

# Public Document Pack

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**Our reference:**  
**Your reference:**  
**Date:** Monday, 8 June 2026

To all Members of the Corporate Overview Group

Dear Councillor

A Meeting of the Corporate Overview Group will be held on Tuesday, 16 June 2026 at 7.00 pm in the Council Chamber, Rushcliffe Arena, Rugby Road, West Bridgford to consider the following items of business.

This meeting will be accessible and open to the public via the live stream on YouTube and viewed via the link: <https://www.youtube.com/user/RushcliffeBC>  
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Yours sincerely



Sara Pregon  
Monitoring Officer

## **AGENDA**

1. Apologies for Absence
2. Declarations of Interest  
[Link to further information in the Council's Constitution](#)
3. Minutes of the meeting held on 24 February 2026 (Pages 1 - 10)
4. Feedback from Scrutiny Group Chairmen
5. Feedback from Lead Officers
6. Financial and Performance Management (Pages 11 - 52)  
Report of the Director – Finance and Corporate Services
7. Diversity Annual Report and update on the Equality and Diversity Strategy (Pages 53 - 84)  
Report of the Chief Executive



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8. Consideration of Scrutiny Group Work Programmes (Pages 85 - 98)

Report of the Director – Finance and Corporate Services

Membership

Chair: Councillor G Williams

Councillors: J Billin, A Brown, T Combellack, M Gaunt, L Plant and D Simms

<b>Meeting Room Guidance</b>
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**Microphones:** When you are invited to speak please press the button on your microphone, a red light will appear on the stem. Please ensure that you switch this off after you have spoken.

<b>Recording at Meetings</b>
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## **MINUTES OF THE MEETING OF THE CORPORATE OVERVIEW GROUP TUESDAY, 24 FEBRUARY 2026**

Held at 7.00 pm in the Council Chamber, Rushcliffe Arena, Rugby Road, West  
Bridgford

and live streamed on Rushcliffe Borough Council's YouTube channel

### **PRESENT:**

Councillors G Williams (Chair), T Combellack, M Gaunt and L Plant

### **ALSO IN ATTENDANCE:**

Councillors

### **OFFICERS IN ATTENDANCE:**

C Caven-Atack

Assistant Director of Corporate  
Services

K Brennan

Finance Business Partner

T Coop

Democratic Services Officer

### **APOLOGIES:**

Councillors H Parekh and D Simms

#### **24 Declarations of Interest**

There were no declarations of interest.

#### **25 Minutes of the meeting held on 18 November 2025**

The minutes of the meeting held on 18 November 2025 were approved and signed by the Chair.

#### **26 Financial and Performance Management**

The Senior Finance Business Partner presented the Q3 financial monitoring for 2025/26 and advised the Group that the Council continues to face significant challenges including rising costs, increased demands for services and the need to balance its budgets while maintaining service quality. In addition, policy changes and Local Government Reorganisation (LGR), has added further cost pressures and demands on officer resources.

The Group were informed of the projected net revenue efficiencies and the significant variances arising from additional investment interest, unallocated contingency budget, additional grants and savings in Neighbourhoods and Streetwise. It was noted that any savings were offset by a reduction in planning income resulting from a reduced demand. Appendix A of the report provided the proposals to carry budget forward into 2026/27 and to earmark funding for additional cost pressures and the financial challenges around LGR and Simpler Recycling as previously reported.

The Group were informed of a projected capital underspend the majority of which is due to capital budget programme reprofiling and will be requested to be carried forward at the year end. The significant underspends highlighted in the report related to land acquisition for carbon offsetting, Rushcliffe Oaks PV works, highways and verge enhancements and Edwalton Golf Course enhancements following flood mitigation works.

The Senior Finance Business Partner informed the Group that the Q3 position of the Special expenses budget provides a projected expenditure of £1.7k above budget, however at Q2 this was reported as a £19k overspend, works to Bridgfield fencing have been capitalised and the saving against this budget has offset the previously reported overspends.

In concluding the Senior Finance Business Partner advised the Group the revenue position remains relatively healthy and the position on capital is positive and while long term capital resources are diminishing, it is anticipated that there will be no need to externally borrow this financial year. However, it was noted that existing budgets are under pressure from inflation and rising costs of labour and resources. The focus remains on delivering the capital programme alongside the demands of LGR.

The Assistant Director for Corporate Services presented the Q3 performance monitoring of the Corporate Strategy 2024-27, advising the Group that four of the fourteen strategic tasks are complete and the majority of the remainder have reached 50% progress, indicating they are on target for completion by the end of the strategic period. A full corporate scorecard was provided at Appendix G of the report.

The Group were advised that 9 of the performance indicators had missed their targets as follows:

- Percentage of household waste sent for reuse, recycling and composting
- Number of fly tipping cases
- Percentage of recycling contamination rate
- Cumulative number of successful homelessness prevention outcomes
- Number of leisure centre users – public
- Level of income generated through letting property owned by the Council but not occupied by the Council
- Percentage of expected Councillors attending in-person training events this year
- Income generated from community buildings
- Number of missed bins (residual dry recycling, glass and garden waste) reported

The Assistant Director for Corporate Services advised the Group that overall performance was satisfactory and there are no real concerns.

Councillor Combellack commented on the capital contingency budget position and the assumption that LGR will go ahead and questioned if for any reason it wasn't to go ahead will the Council's capital resources remain efficient enough to continue to invest in its assets without having to externally borrow. The

Senior Finance Business Partner explained that to continue with the Capital Programme the Council would potentially need to borrow in the future. With regards to the Capital Programme and LGR, this would merge into the new authority which for it to continue would likely need to borrow.

Councillor Plant commented on the Asylum Dispersal Grant and whether this funding was ring fenced just for Asylum Dispersal. The Senior Finance Business Partner advised that this grant was not ring fenced.

Councillor Plant asked a specific question relating to Special Expenses and asked if the original overspend was due to the new barrier put in place on Bridgford Field. She was advised that the overspend was to cover increased security from anti-social behaviour and the new barrier.

Councillor Plant commented on the performance of Rushcliffe Oaks and was pleased to see the facilities potential to out-perform its target this year.

The Chair asked a specific question relating to salary savings at Streetwise and whether this was due to using less agency staff. The Senior Finance Business Partner explained that there had been savings on salaries following the insourcing of the business back in the Council's control, however due to staff absence there is still a requirement to use agency staff.

The Chair commented on the performance indicators relating to household waste recycling percentages being down and whether this was a reflection of the new government legislation around simpler recycling and whether an increase in contamination was due to these changes and changes to resident's behaviours around recycling. The Chair suggested simpler recycling as a potential item for future scrutiny.

The Chair also commented on the reduction of leisure centre users and whether the figures provided in this report included the post-Christmas influx. He also asked whether the refurbishment and subsequent temporary closures at Cotgrave and Keyworth leisure centre had any influence on the decline in usage. The Chair also suggested leisure centre usage as a potential item for future scrutiny.

With regards to recycling the Assistant Director for Corporate Services explained that the contamination rate of 12.7% was below the national average of 17% and that Rushcliffe was one of the best within Nottinghamshire. She also explained that there were more recycling changes to come in April 2026 which our investigations have shown will effectively eliminate much of this contamination. With further changes in 2027 including food waste and that the new simpler recycling practices will be heavily prescribed by central government and that it would take 2 to 3 years before it makes any significant difference therefore to scrutinise it before then would not be advised. The Group also noted that the Council has provided much communication on its website and social media platforms around simpler recycling and the upcoming edition of Rushcliffe Reports will provide residents with lots of information about the changes.

With regards to leisure centre usage the Assistant Director for Corporate

Services advised that this is a good topic for scrutiny, however, perhaps wait until the Q4 report to see if figures have improved from the post-Christmas influx and leisure facilities at Cotgrave and Keyworth working at full capacity after their recent refurbishments.

Councillor Gaunt commented on the reduction of green bin recycling and whether the dry summer of 2025 had any influence on the volume of green waste. He also asked whether there was an option for residents to pay for the removal of green waste half yearly instead of subscribing to a full year. The Assistant Director for Corporate Services advised that it is an annual fixed fee for a green waste bin no matter when you pay into the scheme.

Councillor Williams suggested that recycling percentages be separated for future reporting purposes i.e. Blue, Green and Glass.

Cllr Plant commented on the East Leake Leisure Centre contract coming to an end in 2027 and what was the safeguard that the centre will be left in a suitable state for handover to the next contractor. The Assistant Director for Corporate Services explained that it was in their contract to and their responsibility to handover the centre in a good state and that this was being monitored by officers.

Councillor Plant asked if East Leake Leisure Centre was busy and could data around its usage be provided for the Group to compare with the Council's other centres.

Councillor Plant also asked if information could be provided on the Warm Homes grants around how many homes have benefited from it and at what cost.

It was **RESOLVED** that the Corporate Overview Group considered:

- a) The projected revenue budget efficiency for the year of £1.304m and proposals to earmark this for cost pressures given in Appendix A and paragraph 4.1
- b) The projected capital budget efficiencies of £2.043m including the budget changes in Appendix D
- c) The projected overspend on Special Expenses of £1.7k (paragraph 4.7)
- d) For performance exceptions to judge whether further information is required

## 27 **Mid-point Review of the Corporate Strategy**

The Assistant Director for Corporate Services presented the Mid-point Review of the Corporate Strategy 2024-2027, which provided an update on progress of the strategic tasks within the council's four key priorities of Quality of Life, Efficient Services, Sustainable Growth and The Environment. It was noted that the Council was now two-years through the delivery of the four-year Strategy, and the Group were asked to consider whether the objectives set by the Council in December 2023 remain relevant, achievable and desirable against

the backdrop of Local Government Reorganisation (LGR).

The report highlighted some of the key achievements and the Council's financial position. The Group were asked to consider extending the current Corporate Strategy by a further 12-month period to March 2028 which would lead to vesting day of the new authority under the LGR proposals.

Councillor Combellack asked whether amendments could be made to the strategy. The Assistant Director for Corporate Services explained the strategy was a live document and yes tasks can be added or removed during its operational monitoring, adding the Council should have a clearer idea around what's on the horizon with regards to LGR within the next six months.

Councillor Gaunt raised some concerns in respect of the review of the Council's assets and the sale of assets as identified through the asset review, reported to and approved by the Asset Management Group and Cabinet and asked whether this should be a Council decision. The Assistant Director for Corporate Services explained that there are strict rules and governance around the acquisition and sale of assets now that the Council is actively undertaking LGR.

Councillor Plant asked a specific question relating to the Ratcliffe on Soar Power Station and whether there had been any further movement on this and asked what community leadership meant in context to the site's development. The Assistant Director for Corporate Services explained the community leadership involved local parishes, the landowner Uniper, EMCCA and businesses to influence the delivery of the site. It was noted that a briefing note from the East Midlands Freeport was circulated in December and that a further scrutiny request has been submitted for the item to come back to Growth and Development Scrutiny Group.

It was **RESOLVED** that Corporate Overview Group:

- a) Considered the information provided outlining the Council's progress towards delivering the 2024-2027 Corporate Strategy
- b) Discussed whether the remaining Strategic Tasks in the 2024-2027 Corporate Strategy continue to be relevant, achievable and desirable to deliver
- c) Highlighted any additional Strategic Tasks that it would be prudent to include in the Corporate Strategy for its remaining two years
- d) Approved extending the life of the Corporate Strategy by an additional year to lead the authority through to Vesting Day under LGR

## 28 **Feedback from Scrutiny Group Chairmen**

Councillor Combellack, Chair of Growth and Development Scrutiny Group provided feedback from the Growth and Development Scrutiny Group meeting held on 28 January 2026, where the Group were asked to consider and comment on the Council's Asset Management Strategy and Plan.

Councillor Combellack advised the Group that the Council has a comprehensive delivery of services and complimented the success made by Rushcliffe Oaks and the excellent return on investments from the Co-op in Ladybay and the property at Coalville. Councillor Combellack highlighted the recent purchase of land for carbon offsetting and the proposals to plant a wood including an orchard and wetland area.

Councillor Combellack advised the next meeting of Growth and Development Group will consider Affordable Housing and Shared Ownership. However, she did raise concerns about the scrutiny process and that Park Homes would not be included in the discussion, adding that she has been asked to raise a separate scrutiny request for Park Homes.

Councillor Gaunt, Vice Chair for Governance Scrutiny Group provided feedback from the Governance Scrutiny meeting held on 5 February 2026, where the Group considered the Council's Internal and External Audits, Capital and Investment Strategy and Risk Management. Councillor Gaunt advised there was much discussion around some of the Council's risk management systems and in particular comments were raised around the Council's cloud-based IT systems, the asylum relocation scheme, staff retention and budgetary provision in respect of LGR and the Gamston/Tollerton SPD and the risk of the site not coming forward for development. With regards to the Capital and Investment Strategy Councillor Gaunt advised that the Group discussed S106 and CIL funding and using these reserves to offset internal borrowing.

Councillor Plant, Vice Chair for Communities Scrutiny Group provided feedback from the Communities Scrutiny Group meeting held on 22 January 2026, where the Group considered the Asylum Dispersal Scheme with external representation from the Home Office and SERCO working in the Borough. Councillor Plant advised that the Group were provided with an overview of the asylum dispersal system and the legislation of homes of Multiple Occupancy (HMO's) and she felt the external representative's responses had been honest. However, the meeting had been closed to the public which some members had not been happy about. It was also noted the minutes had been circulated publicly and members concerns had been addressed but not resolved.

