering services and in relation to their own employees.

The Equality Duty encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

The new equality duty replaces the three previous public sector equality duties, for race, disability and gender. The new equality duty covers the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – including lack of belief
- sex
- sexual orientation.

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

The Council has also decided to treat people who have care experience as if they had a protected characteristic under the law.

Having due regard means consciously thinking about the three aims of the equality duty as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached by public bodies, including how they act as employers, how they develop, evaluate and review policies, how they design, deliver and evaluate services, and how they commission and procure from others.

Having due regard to the need to advance equality of opportunity involves considering the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics
- meet the needs of people with protected characteristics, and
- encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and others.

Complying with the equality duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic.

The Equality Duty also explicitly recognises that disabled people's needs may be different from those of non-disabled people. Public bodies should therefore take account of disabled people's impairments when making decisions about policies or services. This might mean making reasonable adjustments or treating disabled people better than non-disabled people in order to meet their needs.

There is no explicit requirement to refer to the Equality Duty in recording the process of consideration but it is good practice to do so. Keeping a record of how decisions were reached will help public bodies demonstrate that they considered the aims of the Equality Duty. Keeping a record of how decisions were reached will help public bodies show how they considered the Equality Duty. Producing an Equality Impact Assessment after a decision has been reached will not achieve compliance with the Equality Duty.

It is recommended that assessments are carried out in respect of new or revised policies and that a copy of the assessment is included as an appendix to the report provided to the decision makers at the relevant Cabinet, Committee or Scrutiny meeting.

Where it is clear from initial consideration that a policy will not have any effect on equality for any of the protected characteristics, no further analysis or action is necessary.

Public bodies should take a proportionate approach when complying with the Equality Duty. In practice, this means giving greater consideration to the Equality Duty where

a policy or function has the potential to have a discriminatory effect or impact on equality of opportunity, and less consideration where the potential effect on equality is slight. The Equality Duty requires public bodies to think about people's different needs and how these can be met.

EQUALITY IMPACT ASSESSMENT (EIA)

Directorate:	Chief Executive	Title of the Lead Officer responsible for EIA	Director of Housing
Name of the policy or function to be assessed:		Temporary Accommodation charging Policy	
Title of the Officer undertaking the assessment:		Housing Operations Manager	
Is this a new or an existing policy or function?		New policy for existing function	
1. What are the aims and objectives of the policy or function? The purpose of the policy is to set out the definition of Interim and Temporary Accommodation and how Broxtowe Borough Council allocates, manages and assesses the suitability of temporary accommodation provided under its homelessness duties and powers contained within Part 7 of the Housing Act 1996.			
2. What outcomes do you want to achieve from the policy or function? A fair and robust process on how Temporary accommodation placements will be offered and managed with clear regard to the councils responsibilities contained within Part 7 of the Housing Act 1996.			
3. Who is intended to benefit from the policy or function? • Homeless applicants • Employee's managing and dealing with Temporary Accommodation			
4. Who are the main stakeholders in relation to the policy or function? • Homeless applicants • Employee's managing and dealing with Temporary Accommodation			
5. What baseline quantitative data do you have about the policy or function relating to the different equality strands?			
6. What baseline qualitative data do you have about the policy or function relating to the different equality strands?			

Directorate:	Chief Executive	Title of the Lead Officer responsible for EIA	Director of Housing
Personal data is held for applicants on the Choice Based Lettings system which records pregnancy, marital status, age, disability and gender.			

7. What has stakeholder consultation, if carried out, revealed about the nature of the impact?

Supporting evidence is regularly provided by applicants and other agencies to support a homeless application.

8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways? In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group:

- ☐ **Does the policy or function target or exclude a specific equality group or community? Does it affect some equality groups or communities differently? If yes, can this be justified?**

Applicants must be over the age of 18 to apply. This can be justified as the applicant will need to be aged over the age of 18 to enter into a licensee agreement, applicants under this age are subject to assessment by Children's Social Care.

There is also eligibility criteria to access homelessness support with the Council, such as immigrations status. This can be justified as the applicant needs to have resource to public funds to be eligible for assistance.

- ☐ **Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified?**

Yes, provided the eligibility criteria are met and applicants can show that they are met.

- ☐ **Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function?**

Alerts are placed on the Council's choice based lettings system when applicants require information in a different format or language. This ensures that they are sent information about in a way that they can access.

- ☐ **Could the policy or function promote or contribute to equality and good relations between different groups? If so, how?**

No impact in this area is expected.

- ☐ **What further evidence is needed to understand the impact on equality?**

Regular monitoring of the service will be undertaken.

9. On the basis of the analysis above what actions, if any, will you need to take in respect of each of the equality strands?

Age: The eligibility criteria for housing is defined in legislation, applicants must be over 18. The Council may need to refer younger people who are homeless to the appropriate statutory agency. Younger applicants are more likely to be homeless for the first time and may require additional support to ensure that they understand the process and the evidence required. Whilst many older applicants do not require any additional support, it is acknowledged that some older applicants may not have access to these. Support for these applicants is available from the Temporary Accommodation Officer

Disability: Within our own stock there are units which have adaptations to allow applicants with a disability to be housed, when using B&B and Hotel accommodation accessible options are utilised.

Gender: Under the Equality Act 2010, Service providers can lawfully exclude one biological sex if it is a proportionate means of achieving a legitimate aim, this exclusion is used in single sex refuge spaces

Gender Reassignment: It is not anticipated that the Council will need to take any further action in order to enable access for this group. Regular monitoring and analysis may identify reasons that have not been anticipated. Action will be taken to mitigate any barriers identified.

Marriage and Civil Partnership: It is not anticipated that the Council will need to take any further action in order to enable access for this group. Regular monitoring and analysis may identify reasons that have not been anticipated. Action will be taken to mitigate any barriers identified.

Pregnancy and Maternity: Applicants who are pregnant or have dependent children have criteria for Temporary Accommodation defined in legislation, applicants of this type must not be placed in B&B accommodation for a period of over 6 weeks.

Race: Some customers may require support form a translation service or for documents to be provided in a different format or language. Action will be taken to

mitigate any barriers identified. Regular monitoring and analysis may identify reasons that have not been anticipated.

Religion and Belief: it is not anticipated that the Council will need to take any further action in order to enable access for this group. Regular monitoring and analysis may identify reasons that have not been anticipated. Action will be taken to mitigate any barriers identified.

Sexual Orientation: It is not anticipated that the Council will need to take any further action in order to enable access for this group. Regular monitoring and analysis may identify reasons that have not been anticipated. Action will be taken to mitigate any barriers identified.

Care Experience: The Council is aware that Care leavers may need additional support and will work in partnership with the Leaving Care Team as appropriate. Regular monitoring and analysis may identify reasons that have not been anticipated. Action will be taken to mitigate any barriers identified.

I am satisfied with the results of this EIA. I undertake to review and monitor progress against the actions proposed in response to this impact assessment.

Signature:



TEMPORARY ACCOMMODATION CHARGING POLICY

Document title	Temporary Accommodation Charging Policy
Document version	3.0
Department	Housing
Title of Author	Housing Operations Manager
Date document approved	
Review cycle	3 Years
Date of next review	

Contents

1.0 Scope	3
2.0 Purpose	3
3.0 Aims and Objectives.....	3
4.0 Regulatory Code and Legal Framework.....	4
5.0 Policy Outline	4
5.1 Affordability	4
5.2 Charging for temporary accommodation	5
5.3 Paying for temporary accommodation	5
5.4 Recovery of charges (arrears and overpayments)	6
5.5 Moving & Storage of goods.....	7
5.6 Right to review	7
6.0 Related Policies and Procedures.....	7
7.0 Review.....	8
8.0 Document History and Approval.....	8

1.0 Scope

This policy details how Broxtowe Borough Council (the Council) will charge rent for the provision of all temporary accommodation (TA) and assist in tackling homelessness while achieving a more balanced budget. This policy should be read in conjunction with the TA Placement Policy. The Policy will not cover any accommodation provided within the Housing Revenue Account (HRA) under a secure tenancy.

2.0 Purpose

The purpose of this policy is to ensure that temporary accommodation charges are set and applied in a clear transparent manner. This policy does not cover how charges for temporary accommodation are collected.

3.0 Aims and Objectives

The aims of the policy are to ensure that the best, most cost effective, efficient, and socially responsible use is made of both emergency temporary and interim temporary accommodation.

The policy will also ensure that the rent charged for all forms of temporary accommodation:

- Is affordable option to all.
- Does not act as a disincentive to work.
- Meets the reasonable cost of operating temporary accommodation provision; and
- Is recovered to its maximum potential.

The specific objectives are to:

- Ensure the best, most cost effective, efficient, and socially responsible use is made of all temporary accommodation.
- Use a cost effective and fair rent setting process
- Ensure temporary accommodation is an affordable, good quality option to all.
- Use recovery practices which consider a household's income whilst, ensuring that those with the means to pay do pay.

4.0 Regulatory Code and Legal Framework

This policy has been written with specific regard to;

- Homelessness (Suitability of Accommodation) England Order 2012
- Section 11 of the Children Act 2004
- The Housing Act 1996
- Equalities Act 2010

This Policy is written with due consideration of:

- Reasonable preference
- Non digital routes for accessing choice-based lettings
- Support for tenants with vulnerabilities

We are publishing a free summary of this policy, and a full copy of this scheme will be available on our website

For residents without access to digital channels information will be displayed in the reception area and cascaded to relevant partner agencies.

5.0 Policy Outline

5.1 Affordability

The Council recognises that the rent levels for temporary accommodation can be high, particularly for emergency temporary accommodation such as Bed & Breakfast. This can result in some temporary accommodation; particularly emergency accommodation being rendered unaffordable even for those in employment.

The Council will seek to ensure that all those placed in any kind of temporary accommodation are given relevant information about entitlement to welfare benefits/income maximisation services, and appropriate required support in claiming, to encourage optimum take up and maximisation of income and assisting in offsetting the effects of low income on the ability to pay.

In every case, while the Council will seek to maximise its income to balance its budgets, it will only seek to recover those costs that it can reasonably be expected to collect from the occupants to ensure that temporary accommodation is an available affordable option for all.

5.2 Charging for temporary accommodation

The Council has limited control over charging for emergency temporary accommodation, such as Bed and Breakfast, however it will always aim to ensure that procurement of such accommodation affords the best value for money and that licensees time spent in such accommodation is limited if the need cannot be negated altogether.

The Council recognises that applicants in temporary accommodation may experience financial difficulty, when setting the occupancy charge for temporary accommodation provided from its own housing stock it is fixed in line with current Local Housing Allowance (LHA) rates.

Homeless households have a responsibility to contribute to the cost for temporary accommodation depending on their circumstances and entitlement to housing benefit following a claim:

- Full Housing Benefit: Covers the entire rental element.
- Partial Housing Benefit: Household pays the difference between entitlement and actual rent.
- No Housing Benefit: Household pays the full rental amount.