## **29 Feedback from Lead Officers**

The Assistant Director for Corporate Services gave her apologies to Councillor Combellack as the Chair of Growth and Development Scrutiny Group for the misunderstanding that Park Homes could be included in the Affordable Housing and Shared Ownership item going to Growth and Development Scrutiny Group.

The Group were also advised that the recent Communities Scrutiny Group was closed to the public at the request of the Home Office and SERCO due to the sensitivity of the Asylum Disposal Scheme and if the meeting had of been open then the Home Office and SERCO would not have attended. It was considered, on this occasion, more important to have the opportunity to scrutinise this particular topic than to have the meeting opened to the public.

## 30 Consideration of Scrutiny Group Work Programmes

Four scrutiny requests had been submitted for consideration as follows:

Metropolitan and Trent Valley Housing (repeat request), submitted by Councillor Parekh. Councillor Parekh in her request had stated that there had been many unanswered questions from the previous meeting with MTVH and felt the topic needed further scrutiny to allow MTVH to provide their response.

The Group agreed for the request to come forward for scrutiny and for it to be scheduled into the Communities Scrutiny Group work programme in October 2026.

East Midlands Freeport (repeat request), submitted by Councillor Combella.

The Group agreed for the request to come forward for scrutiny and for it to be scheduled into the Growth and Development Scrutiny work programme in July 2026.

Road Sweeping, its effectiveness and efficiency, submitted by Councillor Gowland. It was noted that there is a County Council element to road sweeping, however, Councillor Guant suggested the Council could scrutinise the Boroughs influence around street cleansing.

The Group agreed for the request to come forward for scrutiny and for it to be scheduled into a future meeting of Communities Scrutiny Group.

Article 4 Direction, submitted by Officers from Cabinet on 10 February 2026.

The Assistant Director for Corporate Services explained that the Article 4 Direction needed to be considered at the July meeting of Communities Scrutiny Group in line with the Cabinet recommendation. She added that she expected a request for scrutiny to take place at the same meeting for two policy related changes that are being proposed as part of the March Budget and asked the Group to agree these in principle so that space on the agenda could be reserved. She reassured the Group that scrutiny requests outlining Key lines of Enquiry would be available at the June meeting of Corporate Overview Group.

The Assistant Director for Corporate Services advised the Group that as the Strategic Tasks had been discussed at this meeting these would not be reported at the meeting of Corporate Overview in June 2026 and for an update and review to be scheduled in a year's time.

It was **RESOLVED** that the Corporate Overview Group:

- a) Considered any additional items for scrutiny from current Cabinet Forward Plan, Corporate Strategy, Medium Term Financial Strategy, Capital and Investment Strategy and Transformation and Efficiency Programme (Appendix One)
- b) Determine any additional topics to be included in a scrutiny group work programme for 2026/27 for each of the scrutiny groups as presented on

newly submitted scrutiny requests (Appendix Two)

- c) Review the current work programme for each of the scrutiny groups (Appendix Three)

Work Programme 2026/27 Corporate Overview Group

XX June 2026	<ul style="list-style-type: none"> <li>• Standing Items             <ul style="list-style-type: none"> <li>○ Feedback from Scrutiny Group Chairs</li> <li>○ Feedback from Lead Officer</li> <li>○ Consideration of Scrutiny Group Work Programmes</li> <li>○ Financial and Performance Management</li> </ul> </li> <li>• Rolling Items             <ul style="list-style-type: none"> <li>○ Diversity Annual Report and Update on the Equality and Diversity Strategy</li> </ul> </li> </ul>
XX September 2026	<ul style="list-style-type: none"> <li>• Standing Items             <ul style="list-style-type: none"> <li>○ Feedback from Scrutiny Group Chairs</li> <li>○ Feedback from Lead Officer</li> <li>○ Consideration of Scrutiny Group Work Programmes</li> <li>○ Financial and Performance Management</li> </ul> </li> <li>• Rolling Items             <ul style="list-style-type: none"> <li>○ Health and Safety Annual Report</li> </ul> </li> </ul>
XX November 2026	<ul style="list-style-type: none"> <li>• Standing Items             <ul style="list-style-type: none"> <li>○ Feedback from Scrutiny Group Chairs</li> <li>○ Feedback from Lead Officer</li> <li>○ Consideration of Scrutiny Group Work Programmes</li> <li>○ Financial and Performance Management</li> </ul> </li> <li>• Rolling Items             <ul style="list-style-type: none"> <li>○ Customer Feedback Annual Report</li> </ul> </li> </ul>
XX February 2027	<ul style="list-style-type: none"> <li>• Standing Items             <ul style="list-style-type: none"> <li>○ Feedback from Scrutiny Group Chairs</li> <li>○ Feedback from Lead Officer</li> <li>○ Consideration of Scrutiny Group Work Programmes</li> <li>○ Financial and Performance Management</li> </ul> </li> <li>• Rolling Items             <ul style="list-style-type: none"> <li>○ Corporate Strategy Update on Strategic Tasks</li> </ul> </li> </ul>

Work Programme 2026/27 Governance Scrutiny Group

XX June 2026	<ul style="list-style-type: none"> <li>• Annual Fraud Report</li> <li>• Annual Governance Statement (AGS)</li> <li>• Internal Audit Progress Report Q4</li> <li>• Internal Audit Annual Report</li> <li>• Code of Conduct</li> <li>• Investment Property Review</li> <li>• Constitution Update</li> </ul>
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	<ul style="list-style-type: none"> <li>• Capital and Investment Strategy Outturn Q4</li> <li>• Asset Management Plan</li> <li>• Procurement Strategy</li> </ul>
XX September 2026	<ul style="list-style-type: none"> <li>• Risk Management Update</li> <li>• Going Concern</li> <li>• Capital and Investment Strategy Update Q1</li> <li>• Internal Audit Progress Report Q1</li> </ul>
XX November 2026	<ul style="list-style-type: none"> <li>• Internal Audit Progress Report Q2</li> <li>• Capital and Investment Strategy Update Q2</li> <li>• RIPA Report</li> </ul>
XX February 2027	<ul style="list-style-type: none"> <li>• Internal Audit Progress Report Q3</li> <li>• Internal Audit Strategy</li> <li>• External Audit annual Plan</li> <li>• Capital and Investment Strategy Q3</li> <li>• Capital and Investment Strategy 2027/28</li> <li>• Risk Management Update</li> </ul>

Work Programme 2025/26 and 2026/27 Growth and Development Scrutiny Group

25 March 2026	<ul style="list-style-type: none"> <li>• Shared Ownership and Other Affordable Housing</li> </ul>
XX July 2026	<ul style="list-style-type: none"> <li>• East Midlands Freeport (Update)</li> </ul>
XX October 2026	<ul style="list-style-type: none"> <li>• <b>Nothing on the Programme</b></li> </ul>
XX January 2027	<ul style="list-style-type: none"> <li>• <b>Nothing on the Programme</b></li> </ul>
XX March 2027	<ul style="list-style-type: none"> <li>• <b>Nothing on the Programme</b></li> </ul>

Work Programme 2025/26 and 2026/27 Communities Scrutiny Group

2 April 2026	<ul style="list-style-type: none"> <li>• Carbon Management Plan (Update)</li> <li>• West Bridgford Contact Point</li> </ul>
XX July 2026	<ul style="list-style-type: none"> <li>• Article 4 Direction</li> <li>• Council Tax Policy Changes (second homes premiums and discounts for terminally ill residents)</li> </ul>
XX October 2026	<ul style="list-style-type: none"> <li>• Metropolitan Trent Valley Housing (Update)</li> </ul>
XX January 2027	<ul style="list-style-type: none"> <li>• Review of Debt Collection Agents</li> <li>• Road Sweeping</li> </ul>
XX April 2027	<ul style="list-style-type: none"> <li>• <b>Nothing on the Programme</b></li> </ul>

**Actions 24 February 2026**

Minute No	Action	Officer Responsible
26	Councillor Plant requested a breakdown of usage figures for East Leake leisure centre in comparison to the Council's other leisure centres	Team Manager for Leisure Contracts

26	Councillor Plant requested details on the warm homes grant including costs and how many residents have benefited from the grant	Senior Business Partner	Financial
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The meeting closed at 8.20 pm.

CHAIR



**Corporate Overview Group**

**Tuesday, 16 June 2026**

**Financial and Performance Management**

## **Report of the Director – Finance and Corporate Services**

### **1. Purpose of report**

- 1.1. This report outlines the year-end position in terms of financial and performance monitoring for 2025/26. This is linked to the closure of accounts process and previous update reports.
- 1.2. The revenue budget has an overall revenue efficiency position of £2.682m and the Capital Programme overall efficiency position of £4.011m. The £2.682m revenue efficiency is allocated for significant risks for 2026/27 onwards including Local Government Reorganisation and Simpler Recycling and now concern over inflation given the current conflict in the middle east. There are several reasons for this positive financial position including additional Treasury Management income as interest rates have not fallen as quickly as expected and a better than expected cashflow position, service in-year efficiencies and improvements (such as the crematorium) and additional grant income in areas such as Planning (with a time lag in spend of the grants for service modernisation). The capital underspend is largely being carried forward for the completion of existing projects. The overall positive financial position is the culmination of responsible financial management.
- 1.3. The draft Statement of Accounts is being prepared to meet the 30 June 2026 statutory deadlines and the financial position stated in this report accords with the Council's financial statements. Good, accurate and timely financial statements underpin the accuracy of financial performance, and we do not lose sight of this.
- 1.4. The Council's Corporate Strategy was approved in December 2023, and this report provides updates on the delivery against the four Corporate Priorities. Performance highlights are detailed in this report under each Corporate Priority. In summary, seven performance indicators did not meet their targets at the end of 2025/26 and full explanations for this are given in Appendix I.

### **2. Recommendation**

It is RECOMMENDED that the Corporate Overview Group scrutinises:

- a) the 2025/26 revenue position and efficiencies identified in **Table 1** and **Appendix A and B**

- b) the changes to the earmarked reserves as set out at **Appendix G** along with the carry forwards and appropriations to reserves in **Appendix A**
- c) the re-profiled position on capital and approves the capital carry forwards outlined in **Appendix D and F** and summarised in **Appendix H**
- d) the update on the Special Expenses outturn at paragraph 4.7 and in **Appendix C**, and
- e) performance exceptions (detailed in paragraphs 4.25 to 4.28) to judge whether further scrutiny is required.

### **3. Reasons for Recommendation**

- 3.1. To demonstrate good governance in terms of scrutinising the Council's on-going performance and financial position.

### **4. Supporting Information**

#### **Executive Summary**

- 4.1 The Council is required to categorise its income and expenditure as either revenue or capital. The General Fund account deals with the Council's revenue income and expenditure, where spend is incurred on day-to-day expenditure or on items used within the year. Capital income and expenditure is included in the Capital Programme. The Financial Outturn, for both Revenue and Capital, is presented below.
- 4.2 There is a net revenue efficiency of £2.682m for 2025/26. Significant variances are highlighted in **Table 1**, arising mainly from additional investment income and unrequired contingency, significant underspends in Neighbourhoods and Development and Economic Growth. Notably within refuse collection resulting from housing development progressing slower than expected; further refining of Streetwise budgets following in-sourcing; Rushcliffe Oaks Crematorium additional income and budget efficiencies as it continues to provide an excellent service; and additional grant income. Efficiencies are offset by a reduction in planning income due to reduction in demand and increased cost of planning appeals. The overall budget net efficiency position represents a variance of 18.30% against budgeted net service expenditure. Appendix A sets out proposals to carry budget forward into 2026/27 and to earmark funding for additional cost pressures and financial challenges, primarily to support LGR and Simpler Recycling as previously reported.
- 4.3 There is a capital budget efficiency position of £4.011m. Significant variances are highlighted in **Table 2**, the majority of which (£3.145) are requested to be carried forward into 2026/27 (1.2m Support for Registered Housing Providers, £0.279m Crematorium PV works, £0.237m Highways Verge Improvements, £0.240 Edwalton Golf Course Enhancements, £0.2m Toothill Sports Complex Improvements) with a further £0.959 in project efficiencies (0.458m Land for

Carbon Offsetting, £0.107m Bingham Leisure and Enterprise Centre, £0.194m recycling bins rollout).

- 4.4 The Council has continued to identify service efficiencies during the year to balance the additional pressures and has overachieved against the Transformation and Efficiency Plan (TEP) target of £0.824m (para 4.15) by £0.177m.
- 4.5 Additional grant income of £0.792m has been received during the year £0.251m relates to securing planning grants which will be carried forward and spent in 2026/27.
- 4.6 The economic environment continues to be challenging, which impacts both residents and businesses and ultimately creates risks with regards to the Council's budget. The favourable outturn position shows a positive outcome due to planned efficiencies, additional income and good budget management.
- 4.7 The Quarter 3 report presented to Cabinet on 10 March 2026, reported projected revenue efficiencies of £1.304m and approved reserve appropriations to this value which are included in the final carry forwards in **Appendix A**.

## Revenue

- 4.8 Table 1 below summarises the main variances with a full summary of all significant variances over £25k at **Appendix B**.