In addition to the occupancy charge, the Council may levy a service charge to reasonably recover some or all the costs relating to Ineligible services charges. These relate to non-communal daily living expenses, such as personal use of water, lighting, and heating, which would be ineligible for any claim made to Housing Benefit.

The Housing Operations Manager will be responsible for ensuring that such charges reflect good practice and fairness for all.

Charges will be reviewed annually. Licensees will be provided with at least 28 days' written notice in the event of any increase in charges.

The Council also reserves the right to recharge a reasonable cost for making good any damage caused by wilful damage and / or neglect and / or any cost of legal action while placed in any type of temporary accommodation.

5.3 Paying for temporary accommodation

Under the terms and conditions of their agreement, licensees ultimately have the full obligation to pay all charges when they fall due and to notify the Council of any change in circumstances, particularly those that affect their ability to pay, and engage with any support that is offered to them to maximise their income and therefore ability to pay charges due.

Some licensees may be able to claim housing related benefits to cover benefit eligible charges. It is the licensees' responsibility to apply for and maintain any claims for such assistance to pay, however, while Council officers will provide advice

Temporary Accommodation Charging Policy
and support where required. Where the licensee chooses not to apply for or maintain any claim or is not eligible, they will be liable to pay the full reasonable charges due.

If the amount of Housing Benefits the licensee receives is less than the reasonable charges, the licensee will be liable for paying the difference.

Officers will take a proactive approach to income collection by making early personal contact with all tenants whose accounts fall into arrears or experience a change in circumstances. Contact will be via telephone, text, letter or home/office appointment. The emphasis of the contact will be to understand the tenant's personal circumstances. Where accounts fall into arrears we will seek to make an arrangement to clear the outstanding debt as soon as possible in a sustainable way.

5.4 Recovery of charges (arrears and overpayments)

Council officers will always maintain comprehensive and accurate records of all communications, actions, and interventions with licensees throughout their occupancy in relation to both the management of their license and recovery of any arrears, within the housing management system.

The Council will usually aim to take a supportive and preventative approach to collecting charges by supporting licensees to maximise their income and effectively budget to secure regular, timely payments.

The Council requires licensees to pay the occupation charges first i.e., before any other charges or debts. This means that when arrears arise, Council officers will take prompt action to ensure current charges are paid first to avoid further escalation, then ensuring that arrears are recovered, either by way of a single payment, or where this is not possible, by making affordable weekly payments within a reasonable time. Where a repayment plan is agreed this will be based on a detailed assessment of the licensees' finances and ability to pay.

Where any Housing related benefits are found to be overpaid, they will be recovered from the licensee where appropriate.

Where the licensee has opportunity to move on from any temporary accommodation and housing related debts are owing to the Council then a payment plan will be required to repay all outstanding housing debts to the Council.

Where the process detailed above becomes frustrated, arrears recovery will be based on a clear and consistent staged escalation process, up to and including ending of the placement and / or reclaiming possession.

In determining the appropriate course of action, full account will be taken of a tenant's vulnerability including age or disability. Tenants with additional support needs will be referred to specialist agencies that may be able to assist

However, the decision to end a placement or recover possession will only be taken as a last resort and by the Housing Operations Manager or nominated deputy.

5.5 Moving & Storage of goods.

This section should be read in conjunction with the Temporary Accommodation Placement Policy.

Before making any decision around storage duties, the Council will fully consider:

- Whether the applicant has any other means of protecting their belongings themselves, and
- Income and expenditure to establish if the applicant has means to pay the full charge, or will require a contribution towards the costs, from the Council.

Applicants may be expected to make payment in full directly to the storage / removal provider. The Council will support applicants where there are additional vulnerabilities that prevent the applicant to make these payments directly.

Applicants who are leaving temporary accommodation are responsible for the cost of transporting goods from storage to an address of the applicant's choice, however financial assistance may be offered at the discretion of The Housing Operations Manager or nominated deputy.

The Council offers several support services, to sustain occupancy in temporary accommodation and ensure readiness for and sustainability of any move on accommodation that might be offered. Licensees are generally expected to engage and co-operate fully with any officers or third-party organisations delivering support and sustainment services. Engagement levels may be considered when licensees have breached the terms and conditions of their licenses and enforcement action is being proposed.

5.6 Right to review

A separate process exists for any decisions made under Part VI and VII of the Homelessness Act and where the licensee is requesting a statutory review of a decision, for example but not limited to affordability or suitability of accommodation. For these processes, it is not possible to make a formal complaint.

Where a licensee is not satisfied with any other matter such as standard of service, actions, or lack of actions by or conduct Council officers or its partners or contractors, then a complaint can be made.

6.0 Related Policies and Procedures

List of documents / associated policies / publications:

- Temporary Accommodation Placement Policy

7.0 Review

This policy will be reviewed every three years, or sooner where required due to changes in legislation, statutory guidance, case law, operational practice or local housing need.

8.0 Document History and Approval

Date	Version	Committee Name

Appendix 4

Equality Impact Assessment

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and equality. The majority of the Act came into force on 1 October 2010.

Public bodies are required in it to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited under the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it, and
- foster good relations between people who share a protected characteristic and people who do not share it.

The public sector Equality Duty came into force on 5 April 2011. The duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, delivering services and in relation to their own employees.

The Equality Duty encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

The new equality duty replaces the three previous public sector equality duties, for race, disability and gender. The new equality duty covers the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – including lack of belief
- sex
- sexual orientation.

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

The Council has also decided to treat people who have care experience as if they had a protected characteristic under the law.

Having due regard means consciously thinking about the three aims of the equality duty as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached by public bodies, including how they act as employers, how they develop, evaluate and review policies, how they design, deliver and evaluate services, and how they commission and procure from others.

Having due regard to the need to advance equality of opportunity involves considering the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics
- meet the needs of people with protected characteristics, and
- encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and others.

Complying with the equality duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic.

The Equality Duty also explicitly recognises that disabled people's needs may be different from those of non-disabled people. Public bodies should therefore take account of disabled people's impairments when making decisions about policies or services. This might mean making reasonable adjustments or treating disabled people better than non-disabled people in order to meet their needs.

There is no explicit requirement to refer to the Equality Duty in recording the process of consideration but it is good practice to do so. Keeping a record of how decisions were reached will help public bodies demonstrate that they considered the aims of the Equality Duty. Keeping a record of how decisions were reached will help public bodies show how they considered the Equality Duty. Producing an Equality Impact Assessment after a decision has been reached will not achieve compliance with the Equality Duty.

It is recommended that assessments are carried out in respect of new or revised policies and that a copy of the assessment is included as an appendix to the report provided to the decision makers at the relevant Cabinet, Committee or Scrutiny meeting.

Where it is clear from initial consideration that a policy will not have any effect on equality for any of the protected characteristics, no further analysis or action is necessary.

Public bodies should take a proportionate approach when complying with the Equality Duty. In practice, this means giving greater consideration to the Equality Duty where

a policy or function has the potential to have a discriminatory effect or impact on equality of opportunity, and less consideration where the potential effect on equality is slight. The Equality Duty requires public bodies to think about people's different needs and how these can be met.

EQUALITY IMPACT ASSESSMENT (EIA)

Directorate:	Chief Executive	Title of the Lead Officer responsible for EIA	Director of Housing
Name of the policy or function to be assessed:		Temporary Accommodation charging Policy	
Title of the Officer undertaking the assessment:		Housing Operations Manager	
Is this a new or an existing policy or function?		New policy for existing function	
1. What are the aims and objectives of the policy or function? This policy details how Broxtowe Borough Council (the Council) will charge rent for the provision of all temporary accommodation (TA) and assist in tackling homelessness while achieving a more balanced budget.			
2. What outcomes do you want to achieve from the policy or function? • Ensure the best, most cost effective, efficient, and socially responsible use is made of all temporary accommodation. • Use a cost effective and fair rent setting process • Ensure temporary accommodation is an affordable, good quality option to all. • Use recovery practices which consider a household's income whilst, ensuring that those with the means to pay do pay			
3. Who is intended to benefit from the policy or function? • Homeless applicants • Employee's managing and dealing with Temporary Accommodation			
4. Who are the main stakeholders in relation to the policy or function? • Homeless applicants • Employee's managing and dealing with Temporary Accommodation			
5. What baseline quantitative data do you have about the policy or function relating to the different equality strands?			
6. What baseline qualitative data do you have about the policy or function relating to the different equality strands?			

Directorate:	Chief Executive	Title of the Lead Officer responsible for EIA	Director of Housing
Personal data is held for applicants on the Choice Based Lettings system which records pregnancy, marital status, age, disability and gender.			

7. What has stakeholder consultation, if carried out, revealed about the nature of the impact?

Supporting evidence is regularly provided by applicants and other agencies to support a homeless application.

8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways? In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group:

- ☐ **Does the policy or function target or exclude a specific equality group or community? Does it affect some equality groups or communities differently? If yes, can this be justified?**

Applicants must be over the age of 18 to apply. This can be justified as the applicant will need to be aged over the age of 18 to enter into a licensee agreement, applicants under this age are subject to assessment by Children's Social Care.

There is also eligibility criteria to access homelessness support with the Council, such as immigrations status. This can be justified as the applicant needs to have resource to public funds to be eligible for assistance.

- ☐ **Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified?**

Yes, provided the eligibility criteria are met and applicants can show that they are met.

- ☐ **Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function?**

Alerts are placed on the Council's choice based lettings system when applicants require information in a different format or language. This ensures that they are sent information about in a way that they can access.

□ Could the policy or function promote or contribute to equality and good relations between different groups? If so, how?

No impact in this area is expected.

□ What further evidence is needed to understand the impact on equality?

Regular monitoring of the service will be undertaken.

9. On the basis of the analysis above what actions, if any, will you need to take in respect of each of the equality strands?

Age: The eligibility criteria for housing is defined in legislation, applicants must be over 18. The Council may need to refer younger people who are homeless to the appropriate statutory agency. Younger applicants are more likely to be homeless for the first time and may require additional support to ensure that they understand the process and the evidence required. Whilst many older applicants do not require any additional support, it is acknowledged that some older applicants may not have access to these. Specific support for all applicants to make a claim for Housing Benefit is available from the Temporary Accommodation Officer at every sign up

Disability: Support is available from the Temporary Accommodation Officer for applicants who require information to be presented in an alternative format. Officers can complete include home visits and provide information provided in different formats to meet tenant needs

Gender: It is not anticipated that the Council will need to take any further action in order to enable access for this group. Regular monitoring and analysis may identify reasons that have not been anticipated. Action will be taken to mitigate any barriers identified.

Gender Reassignment: It is not anticipated that the Council will need to take any further action in order to enable access for this group. Regular monitoring and analysis may identify reasons that have not been anticipated. Action will be taken to mitigate any barriers identified.

Marriage and Civil Partnership: It is not anticipated that the Council will need to take any further action in order to enable access for this group. Regular monitoring and analysis may identify reasons that have not been anticipated. Action will be taken to mitigate any barriers identified.