*Table 1 – Significant revenue variances*

Directorate	In year cost/(efficiency) £000	Reason
Chief Executive	92	£64k LGR consultancy, £29k additional resources to cover sickness
Development & Economic Growth	143	Reduction in planning income £260k plus cost of appeals £128k (covered by reserves), £85k reduction in capitalisation of salaries due to slippage of schemes, £73k shortfall in rent due to vacancy at Bridgford Hall and The Point. Offset by efficiencies at the Crematorium £231k, mainly due to extra income £100k and electricity £41k, £92k for Development Plans work is requested to be carried forward.
Finance & Corporate	(812)	£671k additional interest income, £340k unrequired contingency, £74k insurance premiums lower than budget. Efficiencies offset by bad debt provision £171k and £123k LGR spend (funded by additional other grant income).
Neighbourhoods	(1,292)	Efficiencies - £191k glass credits not budgeted due to uncertainty, additional £51k due to increased per tonne income from glass recycling, £210k salaries for Fairham Pastures refuse collection not required in year, £73k Edwalton Golf Course improved performance, £67k additional pitch income, £324k Streetwise savings mainly due to staff turnover and settling of budgets following insourcing, £165k electricity at Toothill, due to renegotiation of split (backdated).
MRP	(7)	
Other Grant Income	(792)	Asylum Dispersal £38k, Land Registry £78k, Simpler Recycling £90k, Internal Drainage Board £32k, Clean Air Grant £25k and New Burdens grants £107k, £123k LGR grant, £108k Local Plan Implementation, £92k Development Management Funding, £18k Redmond Review Audit Grant, £36k Household Support Fund
Collection Fund	(14)	
<b>Projected (under)/over spend</b>	<b>(2,682)</b>	

## Special Expenses

- 4.9 Appendix E shows the Outturn position on the **Special Expenses** budget. The year end position is a budget surplus of £6.4k. Underspends for Keyworth and Cotgrave Cemeteries account for £3k of this due to efficiencies on responsive works. The remaining £3.4k relates to the West Bridgford special expense. This mainly arises from an overspend on Community Halls of £14.5k relating to income shortfall at Gamston which has failed to return to pre-covid usage and responsive works required at Lutterell Hall. These overspends are offset by efficiencies on West Bridgford Town Centre events £6k and additional Football and Tennis income £17k. The Council has previously reported on the notional deficit for West Bridgford. As at 31 March 2026 this deficit is £0.089m comprising of an opening deficit of £0.184m adjusted for the in-year surplus of £3.4k, in year repayment from revenue £16k, transfer of capital surplus £65k and lower actual annuity charge £11k. The budgets are set using estimates and the timing of expenditure can result in variances against the budget.

## **Capital**

- 4.10 The opening capital budget was £8.344m this has been revised to a year-end provision of £14.873m an increase of £6.529m, mainly due to carry forwards from 2024/25 £4.309m, acceleration of schemes from 2026/27 (most notably Registered Housing Providers £1.2m), with other adjustments arising from new externally funded schemes including UKSPF and REPF £0.481m. Budget adjustments since quarter 3 can be seen in **Appendix E**. Actual expenditure in relation to the revised budget totalled £10.862m (73% of the revised budget) a variance of £4.011m.
- 4.11 Table 2 below summarises the main variances, with a full summary of all significant variances at **Appendix D and F**. **Appendix H** categorises all variances, including carry forward request of £3.145m for schemes that have been rephased from 2025/26 and the Council has committed to delivering in 2026/27, efficiencies of £0.959m, overspends of £56k and acceleration of £37k.

Table 2 – Significant capital variances

Directorate	In year cost/(efficiency) £000	Reason
Development & Economic Growth	(898)	Underspends; £279k underspend at Crematorium this is committed and mainly due to delay in PV works and will be carried forward to 26/27. £237k Highways Verge Improvements, decision yet to be made on works, balance required to be carried forward to 26/27. £68k carry forward on The Point to meet interior alterations. £46k Cotgrave Business Hub and £70k RBC tourism signage budgets are released as efficiencies with works no longer required.
Neighbourhoods	(2,978)	Underspends; £1.197m Support for Registered Housing Providers to be carried forward for 21 units at Cotgrave, £458k Land for Carbon Offsetting this is shown as a saving with no further expenditure planned, Edwalton Golf Course Enhancements flood works have been completed, £240k balance to be carried forward for building enhancement works not yet completed, £200k Toothill Sports Complex improvement works delayed by lighting negotiations, budget will be carried forward to complete in 26/27. £215k relates to unspent balance on Bingham Leisure Hub £107k of this is released as an efficiency; £100k to be carried forward to support capital contingency; and £8k remainder carried forward for specific works, £120k Edwalton Community Facility works have commenced but will be completed in 26/27, £185k DFGs although fully committed there are timing delays in completion of works balance will be carried forward for completion, £194k underspend on recycling bins (Simpler Recycling) due to good procurement is released as an efficiency.
Finance & Corporate Services	(110)	Underspends; Financial Management System £50k, project has been delayed and underspend is required to be carried forward to complete implementation. £52k Digital Strategy will be carried forward to undertake essential works in 26/27.
Contingency	(25)	Original budget £150k topped up by £286k carry forward from 24/25 to give total budget of £436k. Allocated to: ICT replacement Programme £16k, AV Replacement Programme £30k, Manvers £100k; Water Course Enhancements £100k EGC Enhancements £90k; Netcall AI Assist (Customer Services) £18k, Keyworth Leisure Centre roof works £52k. £25k remaining budget will be carried forward.
	<b>(4,011)</b>	

### **UKSPF/REPF**

- 4.12 The UK Shared Prosperity Fund (UKSPF) and Rural England Prosperity Funds (REPF) are provided by Government to improve opportunity and prosperity in local places through investment, training and cultural opportunities. RBC received a fourth and final year allocation of £1.2m in 2025/26, this funding has been utilised to; provide 51 grants to support local business and community groups, undertake capital works on play areas, open spaces and community buildings and to host local events including Lunar New Year and Film and Food Festival. The timeline for spending this funding was extended to September 2026, as at 31 March 2026 there is £0.234m remaining and this is committed to be spent in 2026/27 on schemes including The Hook playpark improvements and active travel plans for town centres.

## **Pressures Update**

### *Treasury Investments*

- 4.13 We continue to report on the reduced capital value in the Council's Multi Asset or Pooled Funds, as at 31 March 2026 this was £14.3m a reduction of £0.749m against the original investment. There is a statutory override (extended to 2028/29) which prevents this being charged to the general fund, however, to be prudent, the Council holds a reserve totalling £1.31m to mitigate the future potential impact. Whilst the capital value is currently below purchase price, these are long term investments made as part of the overall Capital and Investment Strategy and delivered a significant proportion of the overall interest in 2025/26 at £0.670m. All investments are closely monitored by the Governance Scrutiny Group.

### *Inflation*

- 4.14 In recent years the Council has seen a rise in cost base due to unprecedented high levels of inflation (11.2% in October 2022), although reductions were encouraging and a return to target levels of 2% were indicated, the war in the Middle East has caused further volatility with predictions suggesting a rise to 5% during 2026/27. Fuel and utilities are particularly affected, and this has a knock-on effect to other costs. Budgets for 2026/27 assumed 3% inflation which may be insufficient and result in further budget pressure. Fuel costs have increased significantly. As most of the Council's fleet has now been converted to HVO, which has also been affected, this could result in an additional budget requirement of £12k per month. Inflation may also impact the pending pay award for 2026/27 which has been budgeted at 3%. The impact on budgets and associated contracts will be kept under close review. It is recommended that £0.446m from 2025/26 underspends be appropriated to reserves to help mitigate these pressures. There is a correlation with interest rates which remain higher than anticipated as they are a key lever in government macroeconomic policy to control inflation.

### *Local Government Reorganisation*

- 4.15 New unitary Councils are expected to be operational from 1 April 2028. The Council is currently awaiting a decision on the preferred option, which is expected in July. The financial implications of implementation, together with the impact on staff attraction and retention during the transition period, remain largely unknown but are expected to be significant. A reserve was created in 2024/25 to support this change, with £0.661m allocated from underspends. Costs incurred to end March 2026 total £0.220m of which £0.123m of this is funded by Government grant. A further £0.635m from 25/26 underspends has already been approved to top up this provision, resulting in a revised balance of £1.199m.

### *Simpler Recycling*

- 4.16 Since the announcement of Simpler Recycling, the Council has been reporting the financial pressures arising from implementing new duties. New burdens

funding allocated by Government is expected to be insufficient to cover the costs of implementing the scheme and the 2026/27 budget report showed a £1.171m shortfall in funding across the MTFS period. This could worsen if funding from Extended Producer Responsibility (EPR) grant drops below anticipated levels. It has recently been confirmed that budgeted annual income of £0.2m for recycling credits will not continue, resulting in an additional £1m budget pressure over the 5-years. Replenishment of the Simpler Recycling reserve of £0.290m have been approved from 2025/26 underspends during the year, it is proposed that a further £0.5m is added to the reserve to mitigate the known financial risks arising from new service delivery as a result of government policy.

### *Transformation and Efficiency Plan*

- 4.17 The Council's Transformation and Efficiency Plan (TEP) is designed to meet emerging financial challenges. In 2025/26 the efficiencies target was £0.824m, with the three most significant components being income from Leisure Strategy contract renegotiations (£0.385m), increased Garden Waste charges (£0.132m), increased car parking charges (£0.110m), each of these have been met and exceeded. Total TEP efficiencies achieved for 2025/26 was (£1.0m), which overall was £0.177m above target, this mainly relates to improved performance at Rushcliffe Oaks Crematorium (£58k) and Edwalton Golf Course (£89k).

### **Reserves**

- 4.18 There are a number of movements in revenue reserves largely agreed as part of the budget setting process and budget monitoring reported during 2025/26. A net transfer to earmarked reserves of £4.374m comprises: £10.276m transferred to reserves from revenue less £5.902m transferred from reserves (£2.136m revenue and £3.766m Capital) The overall net movement on revenue reserves are detailed at **Appendix G**. The key points to note are:

#### Specific Reserves

- 4.19 Commentary on earmarked reserves:
- The NHB Reserve balance of £8.383m funds internal borrowing for capital projects (MRP Minimum Revenue Provision). Although this funding has now ceased, the reserve is sufficient to cover these payments for the remainder of the MTFS period
  - The Organisation Stabilisation Reserve balance of £8.121m will partly be used to fund the carry forward requests of £0.482m and the transfers to reserves of £0.608m (Appendix A). The balance provides for current and arising pressures such as inflationary volatility and could be used to support other reserves if required such as LGR and Simpler Recycling for which costs are still subject to change
  - The LGR reserve balance of £1.199m is set aside to support LGR implementation and will fund transitional costs, including training and

additional staff. This reserve and the Simpler Recycling Reserve have been commented on in paragraphs 4.15 and 4.16 above.

- 4.20 Overall whilst the level of Earmarked Reserves is a healthy £28.664m (24/25 was £24.289m) The ongoing pressure and risks (Section 5) and the unknown costs associated with LGR could quickly deplete these. General Fund balance of £2.604m accords with the Council's approved MTFS.
- 4.21 The Council's robust financial position enables it to fund service demand or cost pressures not identified in the budget. Some of these have already been mentioned above (e.g. LGR, Simpler Recycling and inflation). Requests for the use of reserves in 2026/27 (from 2025/26 efficiencies) to support continuing cost pressures and delivery of the Council's priorities are shown in **Appendix A**.

### **Conclusion**

- 4.22 The favourable variance is the result of planned efficiencies, additional income mainly from higher than expected interest rates and additional grants and good budget management. Streetwise insourcing and the success of Rushcliffe Oaks Crematorium have made significant contributions to this. These efficiencies will support pressures as discussed in paragraphs 4.11-4.15.
- 4.23 Despite the financial challenges experienced, prudent budgeting has negated the need to draw on reserves or to externally borrow. Inflation is an ongoing risk to both Council expenditure and to income receipts as pressures remain on household disposable income. The impact of LGR, local government funding reforms and other government policy initiatives such as Simpler Recycling continue to present ongoing challenges to the MTFS.
- 4.24 LGR will become the Council's main focus of transformation, as we head towards vesting day it is expected that this will require significant resources and reduce the opportunities for any additional major transformation schemes.
- 4.25 Whilst the Council currently has a relatively healthy reserves balance, this is a finite resource, and reserves will diminish over time. With the aforementioned challenges there remains the need to maintain healthy reserve balances. Reserves are necessary to insulate the Council against significant financial risks and enable the Council to deliver its corporate priorities, to improve services and invest and grow the Borough.
- 4.26 The year-end Financial Statements are subject to audit by Forvis Mazars and are anticipated to be considered by the Governance Scrutiny Group in September 2026.

### **Performance Monitoring – Corporate Strategy 2024-27**

- 4.27 The Corporate Strategy 2024-27 was approved at Council on 7 December 2023. The four themes contained within the 2019-2023 Strategy have been retained and The Environment will continue to be a major priority both in the medium and longer term. Performance is monitored by theme to better show

how corporate tasks and performance indicators for each of the four corporate priorities are progressing. The full corporate scorecard is in **Appendix I**.

- 4.28 Overall, there are seven performance measures that have not met target this year. Waste management performance has been lower than historic levels for a little while whilst waiting for the Environment Act changes to be implemented. Residents have started to see these changes with the rollout of glass collection from the kerbside as part of the Simpler Recycling arrangements and will be further improved once food waste is collected in 2027.
- 4.29 Full explanations for all exceptions can be found in **Appendix I**.
- 4.30 The Corporate Strategy 2024-27 pushes forward actions to improve the environment in Rushcliffe, with major investment made in large projects like Bingham Arena and Rushcliffe Oaks Crematorium. The Council has an ambitious target to achieve net-zero carbon emissions in its own operations by 2030 and much of the planned activity in the next four years will be focussed on this aim.

## **The Environment**

There are two strategic tasks progress comments are shown in the Annual Strategic Task Report.

- **Deliver the Climate Change Strategy 2021-2030** – currently 50% progress
- **Implement the Environment Act commitments** – showing as 46%.

### Key Achievements

## **Deliver the Climate Change Strategy 2021-2030**

### **1. Council: Decarbonising Operations**

**Fleet Transition:** The use of HVO fuel continues to be rolled out across the fleet. In addition, a further four new electric vehicles have been added into the Council's operational fleet, reducing annual emissions by approx. 12 tonnes CO<sub>2</sub>e. The Council continue to monitor costs of both HVO and diesel in light of the current situation in the Persian Gulf region.

**Energy Efficiency Upgrades:** Cotgrave Leisure Centre, Sir Julien Cahn and Gamston Community Hall have all benefited from a variety of energy efficiency improvements including PV, air source heat pumps and smart controls across achieving carbon neutral energy use when on a REGO tariff. Further rollout of retrofitting LED lighting in other Council buildings.

**Carbon Literacy Training:** Delivered training to over 80 staff members, embedding climate awareness into daily operations and decision-making.

**Green Procurement Policy:** Rolled out updated corporate procurement guidelines prioritising low-carbon suppliers and materials.

## 2. **Community: Supporting Residents and Businesses**

**Business Climate Network:** Launched a local business forum to share best practices on sustainability, with 35 SMEs participating in the first year.

**Community Climate Grants:** Funded 12 grassroots projects including repair cafés, community gardens, and energy advice workshops.

**Public Engagement:** Ran a successful “Climate Conversations” campaign, reaching over 5,000 residents through events, surveys, and social media.

## 3. **Conservation: Enhancing Natural Assets**

**Tree Planting Programme:** Planted 3,000 native trees across parks and green corridors, contributing to biodiversity and carbon sequestration. The community tree planting scheme for parish and town council’s was expanded for Winter 2025. Planting of 16,541 trees and shrubs at Rushcliffe Wood, Upper Broughton and 25,210 trees and shrubs at Wolds Wood, Kinoulton, commenced in early 2026.

**Biodiversity Action Plan Delivery:** Restored 5 hectares of wildflower meadows and improved 2 local nature reserves with new habitats and signage.

**Land Acquisition:** During 2025 land was purchase, this was approximately 50 acres of land at Upper Broughton to form Rushcliffe Wood and a further approximate 50 acres at Kinoulton to form Wolds Wood. This will be used to offset the residual carbon generated from Council Operations.

**Citizen Science Initiatives:** Engaged over 200 volunteers in wildlife monitoring and habitat surveys, strengthening local data and stewardship.

### **Implement the Environment Act commitments**

The main focus this quarter has been the further embedding of the Biodiversity Net Gain (BNG) process with Planning and Growth with staff continuing to update the guidance and undertaking assessment of planning application with BNG obligations. By 31 December 2025 four Biodiversity Net Gain reports submitted under planning permissions have been approved.

Further work has included consultation with county wide BNG group and supporting the development and implementation of the county **Local Nature Recovery Strategy**, which published by the county council in November 2025.

The Environment Act has a target to contribute to an increase in tree canopy and woodland cover in England to 17.5% by 2050. The purchase of land for additional tree planting for Carbon offsetting will contribute to this objective. Work has continued to allow the purchase of land to create

Rushcliffe Woods and Wolds Wood for carbon offsetting towards Council carbon neutral target of 2030.

**Biodiversity Duty:** The Environment Act requires the local authority to produce a report every 5 years on the actions taken by the council, the first report was published on the council's website in March 2026. A workshop for service area leads will be held in May 2026 to review potential biodiversity impacts from council services and potential action to address these issues.

**Environmental Health:** The Council undertook a public consultation exercise in 2024 with a proposal to revoke the existing Smoke Control Orders and replacing these with a single Smoke Control Order, covering the whole of the Borough. It was agreed to delay any decision to implement such an order for a period of 2 years (2026). In the meantime work has continued over the quarter to educate and advise the public on the use of wood fired burners.










**Waste and Resources:** There is a national target to reduce residual waste (excluding major mineral wastes) per capita by 50% by 2042. A key task is the implementation of the national Simpler Recycling scheme which is well underway with the delivery of glass recycling bins to households across the borough completed and a new kerbside glass collection service started in December 2025. A countywide communication package to promote and educate the public on the wider range of dry recycling that are now allowed in the blue wheeled bin was widely communicated with the distribution of over 50,000 new recycling stickers to residents. The changes came into effect on 31 March 2026 and include from 1 April 2026 including clean food trays and tetra packs to help further increase recycling rates and reduce contamination levels.

Work is now ongoing to deliver a new weekly food waste collection service by October 2027 as well as looking into a new service to collect soft plastics from households.

There are six performance indicators in this theme and two of them have not met their target:

- **Percentage of household waste sent for reuse, recycling and composting** – Nationally recycling and composting rates are dropping and our year-end target of 48% has been reduced from a previous figure of 50%. However, the first quarter of 2025/26 saw a significant drop in green waste collected of over 1000 tonnes due to the dry weather and this was reflected in overall year end garden waste tonnage being down compared to 2024/25. This has a significant effect on our overall year end recycling and composting rate with performance lower than the new revised target. The new Simpler Recycling legislation which includes kerbside glass collected from December 2025, changes to the blue bin input specification (March 2026) and food waste collections in October 2027 will see recycling performance rise to around 60%.

- **Cumulative number of fly tipping cases (against cumulative monthly comparison for last year)** – the increase is considered to be largely due to a change in the way fly tips are reported by WISE rather than an increase in fly tipping.

ENVIRONMENT									
Strategic Tasks					Performance Indicators				
 0	 2	 0	 0	 1	 2	 2	 1	 0	
No exceptions					Two exceptions: <ul style="list-style-type: none"> <li>• Percentage of household waste sent for reuse, recycling and composting</li> <li>• Cumulative number of fly tipping cases (against cumulative monthly comparison for last year)</li> </ul>				

### Quality of Life

Rushcliffe is renowned for providing excellent community facilities for residents and has continued to do so by delivering the Rushcliffe Leisure Strategy 2021-2027. The other task in this theme is Being an active partner in the delivery of the East Midlands Devolution Deal, which is expected to bring extra funding to the whole Derbyshire / Nottinghamshire area. By maximising involvement in the future of the combined authority, Rushcliffe can benefit from the future prosperity that this new Mayoral area provides.

### Performance Highlights

The performance of indicators in Strategic Housing once more demonstrates significant positive outcomes, highlighting the effectiveness of our current strategies despite challenging market conditions and ongoing issues with stalled Section 106 sites. The reduction in the number of households in temporary accommodation and shorter lengths of stay indicate successful efforts to prevent homelessness and provide more stable housing solutions. Additionally, the high percentage of applicants rehoused in shorter timeframes (8 weeks against a target of 11 weeks) reflects effective prioritisation of urgent cases and robust case management. Overall, these achievements illustrate the resilience of our processes and policies in navigating current market pressures and planning constraints.










### LINS51 Number of leisure centre users – public

Overall usage has been very good, although the total usage has been impacted by refurbishments at Cotgrave and Keyworth Leisure Centres. The leisure industry in general continues its recovery following Covid-19 with usage nearly returning to pre-covid levels.

- **Be an active partner in the delivery of the East Midlands Devolution Deal** – this task has been completed and incorporated into business as usual.
- **Deliver Rushcliffe’s Leisure Strategy 2021-2027** – this task is now complete. Cotgrave and Keyworth leisure centre developments are now complete and a project team has been created to support the end of the East Leake PFI in 2027 which will see the inclusion of the leisure facility in the Council’s leisure contract. The Council has also developed an opportunity to lease West Park cricket facility to Nottinghamshire County Cricket Club which will see the facility become a hub for community cricket, while also providing high-quality facilities for the club’s expanded player pathway, which gives boys and girls the opportunity to progress towards a professional career. In line with the local football facilities plan strategy a number of joint visits have taken place to sites that have been identified and participation information shared. Green flags achieved at Rushcliffe Country Park, the Hook and Sharphill Woods. The new walking and cycling bridge over the river Trent is in place and will shortly open to members of the public. Work has begun on the Council’s new community venue in Sharphill near Edwalton, which will provide an exciting new space for residents, groups and businesses to enjoy. This new facility is due to be opened in the Spring of 2026.

There are 11 quality of life performance indicators, only one is an exception:

- **Cumulative number of successful homelessness prevention outcomes** – four successful homelessness preventions outcomes for March. This takes the overall total for the year to 58. Lower figures are primarily due to fewer registered provider properties being advertised on Homesearch and a higher number of applicants. Homeless cases are therefore being rehoused later in the process.

QUALITY OF LIFE									
Strategic Tasks				Performance Indicators					
 2	 0	 0	 0	 8	 0	 1	 1	 1	
No exceptions				One exception: <ul style="list-style-type: none"> <li>• Cumulative number of successful homelessness prevention outcomes</li> </ul>					

### Sustainable Growth

There are five strategic tasks, progress comments are shown in the Annual Strategic Task Report.

- **Provide community leadership in the redevelopment of the Ratcliffe on Soar site, during and post decommissioning of the power station – 50% progress**
- **Implement Levelling-up and Regeneration Bill commitments – 10% progress.** The Levelling-up and Regeneration Act came into effect in 2023, however whilst the Act is now law, it requires secondary legislation and further guidance to be fully implemented. Key secondary legislation still not in place include new Infrastructure Levy and National Development Management Policies. Hence, the percentage progress of this task is still relatively low
- **Adopt a Greater Nottingham Strategic Plan – currently 75% progress.** The plan was submitted in December 2025, and three inspectors have been appointed. Examination hearings are due in June / July 2026 with adoption in December 2026
- **Support the delivery of the new employment sites and new homes, including meeting affordable housing targets, at key sites including Fairham, Gamston, RAF Newton and Bingham – currently 50% progress.** With the exception of the Gamston site, where two applications are currently pending consideration and a third is expected later this year, the strategic sites now have the benefit of planning permission, and are delivering much need housing in the Borough to meet local and national targets
- **Develop and deliver an Economic Growth Strategy for the Borough –** the strategy has been adopted and the task is complete. We remain an active partner with both senior officers and Councillors engaging with East Midlands Combined County Authority officers.










#### Performance Highlights

##### LINS24 Number of affordable homes delivered

Ten sites delivered affordable housing in quarter 4. They delivered 67 affordable housing units of the following tenures: 40 units for Affordable Rent, 8 units for Social Rent, 3 First Homes, and 16 Shared Ownership / Homebuy.

Of the sites that have started to deliver affordable housing, approximately 366 affordable housing units remain to be delivered, of which around 268 are under construction.

There are 11 sustainable growth performance indicators, there are no exceptions.

SUSTAINABLE GROWTH								
Strategic Tasks				Performance Indicators				
 1	 4	 0	 0	 6	 1	 0	 0	 4
No exceptions				No exceptions				

## Efficient Services

- 4.31 The Council strives to deliver services in the most efficient way. New ways of working and cost efficiencies where possible will be sought during the four years of this Strategy.

There are two strategic tasks, progress comments are shown in the Annual Strategic Task Report.

- **Deliver good value for money in Council operations for residents** – current progress is 66% (100% for 2025/26) and is being monitored through the year with the Medium-Term Financial Strategy (MTFS)
- **Be an active partner in the delivery of the Local Government Reorganisation for the Nottinghamshire region** – progress is 100%. This is complete.

### Performance Highlights

#### LIDEG61 Income from all activities at Rushcliffe Oaks

Income has increased from £664,832 in 2024/25 to £842,223 this year and is over £120,00 above target. This is primarily a result of increased cremations, up from 617 to 770 and is testament to the excellent service provided.

LIFS15 Value of savings achieved by the Transformation Strategy against the programme at the start of the financial year.

The three most significant factors for being over target are income from the Leisure Strategy contract renegotiations (£0.385m), Garden Waste Scheme from increased fees (£0.132m), income from car parks due to increased fees (£0.110m).

#### LINS49 Number of empty homes brought back into use










The number of homes brought back into use this year is more than double 2024/25, 23 compared to 10 homes. This has been aided by the firm commitment to provided resources into achieving the aims of the Empty Homes Strategy 2024 -2029.

- There are 11 performance indicators falling under the Efficient Services priority. Three are exceptions at this stage of the year:
- **Percentage of Councillors completing e-learning mandatory e-learning modules this municipal year** – the percentage of Councillors attending in-person training events this year has fallen below target. The focus of both officers and Councillors has been on increasing the percentage of Councillors completing the mandatory e-learning courses following the adoption of the Councillors' Learning and Development Policy last July. This target has been achieved. A number of in-person training events are planned for this year however, it should be noted that the uncertainty surrounding LGR, a potentially higher number of meetings also due to LGR, and this being the 'expected' final year of the electoral cycle may all naturally decrease the engagement of Councillors in training across the board
- **Number of missed bins** – With the start of kerbside glass collections in December 2025 the Council estimates it emptied around 3.6 million bins in the year including grey, blue, garden waste and glass bins and missed 3684 bins

This equates to 0.1% of bins being missed or a success rate of getting it right first time of 99.9%

Moving forward for 2026/27 and with a full year of glass bin collections the council will empty around 3,912,000 bins and the performance indicator will be amended to show the percentage of bins missed in relation to the overall number of bins emptied

- **Income generated from community buildings** – Whilst income generated from community buildings increased from £100,000 in 2024/25 to £106,050.75 in 2025/26 some planned closures of some buildings for planned refurbishments meant the stretching target of £149,700 was not met. Planned refurbishments of Sir Julien Cahn, The Arena and also Gamston Community Hall meant a reduced level of capacity for part of the year seeing a reduction in income. These buildings are now fully open and available for hire and marketing of all of our community buildings will continue to encourage community use. It should also be noted that Income generated from parks, pitches and open spaces, LINS73B saw overall income of £382,000 which is significantly higher than the £342,000 received in 2024/25.