Pregnancy and Maternity: It is recognised that pregnancy and maternity can have an impact on income and benefit claims. This may be reduced income due to maternity leave from employment, or increase increased income due to changes in family size. The Temporary Accommodation Officer will offer additional support during this time

Race: Some customers may require support from a translation service or for documents to be provided in a different format or language. Action will be taken to mitigate any barriers identified. Regular monitoring and analysis may identify reasons that have not been anticipated.

Religion and Belief: It is not anticipated that the Council will need to take any further action in order to enable access for this group. Regular monitoring and analysis may identify reasons that have not been anticipated. Action will be taken to mitigate any barriers identified.

Sexual Orientation: It is not anticipated that the Council will need to take any further action in order to enable access for this group. Regular monitoring and analysis may identify reasons that have not been anticipated. Action will be taken to mitigate any barriers identified.

Care Experience: The Council is aware that Care leavers may need additional support and will work in partnership with the Leaving Care Team as appropriate. Regular monitoring and analysis may identify reasons that have not been anticipated. Action will be taken to mitigate any barriers identified.

I am satisfied with the results of this EIA. I undertake to review and monitor progress against the actions proposed in response to this impact assessment.

Signature:

Report of the Portfolio Holder for Leisure and Health

Cultural Strategy 2026-2028

1. Purpose of Report

To seek approval for the proposed Cultural Strategy 2026-2028.

2. Recommendation

Cabinet is asked to RESOLVE that the Cultural Strategy be approved.

3. Detail

Over the last three years, cultural activity in Broxtowe has continued to offer opportunities for people of all backgrounds to connect, express themselves and take part in cultural life, through events and activities across the Borough. The highlights include:

- Secured £30,000 of Arts Council funding to deliver the Broxtowe Creates Festival across Broxtowe in partnership with the Community Committee.
- Secured £10,000 of UKSPF funding for a renewed D.H. Lawrence Trail providing an updated walking route with new signage and QR codes to exclusive content.
- More than 31,000 people attended Council events in 2025/26, in comparison to 24,624 in 2022/23.
- Expanded the D.H. Lawrence Festival in partnership with events like the D.H. Lawrence Music Festival and the D.H. Lawrence Society, growing attendance from 750 in 2022/23 to more than 6,400 in 2025/26.
- Over 19,200 people were engaged through museum visits, exhibitions, events and activities.
- Secured more than £37,000 in external funding and sponsorship to support the events programme, up from £30,000 in 2022/23.
- The Culture and Events team was recognised by the Nottinghamshire Safety Advisory Group as the “gold standard” for event management, highlighting the Borough as an example of best practice across the county.
- The D.H. Lawrence Children’s Writing Competition has engaged more than 1,700 children, attracting entries from as far afield as Spain and Thailand.
- Supported a successful Arts Council England bid, securing £27,000 for Parky Players, Broxtowe’s theatre group for people living with Parkinson’s, to participate in an accessible street theatre festival in Poland as part of the *Voices Raised* project.

- Secured £5,000 to support the creation of British Sign Language (BSL) interpretation videos to improve accessibility at the D.H. Lawrence Birthplace Museum.

The Cultural Strategy 2026-2028 sets to build on these achievements, continuing to work collaboratively with partners, organisations and residents to ensure that culture continues to thrive in Broxtowe.

While the Strategy's core objectives remain unchanged, reflecting their continued relevance and alignment with the Council's priorities, the action plan has been comprehensively renewed to respond to the current cultural landscape and emerging opportunities. The refreshed actions recognise the evolving challenges facing the sector and ensure that the Council is well placed to maximise the role of culture and heritage in supporting regeneration, community wellbeing, learning and skills, and stronger, more connected communities.

The Strategy also acknowledges that there remains significant potential to further develop and strengthen the borough's cultural offer. By continuing to invest in and champion cultural activity, the Council can build on the successes already achieved and unlock even greater social, economic and community benefits for residents in the years ahead.

The Strategy has also been developed with an awareness of the forthcoming Local Government Reorganisation across Nottinghamshire, ensuring that culture and heritage remain well positioned to adapt to future governance arrangements.

The strategy document is currently being graphically designed ahead of presentation at Cabinet and publication if approved.

4. Key Decision

This report is not key decision as defined under Regulation 8 of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

5. Updates from Scrutiny

Not applicable.

6. Financial Implications

The comments from the Deputy Chief Executive and Section 151 Officer were as follows:

There are no additional costs outside of the existing budgets agreed for 2026/27. The budget for 2027/28 will be considered as part of the annual budget setting process.

7. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

These comments will be provided at the meeting.

8. Human Resources Implications

Not applicable.

9. Union Comments

Not applicable.

10. Climate Change Implications

The climate change implications are contained within the report.

11. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

12. Equality Impact Assessment

As this is a change to policy / a new policy an equality impact assessment is included in the appendix to this report.

13. Background Papers

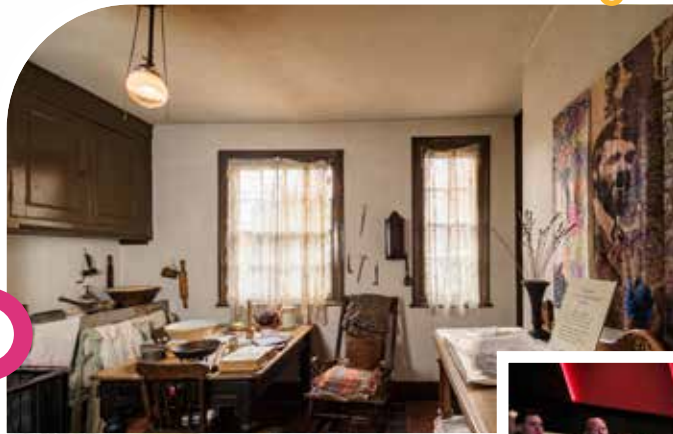
Nil.

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Cultural Strategy

2026-2028

Page 239



Contents

	page
Introduction	3
Scope	4
Stakeholders	6
Existing cultural richness	7
Context	9
The National Picture	9
The Local Picture	10
Achievements	11
Strategic Objectives	14
Celebrated and protected	15
Part of everyday life	16
Actions	17
Culture helps us prosper	19

**THE LIVING
MOMENT IS
EVERYTHING**

JH Lawrence

Introduction



Broxtowe is a Borough rich in culture, where our heritage and our present-day creativity come together to shape a vibrant and welcoming place for all. From our historical links to influential figures such as Henry Ireton, D.H. Lawrence and Sir Peter Mansfield, to the diverse communities, artists, groups and organisations who live and work here today, culture is deeply rooted in who we are.

Today, culture in Broxtowe is not only something we inherit, but something we actively create and celebrate. Through events, activities and programmes delivered by the Council and our partners, we continue to offer opportunities for people of all backgrounds to connect, express themselves and take part in cultural life. Broxtowe prides itself on being inclusive and diverse – a place where culture belongs to everyone.

We recognise that the current economic climate continues to present significant challenges, particularly for the cultural sector and for many of our residents. Rising costs and financial pressures are affecting how people access and participate in culture. However, it is precisely at times like these that culture becomes even more important. It supports wellbeing, reduces isolation, strengthens communities and contributes to local pride and economic resilience.

Despite the challenges, the Council remains committed to investing in and supporting culture across the Borough. We understand the wide-ranging benefits it brings – from enhancing education and skills, to improving health and wellbeing, supporting regeneration and helping to create safer, stronger communities.

This Cultural Strategy sets out our ambition to build on our strengths and to work collaboratively with partners, organisations and residents to ensure that culture continues to thrive in Broxtowe. We know that culture means different things to different people, and our approach will remain flexible, inclusive and responsive to the needs of our communities.

We look forward to continuing to work together to ensure that everyone in Broxtowe can experience and benefit from the positive impact that culture brings.

Councillor Teresa Cullen

Portfolio Holder for Leisure and Health

Front Cover



Easter Fun Event.



Kitchen at D.H. Lawrence Birthplace Museum



C-City conference at Arc Cinema Beeston



Local exhibition

Scope

What is culture?

This strategy takes the Arts Council definition of culture:

'Culture' means many things to many people and is often used to refer to food, religion and other forms of heritage. We use it to mean all those areas of activity associated with: collections, combined arts, dance, libraries, literature, museums, music, theatre and the visual arts. By describing all of this work collectively as 'culture', rather than separately as 'the arts', 'museums' and 'libraries', we aim to be inclusive of the full breadth of activity.

It also recognises the importance of other cultural activities such as sports and film.

Approach

Culture does not belong to a single person or organisation and so our approach will be focused on acting as a champion of culture, building relationships and encouraging collaboration to help everyone share in and celebrate the cultural richness of the Borough.

This will be achieved through:

- A diverse annual Council events programme.
- Development of the D.H. Lawrence Birthplace Museum and wider heritage legacy.
- Engagement and collaboration with the many local groups and organisations in the Borough, helping to forge connections to enhance the existing cultural offer. This will include ongoing support for a Community Committee, made up of local people who are experts in various cultural fields and who deliver a range of projects to showcase and enhance the cultural offer in Broxtowe.

The strategy will be dynamic, evolving with local people and what culture means to them, as well as allow us to tailor our efforts to the resources available.

With Local Government Reorganisation (LGR) taking place across Nottinghamshire, the Council will ensure that wherever possible, culture and heritage and the positive economic, social and health benefits of a cultural programme remain an integral part of any new authorities.

We will also ensure that our cultural offering is aligned to the aspirations and guidelines of national bodies in the cultural sector, such as the Arts Council, Museums Development England and the Department for Culture, Media & Sport.

Broxtowe is home to many volunteers and community organisations who help support cultural activities.





Alignment to the Corporate Plan, Vision and Values

The Council's vision is:

A greener, safer, healthier Borough where everyone prospers.

The Cultural Strategy is closely aligned to three of the Council's priorities:

- **Business Growth - Invest in our towns and our people**

Economic growth - Research shows that cultural heritage can increase the attractiveness of a place. The more people that choose to visit, work and live in the local area, the more money is brought into the local economy in turn creating new jobs and opportunities.

Education - Evidence shows that engagement in cultural activities leads to improved engagement with teaching across the curriculum and improved academic attainment, as well as better behaviour and fewer fixed term exclusions.

- **Health – Healthy and supported communities**

Physical and mental health - Greater participation in the arts increases confidence and wellbeing, and research by Arts Council England has shown that it can improve the physical health of older adults, resulting in lower blood pressure and reduced anxiety in cardiac patients, as well as shorter hospital stays.

- **Community Safety – A safe place for everyone**

Crime and anti-social behaviour - Culture can also be an effective way to reduce re-offending and anti-social behaviour – keeping people positively engaged in their communities, bringing people together to address intergenerational fear and isolation. Research has found that such projects reduced the risk of young people engaging in crime and anti-social behaviour.



Its 'GREAT' values are:

- Going the extra mile - a strong, caring focus on the needs of all communities.
- Ready for change - innovation and readiness for change.
- Employees - valuing employees and enabling the active involvement of everyone.
- Always improving - continuous improvement and delivering value for money.
- Transparent - integrity and professional competence.