EFFICIENT SERVICES								
Strategic Tasks				Performance Indicators				
 1	 1	 0	 0	 25	 1	 3	 0	 0
No exceptions				Three exceptions: <ul style="list-style-type: none"> <li>• Percentage of Councillors completing e-learning modules this municipal year</li> <li>• The number of missed bins</li> <li>• Income generated from community buildings</li> </ul>				

## 5. Risks and Uncertainties

- 5.1. Failure to comply with Financial Regulations in terms of reporting on both revenue and capital budgets could result in criticism from stakeholders, including both Councillors and the Council's external auditors.
- 5.2. The transfer of the net surplus to reserves will strengthen the Councils ability to respond to unexpected pressures including LGR and Simpler Recycling (as discussed in this report) and carry forward of budget efficiencies will assist the Council to meet its priorities to support and grow the Borough.
- 5.3. The first multi-year settlement in a decade was announced for 2026/27 for three years. However, the two later years are subject to change. Business rates reset and fairer funding reforms have resulted in a reduction in income for the Council and transition funding is only short term. In addition LGR restricts the ability of the council to make significant transformation compounding pressure on the budget.. The Council has prepared a 5-year MTFS demonstrating financial stability without the need to borrow, however this position can quickly change and needs to be closely monitored.
- 5.4. There is an ongoing risk from inflation on both income and expenditure, including pay. Inflation has remained above 3% for most of 2025/26, with the war in the Middle East causing further increases. Predictions suggest this could reach 5% during 26/27 with fuel and utilities are specifically affected and this can have a knock-on effect to other costs, especially those affecting the capital programme. The resultant slowing of the economy could affect income from fees and charges and further contribute to cost-of-living pressures, potentially affecting collection rates for Council Tax and Business Rates income which are the main sources of funding for the Council.
- 5.5. Staff turnover and recruitment continue to be challenging in the sector and this is increasing due to the pressures and uncertainty around LGR. Costs of recruitment and agency costs increase the pressure on the pay budgets and the ability to deliver high quality services.

5.6. The Council must be adequately protected against such risks, necessitating a sufficient level of reserves. Additionally, the Council should have the flexibility to utilise reserves for projects with potential benefits or when there is a shift in strategic direction. Specific reserves are held for the above risks see **Appendix G**. The Council remains committed to maintaining financial resilience during these challenging times.

## **6. Implications**

### **6.1. Financial Implications**

Financial implications are covered in the body of the report.

### **6.2. Legal Implications**

There are no direct legal implications arising from this report. It supports the delivery of a balanced budget.

### **6.3. Equalities Implications**

There are no direct equalities implications arising from this report.

### **6.4. Section 17 of the Crime and Disorder Act 1998 Implications**

There are no direct Section 17 implications arising from this report.

### **6.5. Biodiversity Net Gain**

There are no direct Biodiversity Net Gain implications arising from this report.

### **6.6. Local Government Reorganisation**

There are no Local Government Reorganisation implications associated with this report.

## **7. Link to Corporate Priorities**

The Environment	Successful management of the Council's resources can help the Council deliver on its goals as stated in the Corporate Strategy and monitored through this quarterly report
Quality of Life	
Efficient Services	
Sustainable Growth	

## 8. Recommendations

It is RECOMMENDED that the Corporate Overview Group scrutinises:

- a) the 2025/26 revenue position and efficiencies identified in **Table 1 and Appendix A and B**
- b) the changes to the earmarked reserves as set out at **Appendix G** along with the carry forwards and appropriations to reserves in **Appendix A**
- c) the re-profiled position on capital and approves the capital carry forwards outlined in **Appendix D and F** and summarised in **Appendix H**
- d) the update on the Special Expenses outturn at paragraph 4.7 and in **Appendix C**, and
- e) performance exceptions (detailed in paragraphs 4.25 to 4.28) to judge whether further scrutiny is required.

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<b>Background papers available for Inspection:</b>	Council 6 March 2025 – 2025/26 Budget and Financial Strategy Cabinet 9 September 2025 – Revenue and Capital Budget Monitoring Q1 Cabinet 9 December 2025 – Revenue and Capital Budget Monitoring Q2 Cabinet 10 March 2026 – Revenue and Capital Budget Monitoring Q3
<b>List of appendices:</b>	<b>Appendix A</b> – Revenue Outturn Position <b>Appendix B</b> – Revenue Variance Explanations <b>Appendix C</b> – Special Expenses <b>Appendix D</b> – Capital Programme Summary <b>Appendix E</b> - Changes to Capital Budget <b>Appendix F</b> – Capital Variance Explanations <b>Appendix G</b> – Movement in Reserves <b>Appendix H</b> – Summary Capital carry forwards <b>Appendix I</b> – Strategic Performance Scorecard

## Revenue Outturn Position 2025/26

2025/26	Original Budget £000	Revised Budget £000	Outturn £000	Variance over/(under) £000
Chief Executive	1,613	1,611	1,703	92
Development & Economic Growth	467	531	674	143
Finance & Corporate	4,892	5,155	4,343	(812)
Neighbourhoods	7,939	7,361	6,069	(1,292)
<b>Sub Total</b>	<b>14,911</b>	<b>14,658</b>	<b>12,789</b>	<b>(1,869)</b>
Capital Accounting Reversals	(1,895)	(1,895)	(1,895)	0
Minimum Revenue Provision	1,174	1,666	1,659	(7)
<b>Total Net Service Expenditure</b>	<b>14,190</b>	<b>14,429</b>	<b>12,553</b>	<b>(1,876)</b>
Grant Income (Including New Homes Bonus)	(3,239)	(3,239)	(4,031)	(792)
Collection Fund	(16,650)	(16,650)	(16,664)	(14)
<b>Total Funding</b>	<b>(19,889)</b>	<b>(19,889)</b>	<b>(20,695)</b>	<b>(806)</b>
<b>Net Transfer to/(from) Reserves</b>	<b>5,699</b>	<b>5,460</b>	<b>8,142</b>	<b>2,682</b>
<b>Carry Forwards</b>				
Grant - Planning - Green Belt Review Funding				70
Grant - Planning - Skills Delivery Funding				10
Grant - Planning - Local Plan Funding				108
Grant - Planning - Digital Improvement Funding				50
Grant - Planning - Development Management Funding				92
Grant - Planning - Greater Nottingham Strategic plan				13
Discretionary Housing (NCC additional funding)				58
IT support & maintenance and cyber security				81
<b>Reserves movements</b>				
Financial Management System Upgrade Q3				140
LGR Q3				635
Simpler Recycling Q3				290
Top up planning appeals reserve Q3				262
Edwalton Golf Course clubhouse enhancements Q3				130
LGR Government funding to LGR reserve				123
Streetwise revenue underspend used to fund capital vehicle replacement				22
Release from LGR to cover spend				(220)
Release from reserves to cover planning appeals				(128)
Simpler Recycling for loss of recycling credits				500
Inflationary pressures				446
<b>Total Committed from underspend</b>				<b>2,682</b>
<b>Net Budget Deficit/(Surplus)</b>				<b>0</b>

## Revenue Variance Explanations (over £25k)

## Adverse variances in excess of £25k

Department	Reason	Projected Outturn Variance £000
Planning & Growth	Reduction in planning income from fees £260k and cost of appeals £128k (covered by release from reserves), legal fees £34k.	422
Financial Services	Bad debt provision £171k, £123k spend on LGR offset by grant in other grant income	294
Revenues & Benefits	Council tax support scheme local discounts (care leavers/annexe) £38k, Housing Benefits not funded £98k	136
Economic Development	Growth posts/maternity cover £107k (this overspend is offset by savings of £37k at the Crematorium related to this backfill and UKSPF admin grant £49k)	107
Property	£85k less capitalisation of salaries due to slippage of capital schemes, shortfall on rents due to Bridgford Hall changover in tenancy £49k and vacancies at the Point £24k	158
Executive Management Team	LGR proposal	64
Business Support Unit	Postage costs increase	57
Depot & Contracts	£50k tyres	50
ICT	Broadband provision extended to cover more sites	30
Legal	Additional resources to cover sickness	29
<b>Total Adverse Variances</b>		<b>1,318</b>

## Favourable variances in excess of £25k

Department	Reason	Projected Outturn Variance £000
Financial Services	£617k additional interest, £74k efficiency on insurance premiums, contingency £339k	(1,030)
Depot & Contracts	£209k salaries due to Fairham pastures refuse collection not required in year, £73k Edwalton Golf Course improved performance, £35k diesel, £40k sale of waste bins not budgeted as ad hoc, £191k Glass Credits not budgeted as income was uncertain, £51k additional income for glass due to increased per tonne prices, £165k Toothill Electric renegotiation backdated.	(764)
Streetwise	Efficiencies; salaries offset by agency total £126k, £28k grant income, £35k vehicle recovery and repairs and £26k on general consumables (budgets still being refined post insourcing)	(324)
Crematorium	Efficiencies across Crematorium (budgets being refined as more usage data available), main areas £37k salaries (offsets maternity backfill in Economic Development), £100k additional income, £41k utilities.	(231)
Revenues & Benefits	Increase in costs recovered £84k, £32k reduction in bad debt provision, £58k additional DHP subsidy from Nottinghamshire County Council, to be carried forward to award in 26/27	(174)
Planning Policy	£108k Development Plans (carry forward) £42k salaries due to part year vacancies and turnover affecting scale points	(150)
Community Development	£27k Biodiversity Net Gain grant, £67k additional income from AGP pitches	(94)
ICT	Cyber security projects, and support & maintenance contracts carry forward to 26/27 required to support ongoing growth	(81)
Economic Development	UKSPF Admin grant	(49)
Communications & Customer Services	Efficiency from Research & Intelligence officer vacant post not recruited in year	(41)
Planning & Growth	Salaries £159k offset by agency costs £123k due to staff turnover and vacancies	(36)
Environmental Health	Taxi licensing £34k income performing better than budget	(34)
Business Support Unit	In year vacancies	(27)
<b>Total Favourable Variances</b>		<b>(3,035)</b>
<b>Other minor variances</b>		<b>(152)</b>
<b>Total Net Service Expenditure Variance</b>		<b>(1,869)</b>

## Special Expenses Outturn 2025/26

2025/26	Original Budget	Actual Outturn	Variance	Reasons
<b>West Bridgford</b>				
Parks & Playing Fields	496,000	484,306	(11,694)	Additional income - £9k football at Alford Road, £8k Tennis at Bridgford Park, £6k saving on maintenance works due to capitalisation of fencing. Offset by additional expenditure £8k insurance claims relating to general open spaces.
West Bridgford Town Centre	117,400	111,118	(6,282)	Savings on events and additional sponsorship income
Community Halls	131,300	145,856	14,556	£8k shortfall in rental income for Gamston, £7k responsive works at Lutterrel Hall
Repayment of Revenue Deficit	16,000	16,000	0	
Annuity Charges	110,400	110,400	0	
Revenue Contribution to Capital Outlay	100,000	100,000	0	
Sinking Fund (The Hook)	20,000	20,000	0	
<b>Total</b>	<b>991,100</b>	<b>987,680</b>	<b>(3,420)</b>	
<b>Keyworth</b>				
Keyworth Cemetery	9,600	8,100	(1,500)	Savings on responsive works
Annuity	500	500	0	
<b>Total</b>	<b>10,100</b>	<b>8,600</b>	<b>(1,500)</b>	
<b>Ruddington</b>				
Ruddington Cemetery	10,400	8,911	(1,489)	Savings on responsive works
<b>Total</b>	<b>10,400</b>	<b>8,911</b>	<b>(1,489)</b>	
<b>Total Special Expenses</b>	<b>1,011,600</b>	<b>1,005,191</b>	<b>(6,409)</b>	

## Capital Programme Summary 2025/26

2025/26	Original Budget £000	Current Budget £000	Actual Outturn	Outturn Variance £000	Reason
Development & Economic Growth	761	2,190	1,292	(898)	Underspends; £279k underspend at Crematorium this is committed and mainly due to delay in PV works and will be carried forward to 26/27. £237k Highways Verge Improvements, decision yet to be made on works, balance required to be carried forward to 26/27. £68k carry forward on The Point to meet interior alterations. £46k Cotgrave Business Hub and £70k RBC tourism signage budgets are released as efficiencies with works no longer required.
Neighbourhoods	7,065	11,834	8,856	(2,978)	Underspends; £1.197m Support for Registered Housing Providers to be carried forward for 21 units at Cotgrave, £458k Land for Carbon Offsetting this is shown as a saving with no further expenditure planned, Edwalton Golf Course Enhancements flood works have been completed, £240k balance to be carried forward for building enhancement works not yet completed, £200k Toothill Sports Complex improvement works delayed by lighting negotiations, budget will be carried forward to complete in 26/27. £215k relates to unspent balance on Bingham Leisure Hub £107k of this is released as an efficiency; £100k to be carried forward to support capital contingency; and £8k remainder carried forward for specific works, £120k Edwalton Community Facility works have commenced but will be completed in 26/27, £185k DFGs although fully committed there are timing delays in completion of works balance will be carried forward for completion, £194k underspend on recycling bins (Simpler Recycling) due to good procurement is released as an efficiency.
Finance & Corporate Services	368	825	715	(110)	Underspends; Financial Management System £50k, project has been delayed and underspend is required to be carried forward to complete implementation. £52k Digital Strategy will be carried forward to undertake essential works in 26/27.
Contingency	150	25	0	(25)	Original budget £150k topped up by £286k carry forward from 24/25 to give total budget of £436k. Allocated to: ICT replacement Programme £16k, AV Replacement Programme £30k, Manvers £100k; Water Course Enhancements £100k EGC Enhancements £90k; Netcall AI Assist (Customer Services) £18k, Keyworth Leisure Centre roof works £52k. £25k remaining budget will be carried forward.
<b>Total Expenditure</b>	<b>8,344</b>	<b>14,874</b>	<b>10,862</b>	<b>(4,011)</b>	
<b>Funded By</b>				<b>0</b>	
Capital Receipts	2,719	4,422	4,277	(145)	
Government Grants	1,650	2,277	2,151	(125)	
Other Grants & Contributions	56	143	115	(28)	
Section 106 / CIL	0	2,048	554	(1,494)	£1.2m to meet Support for RHPs carry forward. Payments to be released in 2026/27.
Use of Reserves	3,919	5,984	3,765	(2,219)	To fund carry forwards.
Borrowing	-	-	-	-	
<b>Total Funding</b>	<b>8,344</b>	<b>14,874</b>	<b>10,862</b>	<b>(4,011)</b>	

### Changes to Capital Budget

Budget Change / Scheme	Adjustments £000	Comment	Funded by	Approval
<b>Budget Approved Quarter 3</b>	<b>14,607</b>			
REPF Grants	2	Revised grant allocation	Govt Grant	Budget Holder/Financial Services Manager.
UKSPF Business Support Grants	(74)	Revised Business Support Grants allocation	Govt Grant	Budget Holder/Financial Services Manager.
Bridgford Park Kiosk	10	Approval to undertake works	Virement	Budget Holder/Financial Services Manager.
DFG Mandatory Grants	66	Additional Govt Grant awarded	Govt Grant	Budget Holder/Financial Services Manager.
The Point	40	Approval to undertake works	Virement	Budget Holder/Financial Services Manager.
Cotgrave Business Hub	(50)	Budget not required, vired to other projects	Virement	Budget Holder/Financial Services Manager.
Cotgrave and Keyworth Leisure Enhancements	57	Revised cost of works	Virement	S151 and Director of Development and Economic Growth
Capital Contingency	(57)	Allocation to Cotgrave and Keyworth Leisure Centres	Virement	S151 and Director of Development and Economic Growth
Rushcliffe Arena Solar Panels	271	Funded through East Midlands Councils Combined Authority and Department for Energy Security and Net Zero	Other Grant	Budget Holder/Financial Services Manager.
<b>Current Budget</b>	<b>14,873</b>			

## Capital Variance Explanations

Name	Opening Budget	Current budget	Actual Outturn	Projected Outturn Variance	Efficiency (E) acceleration (A) overspend	Comment
<b>Development &amp; Economic Growth</b>						
REFP GRANT BUSINESS GRANTS CAP PROJECTS	0	179,000	174,067	(4,933)	C	To meet final grant commitment
UKSPF BUSINESS SUPPORT GRANTS	0	231,500	225,809	(5,691)	C	UKSPF scheme extended to September 2026 the carried forward balance will be awarded during 2026/27.
KEYWORTH CEMETERY 22-23	25,000	25,000	0	(25,000)	C	Awaiting local diocese approval for works to retaining wall, works expected to commence 2026/27.
MANVERS BP ENHANCEMENTS	200,000	360,000	324,798	(35,202)	C	Works were completed May 2026, carry forward required for final payment.
STREETWISE DEPOT	100,000	176,000	141,789	(34,211)	C	Vehicle wash, improvements to warehouse completed. Carry forward required to complete fire safety measures and air conditioning works.
BRIDGFORD PARK KIOSK	25,000	35,000	33,714	(1,286)	E	Project complete.
COLLIERS BP CP SURFACE/DRAINAGE	16,000	0	0	0		Budget moved to Manvers BP.
HIGHWAYS VERGE IMPROVEMENTS	200,000	237,000	0	(237,000)	C	£10k preliminary design work awarded for 2 schemes in Cotgrave and 2 schemes in Cropwell Bishop, delays from Via have prevented works commencing. Budget to be carried forward to meet commitments.
WATERCOURSE IMPROVEMENTS	0	330,000	314,439	(15,561)	C	Works at Compton Acres have been completed, additional works have been identified downstream, remaining budget to be carried forward to fulfil these works.
THE POINT	25,000	80,000	11,723	(68,277)	C	Works to roller shutters complete. Structural work resulting from water in the basement to be undertaken. Balance will need to be carried forward for doors and interior alterations to split Units A and B following the vacancy created by a long term tenant.
BINGHAM MARKET PLACE IMPROVEMENTS	0	6,000	0	(6,000)	E	No commitments at this stage, budget released as an efficiency.
EXTERNAL DOOR & WINDOW UPGRADES VARIOUS SITES	0	46,000	6,801	(39,199)	C	Works are continuing budget required to be carried forward.
WALKERS YD 1a/b and 3	30,000	0	0	0		Not cost effective to do anything energy efficiency wise at present. Budget moved to support requirement for Watercourse improvements.
COTGRAVE BUSINESS HUB	70,000	76,000	0	(76,000)	C/E	Balance to be carried forward for external canopy lighting and power bollards works required in 2026/27.
RBC TOURISM/SIGNAGE	70,000	70,000	0	(70,000)	E	Expenditure incurred was below deminimis for capital and has been transferred to revenue. No further works required.
RUSHCLIFFE OAKS CREMATORIUM	0	338,000	58,834	(279,166)	C	Carry forward required for water feature, external landscaping schemes, air conditioning and potential installation of enhanced PV provision.
<b>Development &amp; Economic Growth Total</b>	<b>761,000</b>	<b>2,189,500</b>	<b>1,291,974</b>	<b>(897,526)</b>		

Name	Opening Budget	Current budget	Actual Outturn	Projected Outturn Variance		Comment
<b>Neighbourhoods</b>						
GRESHAM SPORTS PARK REDEVELOPMENT	0	62,000	52,296	(9,704)	C	Balance to be carried forward balance to bolster 26/27 project for Gresham Legionella and decarbonisation works.
LAND ACQUISITION CARBON OFFSETTING	0	1,500,000	1,042,184	(457,816)	E	Land acquisition including professional fees and charges: complete: £535k Upper Broughton (Rushcliffe Wood) and land off A46 (Wolds' Wood) £506k. No further acquisition is required at present.
WARM HOMES GRANT	750,000	142,000	136,306	(5,694)	E	Fully funded by Government Grant, works complete and remaining grant to be returned.
SUPPORT FOR REGISTERED HOUSING PROVIDERS	0	1,236,000	39,270	(1,196,730)	C	£1.2m was accelerated for 21 units of affordable housing, this has not yet completed and balance is to be returned to 2026/27.
BINGHAM LEISURE HUB	0	250,000	35,474	(214,526)	E/C	£108k to be carried forward: £100k to Capital Contingency to support future LC requirements and £8k for Building Management System upgrade. £107k can be released as an efficiency.
GAMSTON COMMUNITY CENTRE ENHANCEMENTS	0	116,000	131,732	15,732	O	Air source heat pump change. Works complete, additional costs incurred due to time extension. The overspend will need to be met from Special Expenses.
WEST PARK ENHANCEMENTS	425,000	661,000	667,997	6,997	O	Works complete, the overspend arises from increased cost of roller shutters.
WB - CAR PARK RESURFACING	18,000	38,000	24,407	(13,593)	C	£13k balance to be spent at Bridgford Park.
DISABLED FACILITIES GRANT	1,040,000	1,203,000	1,017,766	(185,234)	C	Grants fully committed but works not all fully complete. Unspent balance to be carried forward to support commitments and future spending pressures.
DISCRETIONARY TOP-UPS DFGs	56,000	223,000	149,865	(73,135)	C	Unspent balance to be carried forward to support commitments and future spending pressures.
HOME UPGRADE GRANT (HUG2) GRANT EXPENDITURE	0	47,000	46,809	(191)	E	Scheme complete.
COTGRAVE AND KEYWORTH LEISURE CENTRE ENHANCEMENTS	1,200,000	1,655,000	1,566,896	(88,104)	E/C	Complete refurbishment of Cotgrave and Keyworth Leisure Centres now complete, £68k efficiency achieved. £20k carry forward requested for the pool filter media replacement.
RCP PLAY AREA	25,000	25,000	26,704	1,704	O	Works complete, minor overspend.
ARENA ENHANCEMENTS	0	65,000	65,502	502	O	Enhancements include; furniture for reception area, window retinting (Parkwood part funding); pigeon netting, flooring replacements, cladding and footpath works.
TOOTHILL SPORTS COMPLEX IMPROVEMENTS	100,000	200,000	0	(200,000)	C	This provision is a contribution to Toothill School for them to undertake enhancement and LED works to the lighting columns on the athletics track and the hockey pitch. The sum will need to be carried forward to meet this commitment in 2026/27.
EDWALTON GOLF COURSE ENHANCEMENTS	0	350,000	109,754	(240,246)	C	£110k floodworks complete. Balance to be carried forward to meet commitment for building enhancements.
EDWALTON COMMUNITY FACILITY (Sharphill Community Hall)	840,000	664,000	544,366	(119,634)	C	Works commenced September with expected completion expected May 2026, balance to be carried forward.
GREYTHORN DRIVE PLAY AREA	0	48,000	45,581	(2,419)	E	Works complete.
BRIDGFORD PK PLAY AREA SPEC EXP	0	20,000	19,403	(597)	E	Works complete.
PLAY AREAS / FACILITIES FOR OLDER CHILDREN	100,000	300,000	307,062	7,062	A	4 schemes complete.
VEHICLE REPLACEMENT	2,511,000	1,458,000	1,449,216	(8,784)	C/O	£22k overspend on chipper to be met from Streetwise underspend, £31k to be carried forward for Ford Transit Panel Van (Streetwise)
RECYCLING BINS	0	1,250,000	1,055,957	(194,043)	E	Requirements from Simpler Recycling, efficiency has been realised due to good procurement.
RCP ENHANCEMENTS/ROU ASSET IFRS16	0	50,000	49,763	(237)	E	Footpath enhancement, kissing gate and fencing works complete.
RUSHCLIFFE ARENA SOLAR PANELS	0	271,000	271,341	341	O	
<b>Neighbourhoods Total</b>	<b>7,065,000</b>	<b>11,834,000</b>	<b>8,855,651</b>	<b>(2,978,349)</b>		

Name	Opening Budget	Current budget	Actual YTD	Projected Outturn Variance		Comment
<b>Finance &amp; Corporate Services</b>						
ICT REPLACEMENT PROGRAMME	75,000	103,500	119,836	16,336	A	Overspend arises from decision to accelerate the purchase of PCs and laptops to take advantage of price before anticipated 12% inflationary increase. Budget accelerated from 2026/27
FINANCIAL MANAGEMENT SYSTEM REPLACEMENT	0	197,400	147,500	(49,900)	C	Project delayed due to supplier capacity, budget to be carried forward to complete implementation in 2026/27.
ICT SECURITY	0	21,000	4,933	(16,067)	C	To be carried forward for security commitments in 2026/27.
TECHNICAL INFRASTRUCTURE	192,000	205,000	219,368	14,368	A	Overspend to be accelerated from 2026/27
DIGITAL STRATEGY	20,000	60,000	8,000	(52,000)	C	Not committed but will be carried forward to support ICT security in 26/27
APPLICATIONS & APPS	0	31,000	0	(31,000)	C	£22k committed for sharepoint and licences. Balance to be carried forward.
AV REPLACEMENT SYSTEM	81,000	189,100	195,953	6,853	O	Overspend arises from Property snagging work.
INCOME MANAGEMENT SYSTEM	0	0	1,500	1,500	O	Minor overspend on project management costs.
NETCALL AI ASSIST	0	18,000	17,672	(328)	E	Project complete.
<b>Finance &amp; Corporate Services Total</b>	<b>368,000</b>	<b>825,000</b>	<b>714,762</b>	<b>(110,238)</b>		
<b>Contingency</b>						
CAPITAL CONTINGENCY	150,000	25,000	0	(25,000)	C	Original budget £150k topped up by £286k carry forward from 24/25 to give total budget of £436k. Allocated to: ICT replacement Programme £16k, AV Replacement Programme £30k, Manvers £100k; Water Course Enhancements £100k EGC Enhancements £90k; Netcall AI Assist (Customer Services) £18k, Keyworth Leisure Centre roof works £52k. £25k remaining budget will be carried forward.
	<b>150,000</b>	<b>25,000</b>	<b>0</b>	<b>(25,000)</b>		
	<b>8,344,000</b>	<b>14,873,500</b>	<b>10,862,387</b>	<b>(4,011,113)</b>		