Stakeholders

- Residents
- Town and Parish Councils
- Departments across the Council
- Schools
- Partner bodies and organisations
- Local groups and forums
- Special interest groups e.g. D.H. Lawrence society, Haggs Farm Preservation Society
- Business community
- Community groups and organisations
- Potential investors
- The media
- Employees
- Elected Members, The Mayor of Broxowe and Broxtowe Youth Mayor
- MPs
- Nottingham and Nottingham Trent Universities
- Broxtowe Safety Advisory Group (SAG)
- Arts and cultural bodies e.g. Arts Council England, UNESCO, City of Literature, Museums' Development East Midlands
- Colleagues in the Council's twin town Gütersloh and other linked European cities
- Sports clubs
- Community Committee
- Environmental groups including the Green Umbrella Group
- Health and wellbeing groups
- Community and faith leaders
- Arts practitioners
- Venues



Proms in the Park is one of the many cultural events which take place in the Borough each year.

Existing cultural richness

Event programme

The Council delivers a programme of more than 100 events each year that support community cohesion, health and wellbeing, economic growth, education and community safety. The programme is designed to be inclusive and representative of Broxtowe's diverse communities, with consideration given to the needs of people of different ages, backgrounds, abilities and protected characteristics to ensure activities are accessible and welcoming to all.

Events range from large-scale community celebrations such as Hemlock Happening, attracting up to 9,000 visitors, and Christmas Light Switch On events, attracting up to 3,000 attendees, through to Fun Days, Green Festivals, civic commemorations and targeted engagement activities for tenants, businesses and community groups.

Many events are provided free of charge to reduce barriers to participation, support local businesses, tackle social isolation and encourage residents to engage with local cultural, leisure and community facilities.

The programme is delivered with a strong focus on safety, resilience and sustainability. Event planning incorporates health and safety requirements, risk management, security arrangements, emergency planning and consideration of evolving legislation. The Council also takes account of climate change and increasingly unpredictable weather, ensuring events continue to be delivered safely, sustainably and successfully for residents and visitors.

D.H. Lawrence Birthplace Museum

The D.H. Lawrence Birthplace Museum is where this literary legend was born on 11 September 1885. The Museum is a must see for fans of literature, and for those wanting to delve deeper into Nottingham's literary heritage.

The Museum offers a mixture of experiences to help visitors discover stories of this not-so-average son of a miner, as well as the wider local history of the area. This includes guided and self-guided tours, education visits, digital tours, including an Augmented Reality Trail, walking trails and wider community events to encourage those who may not normally visit to experience cultural, educational and wellbeing activity.

As a Grade II listed building, the Museum has continued to recognise the capabilities of the site and the importance of outreach work and partnerships with local and international organisations as part of its programming.



Community offering

Broxtowe is rich with voluntary arts, heritage and community organisations covering a wide range of areas of interest. These groups are run by committed volunteers and their activities make a major contribution to the cultural life of the area.

Regular events include everything from Beeston Film Festival and Oxjam to walk and talk programmes and the D.H. Lawrence Music Festival.

Cultural assets

- Heritage sites – The Canalside • Heritage sites, Bennerley Viaduct, The Breach House, Brinsley Headstocks, Beauvale Priory, Canalside Heritage and Church Cottage
- Historical assets – Beeston Railway Station, Swingate Water Tower, Kimberley Cemetery Chapel, Greasley Castle
- Museums – D.H. Lawrence Birthplace Museum
- Theatre – Chilwell Arts Theatre
- Environment and nature – 62 parks and open spaces including 15 designated local nature reserves, 17 wildlife corridors including the Erewash Valley Trail and Broxtowe Country Trail, 7 wooden sculptures across the Borough's parks and open spaces and a miner's orchard to honour colliery miners
- Libraries – six libraries managed by Nottinghamshire County Council including Beeston Library's, Beeston Gallery and Exhibition Space
- Cinema – Arc cinema in Beeston
- Artist studio space - Canal Side Art Studio and The Parnham Gallery and Attenborough Nature Reserve and Centre
- Town centre – four town centres with their own unique heritage and Character
- Erewash Valley Trail and Nottingham Canal
- The D.H. Lawrence Trail and AR Trail
- The Southern Broxtowe Plaque Scheme
- Eastwood Hall and Durban House
- Street Art throughout Beeston, Eastwood and Kimberley



Arc Cinema in Beeston

Swingate Water Tower



Context

A number of facts and figures have helped shape the strategy.

National Context

Culture and the arts make a substantial contribution to the UK, generating an estimated £10.8 billion for the economy. Research commissioned by Arts Council England and the Department for Culture, Media and Sport (DCMS) shows that participation in cultural activities is strongly linked to improved health and wellbeing, with cultural engagement estimated to deliver around £8 billion annually in health and wellbeing benefits.

Evidence also suggests that participation in arts and cultural activity can reduce social isolation, improve mental health and lessen demand on public services.

Studies have identified:

- Up to 68% improvement in mental health symptoms through cultural social prescribing.
- A 32% lower risk of developing depression among those regularly engaging in arts and culture.
- Reductions in GP visits and A&E admissions linked to structured arts programmes.
- Returns on investment of up to £2.90 for every £1 invested through improved wellbeing and reduced pressure on health services.

The Value of Culture and Heritage

National research demonstrates that culture and heritage contribute significantly to thriving communities, economic resilience and civic pride. Historic England estimates that cultural heritage generates around £515 per person per year in wellbeing value, equating to approximately £29 billion annually across England.

The evidence shows that cultural and heritage assets:

- Strengthen local identity and pride in place.
- Improve wellbeing and social connectedness.
- Support skills development and social mobility.
- Drive inclusive economic growth and visitor spending.
- Help tackle health inequalities and social isolation.



Local Context

Regional museum surveys have identified challenges including reduced volunteering, rising costs, lower educational engagement and financial pressures across the sector.

Recent performance demonstrates strong growth and increasing public engagement with culture, heritage and events in Broxtowe:

- The D.H. Lawrence Birthplace Museum increased visitor numbers from 3,381 in 2022/23 to 5,823 in 2025/26, representing a **72%** increase.
- **995** pupils from Broxtowe schools engaged with museum education activities.
- More than **31,000** people attended Council events in 2025/26, in comparison to 24,624 in with 2022/23.
- Over **£37,000** of external funding and sponsorship was secured to support and enhance the events programme.

Broxtowe also benefits from a strong network of community and voluntary organisations which provide opportunities to develop cultural participation and local partnerships.

This strategy also supports wider Council priorities, including:

- The Communications and Engagement Strategy.
- The Climate Change and Green Futures Strategy.
- Town Centre Investment Programmes.
- Local Government Reorganisation and future service transformation.

Demographics

Broxtowe has a population of 110,990 residents. The Borough has an ageing demographic profile, with the largest age groups aged 55-64, 45-54 and 25-34. Around 6.5% of residents are from Black, Asian and Minority Ethnic communities, highlighting the importance of ensuring cultural opportunities are inclusive and reflective of local communities.

Consultation

Views from key stakeholders have been sought through meetings and other engagement activities.

Stakeholders included:

- | | |
|--|---|
| • D.H. Lawrence Society | • Community groups and organisations |
| • Nottingham City of Literature | • Elected Members |
| • Town and Parish Councils | • Nottingham and Nottingham Trent Universities |
| • Higgs Farm Preservation Society | • Sports clubs |
| • Broxtowe Safety Advisory Group (SAG) | • Community Committee |
| • Partner bodies and organisations | • Environmental groups including the Green Umbrella Group |
| • Local groups and forums | • Arts practitioners |
| • Business community | |

Sources

The positive economic spillovers of publicly funded creativity and culture | Arts Council England

Spillover impacts in the publicly funded arts and culture sector | Arts Council England

Annual Museum Survey · MDM

The Wellbeing Impact of Cultural Heritage on England's Economy | Historic England

Section two: Why invest in local culture? | Local Government Association

Achievements

Broxtowe's Culture and Events Team was recognised by the Nottinghamshire Safety Advisory Group as the "gold standard" for event management, highlighting the Borough as an example of best practice across the county.

Supported a successful Arts Council England bid, securing £27,000 for Parky Players, Broxtowe's theatre group for people living with Parkinson's, to participate in an accessible street theatre festival in Poland as part of the Voices Raised project.

Reduced the number of events affected by adverse weather by redesigning the annual events programme, with only 15% impacted in 2026/27, compared with 41% in 2025/26.

Correct as of September 2026



The D.H. Lawrence Children's Writing Competition has engaged more than 1,700 children, attracting entries from as far afield as Spain and Thailand.

Secured £5,000 to allow the D.H. Lawrence Museum to create British Sign Language (BSL) interpretation videos to improve overall accessibility.

Increased visitor numbers to the D.H. Lawrence Birthplace Museum by 30% since 2022/23.



Secured £30,000 of Arts Council funding to deliver a festival of culture events and activities across Broxtowe in partnership with the Community Committee.

Successfully launched the Beeston Summer Fete, attracting more than 1,200 attendees in its first year.

Engaged over 19,200 people through museum visits, exhibitions, events and activities.

Secured national and international profile for the museum through features including BBC Bargain Hunt and BBC Radio 4.

Introduced an augmented reality experience in Eastwood, enhancing engagement with D.H. Lawrence's hometown and heritage.



More than 31,000 people attended Council events in 2025/26, in comparison to 24,624 in 2022/23.

Reached 764 children through museum loan boxes, outreach sessions, digital tours and educational visits.

Supported Nottingham City Museums in acquiring the last known portrait of D.H. Lawrence connected to his hometown.

Secured £10,000 of UKSPF funding for a renewed D.H. Lawrence Trail providing an updated walking route with new signage and QR codes to exclusive content.

The C-City partnership's Cooking and Culture! recipe book won first place in the Best Plurinational Book in the World category at the Gourmand World Cookbook Awards in Lisbon, celebrating cultural exchange through food.

Secured more than £37,000 in external funding and sponsorship to support the events programme, up from £30,000 in 2022/23.

Expanded the D.H. Lawrence Festival, growing attendance from 750 in 2022/23 to more than 6,400 in 2025/26.

Launched a programme of Pop-Up Museum events, attracting more than 1,200 attendees since 2023/24.





Beijing Partnership Case Study

Since January 2025, the D.H. Lawrence Birthplace Museum has partnered with Nottingham Trent University and Beijing Culture and Language University to deliver a successful cultural exchange programme. Building on the Together exhibition, the partnership has engaged over 7,500 people through international exhibitions, supported hands-on learning for 51 students through object loans, provided practical heritage experience via student placements, and connected communities through the From Home storytelling project. The initiative demonstrates the value of international collaboration in widening participation and strengthening cultural understanding.

Parky Players

The Broxtowe C-City project has helped Parky Players, a community theatre group for people living with Parkinson's and their supporters, grow from a small online support group into an award-winning arts organisation. Through opportunities provided by C-City and Broxtowe Creates, members developed skills, confidence and creative projects, including the nationally recognised theatre production Shaken Not Stirred and its award-winning film adaptation. The project has amplified the voices of people living with Parkinson's, challenged misconceptions, supported wellbeing through the arts, and created international opportunities through the wider European C-City network.