## Movement in Reserves

Movement in Reserves	Balance at 31.03.25	Transfers in	Transfers out	Balance at 31.03.26	Transfers in notes	Transfers out notes
<b>Investment Reserves</b>						
Regeneration and Community Projects	4,281	463	- 86	4,658	£333k planned transfers (€100k special expense playareas, £68k annuity charges, Sinking funds; £40k skate park (hook, RCP), £50k Gresham, £50k crematorium, £25k Edwalton Golf Course), £130k Edwalton Golf Course enhancements from 25/26 underspends	£86k Capital spend on play areas (older children and Greythorn)
Investment Properties Sinking Fund	882	200	- 378	704	£200k planned transfer	
New Homes Bonus	8,153	1,478	- 1,248	8,383	£1.478m planned transfer from NHB income	£1.174 MRP planned transfer, £74k capital spend on Sharpill community hall
<b>Corporate Reserves</b>				-		
Organisation Stabilisation	3,908	4,640	- 427	8,121	£3.550m planned transfer in from I&E surplus, £482k carryforwards to 26/27, appropriations from 25/26 underspends - £140k Financial Management System (FMS) upgrade and £446k towards inflationary pressures. And £22k to replace vehicle replacement spend,	£18k App Guard planned transfer, £99k 24/25 carry forwards, £50k ICT agency, £70k Green Belt Funding £20k Homes for Ukraine from 24/25 underspends. Capital expenditure - £148k FMS, £22k vehicle replacement
Climate Change	2,492	-	- 1,042	1,450		Capital spend land acquisition for Carbon Offsetting (Wolds Wood and Rushcliffe Wood)
Treasury Capital Depreciation (IFRS9)	1,310	-	-	1,310		
Risk and Insurance	100	-	-	100		
Planning Appeals	425	262	- 128	559	Top up from 25/26 underspends	To cover agency spend
Elections	101	50	-	151		
Flood Grant & Resilience	22	-	-	22		
Simpler Recycling	1,250	2,197	- 1,788	1,659	£1.407m planned transfer, £690k top up from 25/26 underspends.	£272k planned transfer to meet revenue shortfall, £1.516m capital expenditure (1.06m recycling bins, £460k vehicles)
Local Government Reorganisation	661	758	- 220	1,199	£758k from 25/26 underspends (inc £123k government grant).	Spend on LGR consultation and proposal including £126k to Nottinghamshire County Council.
<b>Operating Reserves</b>		-	-	-		
Planning	56	29	- 85	-	Planned transfer	Planned transfer
Leisure Centre Maintenance	43	15	-	58	Planned transfer	
Vehicle Replacement Reserve	605	185	- 500	290	Planned transfer	Capital expenditure
<b>Total</b>	<b>24,289</b>	<b>10,277</b>	<b>- 5,902</b>	<b>28,664</b>		
<b>General Fund Balance</b>	<b>2,604</b>			<b>2,604</b>		





## Summary Capital Carry Forwards

<b>Capital Outturn Variance Analysis 25-26</b>	<b>£000s</b>
<b>Carry Forwards:</b>	
COTGRAVE BUSINESS HUB	(30)
EXTERNAL DOOR & WINDOW UPGRADES VARIOUS SITES	(39)
HIGHWAYS VERGE IMPS	(237)
KEYWORTH CEMETERY 22-23	(25)
MANVERS BP ENHANCEMENTS	(35)
REPF GRANT BUSINESS GRANTS CAP PROJECTS	(5)
STREETWISE DEPOT	(34)
THE CREMATORIUM	(279)
THE POINT	(68)
UKSPF BUSINESS SUPPORT GRANTS	(6)
WATERCOURSE IMPROVEMENTS	(16)
APPLICATIONS & APPS	(31)
DIGITAL STRATEGY	(52)
FMS REPLACEMENT	(49)
ICT SECURITY	(16)
BINGHAM LEISURE HUB	(8)
BINGHAM LEISURE HUB cfwd to support Capital Contingency	(100)
CLC AND KLC ENHANCEMENTS	(20)
DISABLED FACILITIES GRANT	(185)
DISCRETIONARY TOP-UPS DFGs	(73)
EDWALTON COMMUNITY FACILITY	(120)
EGC ENHANCEMENTS	(240)
GRESHAM SPORTS PARK REDEVELOPMENT	(10)
SUPPORT FOR REGISTERED HOUSING PROVIDERS	(1,197)
TOOTHILL SPORTS COMPLEX IMPROVEMENTS	(200)
VEHICLE REPLACEMENT	(31)
WB - CAR PARK RESURFACING	(14)
CAPITAL CONTINGENCY	(25)
<b>Sub-total</b>	<b>(3,145)</b>
<b>Savings:</b>	
BINGHAM MARKET PLACE IMPS	(6)
BRIDGFORD PARK KIOSK	(1)
COTGRAVE BUSINESS HUB	(46)
RBC TOURISM/SIGNAGE	(70)
BINGHAM LEISURE HUB	(107)
BRIDGFORD PK PLAY AREA SPEC EXP	(1)
CLC AND KLC ENHANCEMENTS	(68)
GREYTHORN DRIVE PLAY AREA	(2)
LAND ACQUISITION CARBON OFFSETTING	(458)
RECYCLING BINS	(194)
WARM HOMES GRANT	(6)
<b>Sub-total</b>	<b>(959)</b>
<b>Overspends:</b>	
AV REPLACEMENT SYSTEM	7
INCOME MANAGEMENT SYSTEM	2
GAMSTON COMMUNITY CENTRE ENHANCEMENTS	16
RCP PLAY AREA	2
VEHICLE REPLACEMENT	22
WEST PARK ENHANCEMENTS	7
<b>Sub-total</b>	<b>56</b>
<b>Accelerations:</b>	
ICT REPLACEMENT PROGRAMME	16
PLAY AREAS / FACILITIES FOR OLDER CHILDREN	7
TECHNICAL INFRASTRUCTURE	14
<b>Sub-total</b>	<b>37</b>
<b>TOTAL</b>	<b>(4,011)</b>






## Strategic Scorecard





### Strategic Scorecard

#### Tasks



Task Status		
	Overdue	The task has passed its due date
	Warning	The task is approaching its due date. One or more milestones are approaching or has passed its due date
	Progress OK	The task is expected to meet the due date
	Completed	The task has been completed







#### Performance Indicators

PI Status		
	Alert	Performance is more than 5% below the target
	Warning	Performance is between 5% and 1% below the target
	OK	Performance has exceeded the target or is within 1% of the target
	Unknown	No data reported or data not due for this period (reported annually)
	Data Only	A contextual indicator, no target is set





Long Term Trends		
	Improving	The calculation within Covalent for trend is made from a comparison of the data for the current quarter with the same quarter in the three previous years
	No Change	
	Getting Worse	
	New indicator, no historical data	

## Environment

Status	Strategic Task	Dates Due Date	Status Progress Bar
	ST2427_01 Deliver Rushcliffe's Climate Change Strategy 2021-2030	31-Mar-2030	<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #0056b3; display: flex; align-items: center; justify-content: center;"><span style="margin-left: 5px;">50%</span></div>
	ST2427_02 Implement the Environment Act commitments	31-Mar-2027	<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #0056b3; display: flex; align-items: center; justify-content: center;"><span style="margin-left: 5px;">46%</span></div>











Status	Ref.	Description	Q4 2025/26			2025/26	2024/25
			Value	Target	Long Trend	Target	Value
	CS_LINS01	Percentage of streets passing clean streets inspections	95.2%	97.5%		97.5%	97.9%
	CS_LINS06	Cumulative number of fly tipping cases (against cumulative monthly comparison for last year)	1430	1060		1060	1108
As previously reported, the increase is considered to be largely due to a change in the way fly tips are reported by WISE rather than an increase in fly tipping.							
	CS_LINS18	Percentage of household waste sent for reuse, recycling and composting	43.22%	48.00%		50.0%	44.32%
Nationally recycling and composting rates are dropping and our year-end target of 48% has been reduced from a previous figure of 50%. However, the first quarter of 2025/26 saw a significant drop in green waste collected of over 1000 tonnes due to the dry weather and this was reflected in overall year end garden waste tonnage being down compared to 2024/25. This has a significant effect on our overall year end recycling and composting rate with performance lower than the new revised target. The new Simpler Recycling legislation which includes							













kerbside glass collected from December 2025, changes to the blue bin input specification (March 2026) and food waste collections in October 2027 will see recycling performance rise to around 60%

	CS_LINS20	Percentage recycling contamination rate	12.5%	12%		12%	14.76%
	CS_LINS23	Residual waste collected per household, in kilos	454.22	480.00		480.00	471.99
-	CS_LINS77	Percentage reduction of CO2 from the Council's own operations (from 2008/09 baseline)	Reported annually			9%	-56%

## Quality of Life





Status	Strategic Task	Dates Due Date	Status Progress Bar
	ST2427_03 Be an active partner in the delivery of the East Midlands Devolution Deal	31-Mar-2027	<div style="width: 100%;"><div style="width: 100%;"></div></div> 100%
	ST2427_04 Deliver Rushcliffe's Leisure Strategy 2021-2027	31-Mar-2027	<div style="width: 100%;"><div style="width: 100%;"></div></div> 100%

Status	Ref.	Description	Q4 2025/26			2025/26	2024/25
			Value	Target	Long Trend	Target	Value
	CS_LINS25	Number of households living in temporary accommodation	9	18		18	10
	CS_LINS26a	Cumulative number of main housing duty decisions issued	72	85		85	77
	CS_LINS27a	Average length of stay of all households in temporary accommodation	8 weeks	11 weeks		11 weeks	5 weeks
	CS_LINS29a	Cumulative number of successful homelessness prevention outcomes	58	70		70	86
<p>Four successful homeless preventions outcomes for March 2025. This takes the overall total for the year to date to 58. The figure remains out of target. Lower figures are primarily due to fewer registered provider properties being advertised on Homesearch and a higher number of applicants on Homesearch. Homeless cases are therefore being rehoused later in the process.</p>							
	CS_LINS31a	Percentage of applicants within Bands 1 and 2 rehoused within 26 weeks from the date of application	77%	55%		55%	86.64%



	CS_LINS32	Average number of weeks for all Home Search applicants to be rehoused through Choice Based Lettings	32 weeks	50 weeks		50 weeks	20 weeks
	CS_LINS51	Number of leisure centre users - public	1,298,905	1,304,500		1,304,500	1,283,779
	CS_LINS52	Number of Edwalton Golf Courses users	64,559	50,000		50,000	52,943
	CS_LINS72b	Percentage usage of community facilities	40%	40%		40%	45.3%
	CS_LINS80a	Percentage food businesses broadly compliant at first assessment/ inspection	95%	91%		91%	93%
	CS_LINS80g	All crime figures within Rushcliffe per 1000 per head of population	46.78	-		-	44.06





















Page 4

## Sustainable Growth



Status	Strategic Task	Dates Due Date	Status Progress Bar
	ST2427_05 Provide community leadership in the redevelopment of the Ratcliffe on Soar site, during and post decommissioning of the power station	31-Mar-2027	<div style="width: 50%;"><div style="background-color: #4f81bd; height: 10px; width: 50%;"></div></div> 50%
	ST2427_06 Implement Levelling-up and Regeneration Bill commitments	31-Mar-2027	<div style="width: 10%;"><div style="background-color: #4f81bd; height: 10px; width: 10%;"></div></div> 10%
	ST2427_07 Adopt the Greater Nottingham Strategic Plan	31-Mar-2027	<div style="width: 75%;"><div style="background-color: #4f81bd; height: 10px; width: 75%;"></div></div> 75%
	ST2427_08 Support the delivery of the new employment sites and new homes, including meeting affordable housing targets, at key sites including Fairham, Gamston, RAF Newton and Bingham	31-Mar-2027	<div style="width: 50%;"><div style="background-color: #4f81bd; height: 10px; width: 50%;"></div></div> 50%













Status	Strategic Task	Dates Due Date	Status Progress Bar
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 ST2427\_13 Continue to be an active partner in the delivery of the East Midlands Combined County Authority aims and objectives
 31-Mar-2027 

Status	Ref.	Description	Q4 2025/26			2025/26	2024/25
			Value	Target	Long Trend	Target	Value
	CS_LIDEG05	Percentage of appeals allowed against total number of Major planning applications determined by the authority	2.9%	10%		10%	8.3%
	CS_LIDEG06	Percentage of appeals allowed against total number of Non-Major planning applications determined by the authority	0.7%	10%		10%	1%
	CS_LIDEG07	Number of planning applications received	1326	-		-	1561
	CS_LIDEG09	Number of Planning Application decisions issued	1188	-		-	1244
	CS_LIDEG33	Number of new homes built	Awaiting data in order to calculate this PI, will be available later in 2026			-	887
	CS_LIDEG34	Area of new employment floorspace built (sq mtrs)	Awaiting data in order to calculate this PI, will be available later in 2026			-	17,852
	CS_LIDEG41	Level of income generated through letting property owned by the Council but not occupied by the Council	£2,000,759	£2,003,300		£2,003,300	£1,977,885
	CS_LIDEG50	Percentage of UKSPF and REPF funding allocated	100%	100%		100%	100%
	CS_LINS24	Number of affordable homes delivered	229	150		150	293
	CS_LINS60	Number of users of paid council car parks	1,021,492	1,074,672		1,074,672	993,100
	CS_LINS61	Total car parking income	£1,164,340	£1,104,200		£1,104,200	£961,550.36



