Tour Your Town

In summer 2026, Broxtowe Borough Council launched Tour Your Town, a tourism campaign encouraging residents and visitors to explore the Borough's heritage, green spaces and independent businesses. Showcasing attractions such as Bennerley Viaduct, the D.H. Lawrence Birthplace Museum, local parks and nature reserves, the campaign promotes civic pride, supports the local economy and increases engagement with Broxtowe's cultural, heritage and leisure assets.

C-City Project

Since signing the C-City Charter in 2022 alongside partner cities in Germany, Sweden, France and Poland, Broxtowe has used culture as a platform for international collaboration, community engagement and cultural development. Through art, music, literature and research projects, the programme has helped showcase Broxtowe's cultural offer while creating opportunities for residents, artists and young people to connect with communities across Europe.

The project has delivered a range of successful outcomes, including international cultural exchange conferences, a travelling art exhibition, musical exchanges, the D.H. Lawrence Children's Prize writing competition, Friday18 live music events and an international award-winning recipe book. It has also supported the creation of the Broxtowe Community Committee, helping secure £57,000 Arts Council funding for initiatives such as the Broxtowe Creates Festival, accessible street theatre projects, strengthening the Borough's cultural programme and community.

Celebrated and protected

Opportunities to promote cultural activity from grassroots level up are maximised to create pride in Broxtowe as a culturally rich place.

It is easy to dismiss culture as a luxury we cannot afford, but the potential benefits it can bring to people and places are vast. Culture can also help enhance the reputation of the Borough and help people feel connected to it and proud to be part of it. A more co-ordinated approach to communicating about what is on offer in Broxtowe will be key in reaching more people and in turn, encouraging them to take part in the activities, as well as helping to develop what culture means to people in the Borough. As with all the Council's communications, this will be a multi-channel approach through both digital and non-digital channels to reach the many and diverse groups who call Broxtowe home.

Part of everyday life

Culture will be embedded in Broxtowe as part of day to day life, with chances for everyone in our community to take part.

Culture belongs to everyone and should reflect the diverse interests, experiences and needs of our communities. By working in partnership with residents, we will provide a broad and inclusive cultural offer, from large-scale events that bring people together to smaller activities that inspire learning, creativity and reflection. Our ambition is to make culture part of everyday life in Broxtowe, embedding it within our parks, town centres, public spaces and communities. We will break down barriers to participation, help more people see themselves represented in cultural activity, and use culture to support wellbeing, reduce loneliness and strengthen community connections.



Helps us prosper

Opportunities for culture to support personal and community development are recognised and acted upon.

Culture has the power to strengthen communities, increase pride in place, drive economic growth and improve wellbeing. A strong cultural offer can support town centre regeneration, attract visitors and investment, create jobs, and increase footfall, helping to boost the local economy. At the same time, culture creates opportunities for people to learn new skills, build connections, reduce loneliness and improve mental health and wellbeing. By embedding culture within our planning and investment programmes, we can maximise these benefits and ensure they contribute to a thriving, inclusive and sustainable Borough for future generations.



Actions:

1. Secure increased external funding for culture, heritage and events by strengthening funding applications and identifying new funding opportunities.
2. Achieve Museum re-accreditation.
3. Continue to develop a community-focused engagement model at the Museum to maximise participation and impact within the available resources.
4. Strengthen community engagement and co-production through cultural steering groups, partnerships and community-led initiatives, including the existing partnerships, community/voluntary groups.
5. Develop partnerships with Town and Parish Councils, businesses and other stakeholders to enhance cultural opportunities, support local economic growth and promote community cohesion and pride in place.
6. Maximise the use of new community assets, including Stapleford Community Pavilion and Bennerley Viaduct, as spaces for cultural events and activities to drive footfall and support return on investment.
7. Continue to build momentum of the Tour Your Town tourism campaign, showcasing the Borough's cultural assets and the people who make it a unique and attractive destination for visitors.
8. Continue to work with Visit Nottingham and other partners to promote cultural events through digital and traditional channels and increase attendance.
9. Deliver culturally inclusive events and activities that reflect and celebrate the diversity of Broxtowe's communities such as disability and neurodiversity.
10. Increase volunteering opportunities and promote the wellbeing, social and skills benefits of volunteering within cultural services.
11. Strengthen engagement with schools and young people through heritage, arts and cultural learning opportunities.
12. Continue to utilise the role of The Mayor of Broxtowe and the Broxtowe Youth Mayor to be a spokesperson of the Borough and further support the promotion of cultural activity across Broxtowe.



Local musician Jeanie Barton performing at the Broxtowe C-City Conference.



Local exhibition.

Local Government Reorganisation (LGR)

1. Understand the impact that Local Government Reorganisation will have on culture and set community groups and committees up for the future to ensure culture is not negatively impacted.
2. Prepare for Local Government Reorganisation by ensuring culture and heritage remain embedded within future governance and delivery arrangements.
3. Strengthen community capacity and capability to plan, deliver and sustain cultural opportunities, ensuring communities can maintain and grow cultural activity.

How will success be measured?

- Attendance/engagement with D.H. Lawrence Birthplace Museum
- Event turnout
- Event feedback
- Focus groups
- Tripadvisor reviews
- Value of volunteer hours works
- Groups engaged
- Number of cultural activities
- Awareness /perception surveys
- Town centre footfall
- School engagement

Culture helps us prosper

Opportunities for culture to support personal and community development are recognised and acted upon.

Put simply, cultural activity can have the potential to change lives and help shape the future of the Borough.

Cultural activity can be a key economic driver, supporting our investment programme and revitalising our town centres with new jobs, visitors and encouraging new investment.

Hand in hand with this is the impact it can have on the personal development of local people by offering new opportunities to learn new skills, connect with others to address mental health issues and loneliness, bringing people from different generations and backgrounds together and general improvements to wellbeing.

Strengthening our cultural offer can help support our investment programmes and revitalise our town centres, creating jobs, attracting visitors and investment and supporting the economic success of the Borough as a whole.

Recognising these values of culture and ensuring it is woven into our strategic planning in a sustainable way, will be key in maximising its benefits for future generations to come.



Equality Impact Assessment

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and equality. The majority of the Act came into force on 1 October 2010.

Public bodies are required in it to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited under the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it, and
- foster good relations between people who share a protected characteristic and people who do not share it.

The public sector Equality Duty came into force on 5 April 2011. The duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, delivering services and in relation to their own employees.

The Equality Duty encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

The new equality duty replaces the three previous public sector equality duties, for race, disability and gender. The new equality duty covers the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – including lack of belief
- sex
- sexual orientation.

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

Having due regard means consciously thinking about the three aims of the equality duty as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached by public bodies, including how they act as employers, how they develop, evaluate and review policies, how they

design, deliver and evaluate services, and how they commission and procure from others.

Having due regard to the need to advance equality of opportunity involves considering the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics
- meet the needs of people with protected characteristics, and
- encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and others.

Complying with the equality duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic.

The Equality Duty also explicitly recognises that disabled people's needs may be different from those of non-disabled people. Public bodies should therefore take account of disabled people's impairments when making decisions about policies or services. This might mean making reasonable adjustments or treating disabled people better than non-disabled people in order to meet their needs.

There is no explicit requirement to refer to the Equality Duty in recording the process of consideration but it is good practice to do so. Keeping a record of how decisions were reached will help public bodies demonstrate that they considered the aims of the Equality Duty. Keeping a record of how decisions were reached will help public bodies show how they considered the Equality Duty. Producing an Equality Impact Assessment after a decision has been reached will not achieve compliance with the Equality Duty.

It is recommended that assessments are carried out in respect of new or revised policies and that a copy of the assessment is included as an appendix to the report provided to the decision makers at the relevant Cabinet, Committee or Scrutiny meeting.

Where it is clear from initial consideration that a policy will not have any effect on equality for any of the protected characteristics, no further analysis or action is necessary.

Public bodies should take a proportionate approach when complying with the Equality Duty. In practice, this means giving greater consideration to the Equality Duty where a policy or function has the potential to have a discriminatory effect or impact on equality of opportunity, and less consideration where the potential effect on equality is slight. The Equality Duty requires public bodies to think about people's different needs and how these can be met.

EQUALITY IMPACT ASSESSMENT (EIA)

Directorate:	Communications, Cultural and Civic Services	Lead officer responsible for EIA	Sarah Tidy
Name of the policy or function to be assessed:		Cultural Strategy 2026-2028	
Names of the officers undertaking the assessment:		Faye Jenkins	
Is this a new or an existing policy or function?		New	
1. What are the aims and objectives of the policy or function? Aim To work with people and organisations to protect and enhance cultural activity in the Borough, facilitating networking and skills sharing across cultural and community organisations and reducing the barriers to participation. Objectives Culture is celebrated and protected - Opportunities to promote cultural activity from grassroots level up are maximised to create pride in Broxtowe as a culturally rich place. Culture is part of everyday life - Culture will be embedded in Broxtowe as part of day-to-day life, with chances for everyone in our community to take part. Cultural helps us prosper - Opportunities for culture to support personal and community development are recognised and acted upon.			
2. What outcomes do you want to achieve from the policy or function? - Funding options to protect and enhance the Borough's cultural offer have been explored and accessed where appropriate. - Plans are in place to manage Broxtowe's heritage assets in a sustainable way. - Local people value the Borough's cultural landscape to help preserve and develop them for future generations. - Broxtowe is seen as a centre for culture and creativity both locally, and more widely through its European. - Links with the C-City project and Community Committee. - Increased awareness of the Borough's cultural offer. - Increased participation and community involvement in cultural activities and their development. - Engagement with new groups and audiences. - Increased volunteering opportunities through cultural activity.			

Directorate:	Communications, Cultural and Civic Services	Lead officer responsible for EIA	Sarah Tidy
- Partnerships which help realise the benefits of culture on health and wellbeing, as well as skills and training. - New commercial opportunities.			
3. Who is intended to benefit from the policy or function? - Residents and service users - Employees - Volunteers - Partner bodies and organisations - Business community - Local groups and forums			
4. Who are the main stakeholders in relation to the policy or function? - Residents - Town and Parish Councils - Departments across the Council - Schools - Partner bodies and organisations - Local groups and forums - Special interest groups e.g. D.H. Lawrence society, Haggs Farm Preservation Society - Business community - Community groups and organisations - Potential investors - The media - Employees - Elected Members - MPs - Nottingham and Nottingham Trent Universities - Broxtowe Safety Advisory Group (SAG) - Arts and cultural bodies e.g. Arts Council - England, UNESCO City of Literature, Museums' Development East Midlands - Colleagues in the Council's twin town - Gutersloh and other linked European cities. - Sports clubs - Community Committee - Environmental groups including the Green Umbrella Group - Health and wellbeing groups - Community and faith leaders - Arts practitioners - Venues			
5. What baseline quantitative data do you have about the policy or function relating to the different equality strands?			

Directorate:	Communications, Cultural and Civic Services	Lead officer responsible for EIA	Sarah Tidy
- Attendance data - Museum visitor figures - Museum Development Midlands Annual Museum Report 2025 - Research from the Historic England 2024 Report: The Wellbeing Impact of Cultural Heritage - Census 2021 data			
6. What baseline qualitative data do you have about the policy or function relating to the different equality strands? - Ward profiles - Feedback from attendees and participants - Equalities monitoring data - Feedback from local community groups and stakeholders			
7. What has stakeholder consultation, if carried out, revealed about the nature of the impact? Views from key stakeholders such as cultural organisations, the Community Committee, Heritage organisations, Town and Parish Councils and the D.H. Lawrence Society have been sought through meetings and other engagement activities. It is intended that ongoing consultation will take place as the Council broadens its understanding of the cultural and community groups in the Borough.			
8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways? In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group: The Cultural Strategy aims to identify likely barriers and opportunities to break down barriers to the access of cultural activity and help promote and celebrate the customs and experiences of people from different backgrounds and interests, including equality groups.			
☐ Does the policy or function target or exclude a specific equality group or community? Does it affect some equality groups or communities differently? If yes, can this be justified? No			

□ Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified? Barriers exist for different protected characteristics such as physical access, digital exclusion, transport, cost of participation and travel costs and accessibility. The strategy looks to continually review and gain feedback to ensure these barriers are reduced to enhance participation.
□ Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function? Barriers that could make access difficult for different groups of people could include; transport, financial, digital exclusion, accessibility for those with disabilities. However, to break down these barriers to ensure the policy remains inclusive, considerations will include; inclusive programming, accessible spaces for events, free or low-cost events and activities, events and activities in walkable distances such as town centres, or the provision of transport.
□ Could the policy or function promote or contribute to equality and good relations between different groups? If so, how? Yes, by broadening the Council's understanding of the different community and cultural groups in the Borough so that the cultural programme can provide as many opportunities as possible to bring people together to celebrate the many diverse cultural activities in the Borough. Culture can also have positive impacts on quality of life including education, economic prosperity, wellbeing and reduction in crime which will support good relations between different groups.
□ What further evidence is needed to understand the impact on equality? Regular feedback and evaluation will take place throughout the duration of the strategy to monitor the impact and effectiveness and identify areas where more focus may be needed, or practices may need to be changed to ensure that the strategy remains accessible and inclusive to all.

9. On the basis of the analysis above what actions, if any, will you need to take in respect of each of the equality strands?
Age: Work with schools, youth groups and older people's networks to shape programming to ensure inclusivity.
Disability: Ensure venues and communications meet accessibility standards and reasonable adjustments are available.
Gender: Collect participation and feedback data to identify under-represented groups.
Gender Reassignment: Welcoming and inclusive environments.

Marriage and Civil Partnership: Collect participation and feedback data to identify under-represented groups.

Pregnancy and Maternity: Promote family-friendly activities and have appropriate facilities available.

Race: Engage with minority ethnic communities and support culturally diverse programming.

Religion and Belief: Promotion of cultural understanding and celebrating cultural and faith diversity.

Sexual Orientation: Listening and responding to feedback to ensure that this group is engaged. Proactive engagement with appropriate groups and stakeholders who have a special interest in this area.

Care Experience:

Engage with community groups and representatives to understand any barriers to take into consideration when planning.

Chief Executive: Zulfiqar Darr

I am satisfied with the results of this EIA. I undertake to review and monitor progress against the actions proposed in response to this impact assessment.

Signature: Zulfiqar Darr

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Report of the Portfolio Holder for Leisure and Health

Events Programme 2027/28

1. Purpose of Report

To put forward proposals for the Council's Events Programme for 2027/28.

2. Recommendation

Cabinet is asked to RESOLVE that the Events Programme be approved.

3. Detail

As part of the Cultural Strategy, the Council organises an annual programme of cultural events each year to promote social cohesion, improve health and wellbeing, support economic growth, provide educational opportunities and reduce anti-social behaviour.

The event programme is designed to provide free, community events targeted at specific areas of need, for example hosting Friday18 in Stapleford to support economic growth through quieter months for local Broxtowe businesses. In Broxtowe, culture is made accessible for its residents, by offering low-cost family days out, reducing financial barriers. Culture has also been used to reduce isolation, explore local green spaces, and promote new community facilities such as Bennerley Viaduct and Stapleford Community Pavilion.

As part of its wider programme to promote and strengthen culture across Broxtowe, the Council has also continued to play an active role in the C-City Project—a partnership with Châteauroux (France), Falun (Sweden), Grudziądz (Poland) and Gütersloh (Germany). The project has supported the establishment of the Broxtowe Community Committee, bringing together cultural specialists and Council officers to enhance and expand the Borough's cultural offer.

Following a review of the Events Programme, changes were made for 2026/27 to address the rising impact of inclement weather, giving greater provision for families throughout school half terms, not just the summer holidays, and supporting businesses through quieter periods of the year.

14 events have taken place as part of the programme, with a further five to be delivered. Attendance is expected to reach 41,200 which is a 15% increase on 2025/26. The highlights include:

- Play Days being rebranded as Fun Days throughout Easter, Summer and the Autumn.
- Friday18 took place in Stapleford for the first time with five venues, attracting 195 attendees and businesses reported increased footfall during a quieter period of the year.

- The Easter Fun Day took place for the first time both indoors and outdoors, with financial support from Nuthall Parish Council and new partnership working with Nuthall Methodist Church.
- Free ticketed outdoor story telling sessions at Bennerley Viaduct, celebrating the history of the site and supporting the newly opened visitor centre and access ramp.
- Beeston Summer Fete returned for its second year with a bigger community parade through the town with over 100 participants, a 50% increase and a higher attendance than last year.
- The planned October half-term event will be a dual site event, taking place at Stapleford Community Pavillion and the new Skate Park in Stapleford, utilising and promoting two new facilities in the town.
- In feedback surveys following events, 97% of respondents said they would recommended the event to others and 86% said attending an event improved their mood. Overall, Broxtowe events have been rated 4.5 stars (out of 5).
- Two events were impacted or cancelled because of inclement weather. In comparison, during 2024/25, 30% of programmed events were impacted or cancelled by the weather conditions.
- £46,820 income is expected to have been generated by the end of the programme, which is used to enhance the events and is an increase of 26% on 2025/26.

A review of events which have taken place has been undertaken, considering attendance, feedback and operational planning. The review is detailed in **Appendix 1**.

The proposed 2027/28 programme is largely the same, including core events known and enjoyed by residents, but with some minor adjustment to keep the programme fresh and accessible to residents across the whole Borough.

The proposed 2027/28 programme is detailed in **Appendix 2**.

The annual budget for the Council's Events Programme is £117,900 to support the legal and safe organisation of the programme. This is supplemented with external contributions from event partners including Town and Parish Councils, County Council Divisional Funds and sponsorship to enhance the events.

The wider Communications, Cultural and Civic Services Team and other Council departments also organise events throughout the year which enhance the event programme and a list of these is shown in **Appendix 3**.

4. Key Decision

This report is not key decision as defined under Regulation 8 of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

5. Updates from Scrutiny

Not applicable.

6. Financial Implications

The comments from the Deputy Chief Executive and Section 151 Officer were as follows:

The annual budget for the Events Programme is £117,900 (net) to support the legal and safe organisation of the programme. This is supplemented with external contributions from event partners including Town/Parish Councils, County Council Divisional Funds and sponsorship to enhance the events.

7. Legal Implications

The comments from the Head of Legal Services were as follows:

These comments will be provided at the meeting.

8. Human Resources Implications

Not applicable.

9. Union Comments

Not applicable.

10. Climate Change Implications

Not applicable.

11. Data Protection Compliance Implications

This report does not contain any [OFFICIAL (SENSITIVE)] information and there are no Data Protection issues in relation to this report.

12. Equality Impact Assessment

An Equality Impact Assessment is shown in **Appendix 4**.

13. Background Papers

Nil.

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Appendix 1

2026/27 Events Programme Analysis

The Programme has been reviewed using the data captured, including factors such as turnout, feedback and costs.

Event	Date	Corporate priority	Turnout	Cost to Council (event budget)	Total cost (including external income)	Comments
Friday18 Stapleford	Jan-March	Business Growth	185	£1,500	£1,500	A new event, expanding the successful Friday18 format into Stapleford at a time when footfall is typically lower post-Christmas to encourage more visitors into local businesses. The event was well supported by the businesses involved.
Museum Late	March December March	Health/Business Growth	65 to date, 200 expected	£0	£0	Common practice across the museum industry, this new event gave opportunities to attract different visitors who may not be able to attend during the museum's normal opening hours. The event was supported with talks from guest speakers such as Dr Andrew Harrison and also supported a small income generation through gift shop sales. This small cost to run this event is met through the Museum budget.
Easter Fun Day	April	Health	650	£4,250	£5,310	Part of the new "indoor/outdoor" approach to reduce the impact of inclement weather, as well as the first Easter Holiday event in some time. This year, the event took place in Nuthall and was supported by a £1,000 financial contribution from Nuthall Parish Council and free use of the Temple Centre. In a post-event survey, feedback indicated that residents liked having both indoor and outdoor space and also praised the range of activity providers. New local relationships were also forged

Event	Date	Corporate priority	Turnout	Cost to Council (event budget)	Total cost (including external income)	Comments
						through the running of the event which will support future events across the Borough.
Hemlock Happening	Jun	Health/ Environment	8,500	£24,500	£31,250	Generated £6,750 income and an attendance of 8,500 making it the second highest attendance to date. Rain and weather warnings resulted in the cancellation of the planned BBMF Spitfire flypast the day before the event, but weather did not impact the event on the day. Ground rent income increased by 12% and financial funding from Nottinghamshire County Councillors from Divisional funds increased by 50%.
Beeston Summer Fete	July	Health	1,600	£10,500	£11,750	This event followed the same format as in 2025 with the We Love Beeston Carnival Parade. Participants in the parade increased by 50 additional participants and attendance at the event overall increased by 400. A sponsor was secured for the event for the first time with local business Fresh Asia, financial support was also secured from the Nottinghamshire County Councillor Division Fund and ground rent increased by £900.
Eastwood Summer Fun Day	Aug	Health	2,000	£6,000	£9,400	Refreshed and rebranded as part of the new series of Fun Day events taking place over the summer school holidays, the event returned to its highest attendance since 2019. £3,000 financial contribution was secured from Eastwood Town Council.
Chilwell Summer Fun Day	Aug	Health	800	£6,000	£6,600	Refreshed and rebranded as part of the new series of Fun Day events taking place over the summer school holidays. Skate Nottingham

Event	Date	Corporate priority	Turnout	Cost to Council (event budget)	Total cost (including external income)	Comments
						joined the event for the first time to provide an offer for older children. £600 of income was generated from ground rent to further enhance the event. A short period of rain during the event slightly impacted the event attendance.
Proms In The Park, Beeston	Aug	Health	600	£4,000	£4,100	A popular event which was requested to return for 2026/27. An ice cream van and coffee van attended to further enhance the event offer and provided some ground rent. Vintage singer Jayne Darling and Nottingham Concert Band drew a large audience, attracting an older demographic and resulted in a very successful event.
Friday18 Beeston	June - August	Health/Community Safety	1,016	£2,000	£2,000	Well established and supported by a regular audience plus new visitors each week. With an Increase in artist payment rate by 50%, a two-hour finale took place again. Attendance is down slightly due to extreme heat and heat alerts in place during two of the sessions taking place.
Friday18 Kimberley	July - August	Health/Business Growth	370	£2,000	£2,000	For the second year the event followed the same format as 2025/26 with live music performances extended to 5 different venues including a new venue and 2 new performers for 2026/27. Increase in artist payment rate by 50%. Attendance increased by 145.
D.H. Lawrence Festival	August - September	Health/ Business Growth	8,514	£1,500	£2,000	The festival ran for an extended six-week period for the third year, including the D.H. Lawrence Music Festival, with a museum garden set during the afternoon. The Museum hosted more events and continued events with partners like Broxtowe Women's Project. New events included a D.H. Lawrence of

Event	Date	Corporate priority	Turnout	Cost to Council (event budget)	Total cost (including external income)	Comments
						Nottingham guided walk with the D.H. Lawrence Society which sold out, and readings from Dr Andrew Harrison, Annette Pateman and the new collaborators from the 'The Optimist's Incomplete' exhibition. The museum launched the new Phoenix Trail offering a low-cost family activity, alongside the participatory phoenix mural that visited Broxtowe's Fun Days as part of the Museum Pop-Ups. £500 external income secured from Eastwood Town Council.
Story Telling Sessions at Bennerley Viaduct	Sept	Health	450	£3,500	£3,500	A new event for the programme this year to incorporate a cultural offering at a community asset invested in by the Council. Local theatre group Beeston Players produced a poem working with the Friends of Bennerley Viaduct to offer story telling sessions on the Viaduct. In addition, live music, street theatre and guided tours took place, as well as an event special being offered at the newly opened visitors centre. This event allowed residents to explore and learn more about our local heritage.
Green Festival	Sept	Environment	200	£0 (Event is funded through the Environment budget)	£0	Due to inclement weather of high wind speeds the event had to be cancelled to ensure the safety of all on site 20 minutes into the event starting.
Autumn Fun Day Stapleford	Oct	Health	700 expected	£4,500 expected	£9,000	New event for 2026 using indoor and outdoor space at the new Stapleford Community Pavilion offering a family event during the October half term for the first time. More engagement has taken place with Stapleford Football Club and the groups that already use the pavilion as part of the event. The new skate park will also offer sessions with Skate

Event	Date	Corporate priority	Turnout	Cost to Council (event budget)	Total cost (including external income)	Comments
						Nottingham, offering an activity for older children.
Gin and Gaslight	Nov	Health, Business Growth	17 expected	£200 expected	£200	Attendance had reduced indicating appetite for the new Museum late programme so only one event took place this year. Attendance is limited as this is a small, intimate event due to the space available at the Museum. Admission is charged for this event, making the event cost neutral. Admission is charged for this event, making the event cost neutral.
Stapleford Christmas Lights Switch On	Nov	Business Growth	3,000 expected	£10,500 expected	£18,500 expected	Event due to take place on Saturday 21 November utilising the newly opened Pencil works. £7,000 external income has been secured to enhance the event. Plus, a further £300 is projected in ground rents making a total of £7,300 income.
Eastwood Christmas Lights Switch On	Nov	Business Growth	4,000 expected	£11,300 expected	£22,300 expected	Event due to take place on Saturday 22 November, following positive feedback about the move to a weekend last year. Remaining at the weekend following positive feedback from residents that more families could attend.
Beeston Christmas Lights Switch On	Nov	Business Growth	5,000 expected	£16,300 expected	£18,100 expected	Event is due to take place on Saturday 6 December. Beeston is allocated an increased budget due to having no Town or Parish Council to provide further financial support in comparison to the other two towns. £1,005 has been secured in sponsorship, an increase of £550 from previous year plus a projected £800 ground rent income.

Event	Date	Corporate priority	Turnout	Cost to Council (event budget)	Total cost (including external income)	Comments
Wellbeing Walks	Ongoing	Health	29 to date, 200 expected.	£0	£0	9 wellbeing walks have taken place or are scheduled to take place by end 2026/27, including new walking routes that follow the D.H. Lawrence AR Trail. These are popular and have included an NHS Social Prescriber and their patients as part of their treatment plans. Costs to run the events are met within existing Museum budgets.
C City Project	Ongoing	Business Growth, Health, Community Safety	3,000	£20,000 (this covered by a separate budget)	£20,000	Events and projects have included: • A C-City stage at Oxjam which took place in Beeston in October, which was attended by 1,000 people. The D.H. Lawrence Children's Writing Competition which received 362 entries. • A travelling amateur art exhibition showcasing artworks from Broxtowe and each of the five C-City partner cities. • Seed funding supported a successful £27,000 Arts Council funding bid for the Parky Players, a theatre group with Parkinsons Disease, to write and perform "Voices Raised," an accessible street theatre show as part of a festival in Poland delivering their Voices Raised Project. Supported the annual C-City conference which was hosted by Broxtowe this year, supplemented with the use of other Council budgets and £25,000 from the General Reserve Fund, which was approved by Cabinet in September 2023. Accessible street theatre, a Youth Parliament and a virtual choir exchange were just some the ideas discussed by cultural experts at the conference, which is

Event	Date	Corporate priority	Turnout	Cost to Council (event budget)	Total cost (including external income)	Comments
						designed to open up opportunities to improve the culture and heritage offer in Broxtowe further, as well as showcase the Borough's cultural assets to support tourism.
Afternoon Christmas Proms	December	Health	200 expected	£3,500 expected	£4,000	A new prom event designed to reach a more rural part of the Borough. The event will be indoor and have a Christmas theme.
Other events costs	N/A	N/A	N/A	£5,850 expected	£5,850	Other costs are associated with running the events programme but cannot be attributed to specific events including the licences required to play live or recorded music at events, van hire to transport equipment to/from events etc.
TOTAL	N/A	N/A	41,202 expected	£117,900 expected	£156,460 expected	

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Appendix 2

Proposed 2027/28 Events Programme

The proposed programme would deliver a similar programme of events as delivered in the 2026/27 programme.

Minor changes are proposed to keep the programme fresh and take on board the feedback and operational planning of individual events. This includes:

- A small, family event at the Kimberley Community and Business Hub to utilise this new community asset.
- An extended Beeston Summer Fete to reflect the growing popularity of the event.
- Rotation of Fun Days and Summer Fun Days to ensure residents from different areas get opportunities to try new events each year.
- Prom events will be incorporated into existing events to further enhance their scheduled programme, as well as reflect resource and capacity of the Events Team.
- Changes will also ensure the safe and successful delivery of the Events Programme. Including Martyn's Law, Hostile Vehicle Mitigation (HMV) and Health and Safety Risk Management, whilst working with the Safety Advisory Group (SAG) to ensure the safety of all Broxtowe events.
- Subject to Cabinet approval, a Freedom Parade is also proposed to take place on 20 March 2027, which will require operational support of the Events Team.
- Subject to a successful funding bid, operational support will be required to deliver a Festival of Hope during 2027.

The programme has also been designed to:

- Build on the good balance of events across the Borough.
- Continue to provide family focused events around peak times like the summer holidays and Christmas but create more regular opportunities for participation during other times of the year.
- Provide well-established events that existing visitors enjoy.
- Provide opportunities to showcase local community groups and talent.
- Balance indoor and outdoor provision, reducing weather-related risks and costs without compromising on quality activities.
- Provide opportunities to support the local economy during quieter periods.

The associated costs are estimated to be £117,900 based on the current increases in infrastructure costs to make the events legal and safe.

Event	Date	Corporate priority	Expected Turnout	Expected Cost to Council (event budget)	Expected Total cost (including external income)	Comments
Friday18 Stapleford	January - February	Business Growth	300	£1,500	£1,500	This event would replicate the format of 2026 following positive feedback. Expressions of interest will go out to all suitable venues in Stapleford and will be booked on a first come, first served basis.
Kimberley Community and Business Hub	February half term	Health	200	£3,000	£3,500	A small family drop in event will take place to utilise the new facility delivered by the Kimberley Means Business Fund, that is appropriate for the indoor capacity. Activities could include, Minecraft, puppet/magic shows, arts and crafts, a small number of community stalls.
Easter Fun Day Kimberley/Nuthall	Easter half term	Health	750	£4,500	£5,500	This event would take place at a venue with indoor and outdoor space and would be the similar format as 2026/27. Activities will take place indoors with some activities taking place outside where possible/ weather permitting. This gives greater resilience against challenges presented by the weather and enables us to deliver an event during the Easter school holidays. The confirmed location will be subject to venue availability and suitability in both Nuthall and Kimberley, as well as any additional financial contributions to support the costs of the event.
Museum Late	August, December, March	Health/Business Growth	300	£100	£250	Common practice across the museum industry. the Museum Late introduced in 2026, will give visitors the chance to access the museum out of hours and provide additional opportunities for income generation through the museum shop. Three events would take place and as part of the Festival. One would take place to utilise the garden area.

Hemlock Happening	June	Health/Environment	10,000	£28,000	£32,000	2027 will see the 25 th anniversary of the Hemlock Happening, additional budget has been assigned to the event to celebrate the special occasion. External income will also be sought for the event.
Outdoor Theatre, Coronation Park	August/Sept	Health/Business Growth/Environment	300	£5,000	£6,000	Outdoor theatre will be delivered in a new location in the north of the Borough for 2027/28.
Beeston Summer Fete	Mid July	Health	2,200	£12,000	£14,000	This event will follow a similar format as in previous years and include the carnival parade. Propose to extend the finish time by 1 hour and finish with a proms in the park element.
Outdoor Fun Day - Eastwood	August	Health	2,000	£6,000	£9,500	This event will follow the same format as in previous years plus the use the skatepark facility to provide activities suitable for older children / teenagers.
Outdoor Fun Day - Stapleford	August	Health	1,200	£6,000	£9,000	This event will be a dual venue event with the fun day on Ilkeston Road Recreation Ground plus the use the Stapleford skatepark facility as part of the event to provide activities suitable for older children/teenagers.
Friday18 Beeston	June - August	Health/Community Safety	1,200	£1,500	£1,500	This event will follow the same format as in previous years, expressions of interest will go out to artists and be booked on a first come, first served basis.
Friday18 Kimberley	July - August	Health/Business Growth	400	£1,500	£1,500	This event will follow the same format as in previous years and expressions of interests will go out to all suitable venues and be booked on a first come, first served basis.
D.H. Lawrence Festival	August - September	Health	8,800	£1,500	£2,000	This event will follow the same format as in previous years over 6 weeks.
Green Festival	September	Environment	500	N/A	N/A	This event will follow the same format as in previous years. The costs are met through the Environment budget.

Autumn Fun Day Chilwell	October half term	Health	650	£4,500	£6,000	An indoor play event following a similar format to 2026/27 but at a new venue utilising the indoor space, sports facilities at Chilwell Olympia. The hard standing car park would be a benefit and holding the event indoors prevents cancellation from the weather. There is also equipment such as inflatables that can be used, this will enable budget to be spent on additional activities. Also, partnership working with Leisure.
Beeston Christmas Light Switch On	November	Business Growth	5,000	£16,300	£18,500	This event will follow the same format as in previous years.
Eastwood Christmas Light Switch On	November	Business Growth	4,500	£10,500	£20,050	Event will follow the same format as in previous years. Eastwood Council have confirmed £10,000 of additional income to further enhance the event.
Stapleford Christmas Light Switch On	November	Business Growth	3,200	£10,000	£16,250	Event will follow the same format as in previous years. Stapleford Town Council have confirmed £7,000 of additional income to further enhance the event.
Wellbeing Walks	Ongoing	Health	200	£0	£0	These events will follow the same format as in previous years.

CCity Project	Ongoing	Health/Business Growth/Community Safety	3,000	£20,000 (this is covered as part of a separate budget)	£20,000	As well as established activities including the D.H. Lawrence Children's Writing Competition and C-City Stage at Oxjam, planned activity includes: • Opportunities for young people to take part in sports competitions and exchanges across the C-City partner cities. • Seed funding to support a bid for external funding to help enable young people from Broxtowe to take part in a Youth Parliament conference event in Gutersloh. • Development of a walking football event in Broxtowe for partner cities to take part in. • A new travelling art exhibition and digital heritage exhibition. • A range of online performances including poetry slams and online choirs.
Other events costs	N/A	N/A	N/A	£6,000	£6,000	Other costs are associated with running the events programme but cannot be attributed to specific events including the licences required to play live or recorded music at events, van hire to transport equipment to and from events etc.
			44,700	£117,900	£153,050	

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Equality Impact Assessment

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and equality. The majority of the Act came into force on 1 October 2010.

Public bodies are required in it to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited under the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it, and
- foster good relations between people who share a protected characteristic and people who do not share it.

The public sector Equality Duty came into force on 5 April 2011. The duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, delivering services and in relation to their own employees.

The Equality Duty encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

The new equality duty replaces the three previous public sector equality duties, for race, disability and gender. The new equality duty covers the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – including lack of belief
- sex
- sexual orientation.

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

The Council has also decided to treat people who have care experience as if they had a protected characteristic under the law.

Having due regard means consciously thinking about the three aims of the equality duty as part of the process of decision-making. This means that consideration of

equality issues must influence the decisions reached by public bodies, including how they act as employers, how they develop, evaluate and review policies, how they design, deliver and evaluate services, and how they commission and procure from others.

Having due regard to the need to advance equality of opportunity involves considering the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics
- meet the needs of people with protected characteristics, and
- encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and others.

Complying with the equality duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic.

The Equality Duty also explicitly recognises that disabled people's needs may be different from those of non-disabled people. Public bodies should therefore take account of disabled people's impairments when making decisions about policies or services. This might mean making reasonable adjustments or treating disabled people better than non-disabled people in order to meet their needs.

There is no explicit requirement to refer to the Equality Duty in recording the process of consideration but it is good practice to do so. Keeping a record of how decisions were reached will help public bodies demonstrate that they considered the aims of the Equality Duty. Keeping a record of how decisions were reached will help public bodies show how they considered the Equality Duty. Producing an Equality Impact Assessment after a decision has been reached will not achieve compliance with the Equality Duty.

It is recommended that assessments are carried out in respect of new or revised policies and that a copy of the assessment is included as an appendix to the report provided to the decision makers at the relevant Cabinet, Committee or Scrutiny meeting.

Where it is clear from initial consideration that a policy will not have any effect on equality for any of the protected characteristics, no further analysis or action is necessary.

Public bodies should take a proportionate approach when complying with the Equality Duty. In practice, this means giving greater consideration to the Equality Duty where a policy or function has the potential to have a discriminatory effect or impact on equality of opportunity, and less consideration where the potential effect on equality is

slight. The Equality Duty requires public bodies to think about people's different needs and how these can be met.

EQUALITY IMPACT ASSESSMENT (EIA)

Directorate:	Chief Executive	Title of the Lead Officer responsible for EIA	Communications, Cultural and Civic Services Manager
Name of the policy or function to be assessed:		Events Programme 2027-28	
Title of the Officer undertaking the assessment:		Principal Communications and Cultural Services Officer	
Is this a new or an existing policy or function?		New	
1. What are the aims and objectives of the policy or function? Aim To deliver a programme of events activity which attracts a wide range of visitors from the local community and supports the aims of the Cultural Strategy 2026-28. Objectives • Provide a diverse programme of cost-effective Council organised events for the local community to enjoy. • Promote and enhance the wider cultural events and activities that take place in the Borough. • Provide engagement opportunities for local groups, businesses, artists and creative practitioners to promote their work. • Provide engagement opportunities to support wider objectives to support the Borough such as education, reducing anti-social behaviour, economic development and health and wellbeing.			
2. What outcomes do you want to achieve from the policy or function? • Well attended, cost effective event programme. • Opportunities for a diverse group of people to take part in cultural events. • Positive impacts on education, reducing anti-social behaviour, economic development and health and wellbeing.			
3. Who is intended to benefit from the policy or function? • Residents • Employees			

Directorate:	Chief Executive	Title of the Lead Officer responsible for EIA	Communications, Cultural and Civic Services Manager
• Volunteers • Partner bodies and organisations • Business community • Local groups			
4. Who are the main stakeholders in relation to the policy or function? • Residents • Community Groups • Business community			
5. What baseline quantitative data do you have about the policy or function relating to the different equality strands? • Turnout figures • Data on the reach of promotion and advertising • Number of groups engaged with • Museum visitor figures			
6. What baseline qualitative data do you have about the policy or function relating to the different equality strands? • Ward profiles • Electoral data • Cultural map • Event feedback surveys • Feedback from event partners			
7. What has stakeholder consultation, if carried out, revealed about the nature of the impact? Resident, steering group and Town Council partner feedback is utilised to make positive changes to each event within the programme. During the 2026/27 programme more attendee feedback was captured through online surveys. From those that completed the survey, feedback from residents included wanting more events, and liked the new indoor and outdoor events. Respondents regularly commented on the fact that events and activities were free and provided activities for families during the school holidays.			

8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways? In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group:
☐ Does the policy or function target or exclude a specific equality group or community? Does it affect some equality groups or communities differently? If yes, can this be justified? The events programme aims to be inclusive of equality groups and communities. Engagement and feedback are important so events can be improved and break down any barriers to participation.
☐ Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified? Events aim to be inclusive and break down barriers, strong engagement with attendees and key stakeholders works to identify any inequalities so that these can be addressed and bring communities together.
☐ Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function? Barriers residents can face in attending events could include financial, access to transport, disability or more, but these are addressed in the event programme by providing low-cost cost events, that take place across town centres that are well connected through public transport or to residential areas and events take place in accessibility locations.
☐ Could the policy or function promote or contribute to equality and good relations between different groups? If so, how? Yes, the events programme aims to bring communities together from different backgrounds to share in the many benefits that culture can bring. The events programme is regularly reviewed and seeks feedback to continually promote equality and good relations.
☐ What further evidence is needed to understand the impact on equality? As part of stakeholder engagement any barriers identified will be considered and reasonable adjustments will be made to ensure that these barriers can be removed or lessen the impact. The cultural map and attendee feedback with further support this by providing better engagement opportunities with different groups.

9. On the basis of the analysis above what actions, if any, will you need to take in respect of each of the equality strands?

Age:

School holiday activities for children and young people.
Museum Lates, Proms and wellbeing walks attracting older residents.

Disability:

Reviewing accessibility at all event sites.
Continuing consultation through the Disability Forum.

Gender:

Identifying specific groups to engage with on barriers to engagements such as women's and men's activity and support groups.

Gender Reassignment:

Identifying specific groups to engage with on barriers to engagements. Provide inclusive environments at events.

Marriage and Civil Partnership:

Listening and responding to feedback to ensure that this group is engaged.
Proactive engagement with appropriate groups and stakeholders who have a special interest in this area.

Pregnancy and Maternity:

Consider facility provision such as seating, toilets, baby changing and access arrangements for parents and carers with young people.

Race:

Work with community groups representing different ethnic communities to encourage participation and promote cultural activity and identify barriers to attendance.

Religion and Belief:

Consider major religious observances and festival when scheduling events where possible.

Sexual Orientation:

Ensure events provide an inclusive and welcoming environment for all residents and engage with relevant community groups where barriers and concerns are identified.

Care Experience:

Engage with community groups and representatives to understand any barriers to take into consideration when planning.

Chief Executive: Zulfiqar Darr

I am satisfied with the results of this EIA. I undertake to review and monitor progress against the actions proposed in response to this impact assessment.

Signature: Zulfiqar Darr

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Report of the Leader of the Council

Cabinet Work Programme

1. Purpose of Report

Cabinet is asked to approve its Work Programme, including potential key decisions that will help to achieve the Council's key priorities and associated objectives.

2. Recommendation

Cabinet is asked to RESOLVE that the Work Programme, including key decisions, be approved.

3. Detail

The Work Programme for future meetings is set out below. Key decisions and exempt items are marked with *.

1 December 2026	• Local Government Reorganisation Update • Garden waste subscription fees 2027/28 • Trade Waste Charges - 2027/28 • Council Tax Base 2024/25+ • Local Council Tax Support Scheme 2023/24+ • Housing Benefit - War Pension Disregard+ • Climate Change and Green Futures Interim Report+ • Restructure Environmental Health, Licensing and Private Sector Housing *Exempt* • Review and Additions to the Private Sector Housing Disabled Facilities Grants Policy+ (From POWG) • Parks & Play Strategy (From POWG) • Hate Crime Strategy 2026/29 (From POWG) • Vulnerable Person Strategy (From POWG) • Substance Misuse Strategy (From POWG) • Serious Organised Crime Strategy *Exempt* (From POWG) • Broxtowe Local Plan – Update • Parks Standard • Food Waste – Expansion of Establishment*
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4. Key Decisions

This is not key decision.

5. Financial Implications

There are no additional financial implications.

6. Legal Implications

The terms of reference are set out in the Council's constitution. It is good practice to include a work programme to help the Council manage the portfolios.

7. Human Resources Implications

There are HR implications purely from the point of view of clarifying roles and responsibilities of Council Officers and responsibilities of partner agencies as required.

8. Union Comments

Not applicable.

9. Climate Change Implications

Not applicable.

10. Data Protection Compliance Implications

This report does not contain OFFICIAL(SENSITIVE) information. There are no Data Protection issues in relation to this report.

11. Equality Impact Assessment

There are no Equality Impact Assessment issues.

12. Background Papers

Nil.

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