## Efficient Services

Status	Strategic Task	Dates Due Date	Status Progress Bar
	ST2427_10 Deliver good value for money in Council operations for our residents	31-Mar-2027	<div style="width: 66%;"><div style="width: 66%;"></div></div> 66%
	ST2427_14 Be an active partner in the delivery of Local Government Reorganisation for the Nottinghamshire region	31-Mar-2026	<div style="width: 100%;"><div style="width: 100%;"></div></div> 100%





Status	Ref.	Description	Q4 2025/26			2025/26	2024/25
			Value	Target	Long Trend	Target	Value
	CS_LIDEG02a	Percentage of major applications dealt with in 13 weeks or agreed period (10 or more houses) – quarterly	95.7%	70%		70%	96.2%
	CS_LIDEG03a	Percentage of non-major applications dealt with in 13 weeks or agreed period (10 or more houses) – quarterly	90.4%	80%		80%	91.9%
	CS_LIDEG10a	Priority 1 and 2 planning enforcement inspections carried out in target time	93.96%	90%		90%	95.56%
	CS_LIDEG40b	Percentage of council owned units occupied	96.42%	95%		95%	99.07%
	CS_LIDEG42	Percentage of privately owned industrial units occupied	92.7%	92%		92%	94%
	CS_LIDEG60	Number of cremations held at Rushcliffe Oaks	770	697		697	617

Status	Ref.	Description	Q4 2025/26			2025/26	2024/25
			Value	Target	Long Trend	Target	Value
	CS_LIDEG61	Income from all activities at Rushcliffe Oaks	£842,223	£721,350		£721,350	£664,832.00
	CS_LIFCS10	Percentage of invoices for commercial goods and services which were paid by the authority in payment terms	95.61%	98.00%		98.00%	96.12%
	CS_LIFCS15	Value of savings achieved by the Transformation Strategy against the programme at the start of the financial year	£1m	£0.825m		£0.825m	£0.749m
	CS_LIFCS20	Percentage of Council Tax collected in year	99.10%	99.0%		99.0%	99.10%
	CS_LIFCS21	Percentage of Non-domestic Rates collected in year	99.50%	99.2%		99.2%	98.80%
	CS_LIFCS22 a	Average number of days to process a new housing benefit claim	10.19	12.5		12.5	8.42
	CS_LIFCS22 b	Average number of days to process a change in circumstances to a housing benefit claim	3.79	4		4	3.75
	CS_LIFCS22 c	Average number of days to process a new council tax reduction claim	11.5	17.5		17.5	12.58
	CS_LIFCS22 d	Average number of days to process a change in circumstances to council tax benefit claim	2.61	3.5		3.5	2.4
	CS_LIFCS33	Percentage of time when key ICT systems are unaffected by downtime	99.6%	99.5%		99.5%	97.1%
	CS_LIFCS43 a	Percentage of expected Councillors attending in-person training events this municipal year	51.13%	65%		65%	54.89%



The percentage of Councillors attending in-person training events this year has fallen below target. The focus of both officers and Councillors has been on increasing the percentage of Councillors completing the mandatory e-learning courses following the adoption of the Councillors' Learning and Development Policy last July. This target has been achieved. A number of in-person training events are planned for this year however, it should be noted that the uncertainty surrounding LGR, a potentially higher number of meetings also due to LGR, and this being the 'expected' final year of the electoral cycle may all naturally decrease the engagement of Councillors in training across the board.

Status	Ref.	Description	Q4 2025/26			2025/26	2024/25
			Value	Target	Long Trend	Target	Value
	CS_LIFCS43b	Percentage of Councillors completing e-learning mandatory e-learning modules this municipal year	83.7%	80%		80%	39.77%
	CS_LIFCS52	Percentage of complaints responded to within target times	100.0%	95.0%		95%	93.4%
	CS_LIFCS62	Percentage increase in digital transactions	3.89%	2%		2%	2.14%
	CS_LIFCS65	Percentage of telephone enquiries to Rushcliffe Customer Service Centre resolved at first point of contact	93%	87%		87%	92.67%
	CS_LINS03	Percentage of town centres restored to Grade A cleanliness before 10am	100.0%	95.0%		90%	97.42%
	CS_LINS04	Streetwise income from external customers and key partners	£318,000	£307,999		£412,700	£529,468.00
	CS_LINS07a	Percentage of licensing applications processed within target time	93%	87%		90%	94.22%
	CS_LINS12	Average length of time for the approval of a DFG	1 weeks	10 weeks		10 weeks	2 weeks
	CS_LINS19b	Number of missed bins (residual, dry recycling and garden waste) reported	3,684	3,000		2,250	2,993

With the start of kerbside glass collections in December 2025 the Council estimates it emptied around 3.6 million bins in the year including grey, blue, garden waste and glass bins and missed 3684 bins  
 This equates to 0.1% of bins being missed or a success rate of getting it right first time of 99.9%  
 Moving forward for 2026/27 and with a full year of glass bin collections the council will empty around 3,912,000 bins and the performance indicator will be amended to show the percentage of bins missed in relation to the overall number of bins emptied.

	CS_LINS49	Number of empty homes brought back into use	23	10		10	10
	CS_LINS73a	Income generated from community buildings	£106,050.75	£149,700		£149,700	£100,000

Income figures reflect the current closure of Sir Julian Cahn which re-opened after refurbishment in September 2025, but have had some additional snagging closures during October, November and December.  
 In addition, we have lost some room capacity and bookings due to the installation of the new AV system in the Arena rooms and have lost booking time due to IT equipment related snagging related to sound cards in the new screens.  
 Gamston Community Hall has also had part closures due to the installation of the Air source heat Pump.

	CS_LINS73b	Income generated from parks, pitches and open spaces	£385,201.22	£292,300.00		£292,300	£342,450.23
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**Corporate Overview Group**

**Tuesday, 16 June 2026**

**Equality, Diversity and Inclusion Annual Report**

## **Report of the Chief Executive**

### **1. Purpose of report**

- 1.1. The Equality, Diversity and Inclusion (EDI) Scheme was adopted in May 2021. An annual report outlining the delivery of the action plan is considered each year at Corporate Overview Group. This is combined with the annual diversity report update to present a fuller picture of the Council's work in this area.
- 1.2. A presentation will be delivered to the Group providing further details on some of the activity that has taken place over the last year and that which is planned for 2026/27.

### **2. Recommendation**

It is RECOMMENDED that the Corporate Overview Group:

- a) consider and endorse the information provided for the Equality, Diversity and Inclusion Annual Report
- b) review the action taken so far as a part of the Equality, Diversity and Inclusion Scheme action plan and make suggestions for future action or areas of focus.

### **3. Reasons for Recommendation**

The Public Sector Equality Duty is a requirement on public authorities to consider how their policies or decisions affect people who are protected under the Equality Act 2010. Although there is no explicit legal duty for public sector bodies to collect and use equality data, authorities must understand the impact of their policies and practices on people with protected characteristics. Therefore, collecting, analysing and monitoring information is an important way to develop this understanding.

### **4. Supporting Information**

#### **Ethnicity**

- 4.1. A breakdown of ethnicity for the Borough, compared with the East Midlands and nationally, is shown at Appendix A. This uses the same census data presented to the Corporate Overview Group in June 2025.

- 4.2. Workforce data at Appendix B shows the Council broadly reflects the Borough's demographics, with 78.4% of employees identifying as White British or White Other, compared to 89% of residents. The Borough figure is slightly higher than the East Midlands (88%).
- 4.3. The proportion of staff identifying as White British or White Other (78.4%) is at its lowest level, down from 94% in 2021/22. The number of 'not known/prefer not to say' responses has increased significantly, which may affect interpretation.

### **Age Profile**

- 4.4. The age profile at Appendix A2 shows that Rushcliffe has a higher proportion of residents aged over 60 (28%) than the East Midlands (25.5%) and national average (24%).
- 4.5. There are fewer residents aged 15–24 in Rushcliffe (10.66%) than in the East Midlands (12%) and England (11.7%). As census age ranges differ between 2011 and 2021, direct comparisons are limited. However, the 2022 report to Corporate Overview Group (using 2011 data) showed the same pattern: a higher proportion aged over 60 and fewer aged 15–24.
- 4.6. The organisational age profile (Appendix B) shows that 59% of the workforce are aged over 45, with a steady increase in the 55–64 age group. The authority supports employees who wish to continue working, retaining knowledge and supporting effective succession planning by improving age diversity.

### **Disability**

- 4.7. Data from the 2021 Census (Appendix A3) shows that 7,145 people (6%) in Rushcliffe are limited a lot by a long-term health problem or disability, with a further 11,929 (10%) limited a little. These proportions are lower than in the East Midlands (12.9% a lot; 18% a little).
- 4.8. The proportion of employees declaring a disability remains steady at just over 6%. The Council supports employees who are disabled when they join or who become disabled during their employment through its policies and occupational and welfare services.
- 4.9. The Council is a Disability Confident Employer, with its current accreditation expiring in July 2026. Renewal is currently being progressed.

### **Gender and sex**

- 4.10. Data on sex (Appendix A4) shows slightly more males than females in the Borough. Within the Council, females make up 39% of employees compared to 61% males, partly reflecting a manual workforce in traditionally male-dominated roles. The Council continues to encourage female recruitment into these roles and promote fair recruitment practices.

- 4.11. The 2021 Census also included a question on gender identity (Appendix A4). This data is not currently collected for Council employees.
- 4.12. Gender pay reporting legislation requires employers with 250 or more employees to publish annual data on the pay gap between male and female employees. The figures to March 2025 are shown at Appendix C; data to March 2026 will be available in July 2026.
- 4.13. The figures reflect a snapshot of employees in post on 31 March 2026. This is the fourth consecutive year in which female mean pay has exceeded male mean pay. Contributing factors include a higher number of women in senior roles and the return of Streetwise services in 2022, where most employees are men in lower-paid manual roles.

### **Applicants**

- 4.14. As well as monitoring current employees, the Council records data on job applicants to assess whether applications are received from a diverse range of candidates.
- 4.15. This information (Appendix D) shows a significant increase in applications in 2025/26, with 1,140 received compared to 488 in 2024/25. This may reflect increased national job seeking and a small number of roles attracting high volumes of applications.
- 4.16. There may also be workforce movement linked to Local Government Reorganisation (LGR), with some staff leaving due to uncertainty and others remaining longer due to potential redundancy. This is being monitored through the exit interview process.
- 4.17. Data for those who choose to declare shows that most applicants are White British or White Other (54.3%), heterosexual (82.2%), and not disabled (91.2%). There is a relatively even split between male (48.8%) and female (47.3%) applicants. The largest age group is 25–34 (32.3%), compared to 45–54 in the current workforce.

### **Councillors**

- 4.18. As requested at Corporate Overview Group in 2022, information about Councillors is now included at Appendix E. None of the information within this appendix has changed since the previous report.

### **Equality, Diversity and Inclusion (EDI) Scheme Action Plan**

- 4.19. The EDI Scheme which was originally adopted in May 2021 has been reviewed and updated. The new EDI Scheme 2026 to 2030 has the following high level aims:
- Make Rushcliffe a welcoming place for everyone

- Understand our communities needs and ensure our services are accessible to all
  - Engage proactively with our communities and partners to shape what we do and how we do it
  - Support our workforce so colleagues have the knowledge, confidence and tools to deliver excellent services
  - Help everyone to achieve their potential by reducing barriers and tackling inequality where we can influence change.
- 4.20. To support the delivery of these aims, the Council identified some commitments which were:
- Understanding our community
  - Reflecting the diversity of our community
  - Working in partnership to achieve impact
  - Supporting our workforce.

### **Action plan**

- 4.21. The Council's current EDI action plan can be found at Appendix F and shows the plans for the coming months. It is reviewed and updated quarterly by the Steering Group. What follows is an update on progress and work delivered in the last year:
- Delivery of the following events:
    - Lunar New Year Event 2026. Over 1000 people attended throughout the day and established this as the premier Lunar event for Nottinghamshire. The event was well received by both participants and volunteers. Attendees particularly appreciated the variety of cultural activities, performances, and workshops. The event also provided a valuable opportunity for community engagement and cultural exchange
    - Rushcliffe Arena Light Up plan and flag flying dates for the year to recognise and raise awareness of various campaigns
    - Dementia and Carers annual event
    - Carers event internally for staff with a guest speaker who is a carer employed at Mansfield DC.
  - West Park is now the home of women and girls' cricket with an agreed 25-year lease to Nottinghamshire County Cricket Club. This also includes:
    - Super 1s'- disability cricket for 12–28-year-olds
    - Ace - A programme aimed at African-Caribbean engagement in cricket
    - LGBTQ+ team to use West Park as a home base.
  - Recycling leaflets produced in alternative languages for new housing estate in Bingham and Edwalton
  - A new Communication and Engagement Strategy 2025-2028 is in place which supports the work that we are doing to engagement
  - Inclusive Language Guide for Staff and Councillors was reviewed and updated in May 2026
  - The Council's Play Strategy has been updated and refreshed with additional allocation within the capital programme to support inclusive play

provision in 2025/26. The completed work has received positive feedback from inclusion groups, users and carers alike

- Involvement in the National Recruitment Campaign alongside East Midlands Councils to support recruitment challenges into local authorities
- Active participant in the East Midlands Council's EDI network to ensure sharing of knowledge.
  
- Policy Updates
  - Procurement Strategy has been re-written with specific sections on Equality, Accessibility and Inclusion and Social Value. This was approved by Cabinet March 2026 and effective from 1 April 2026
  - Review of the Adoption Policy to better support staff going through adoption
  - New Domestic Abuse Guide for employees
  - New Carers Passport scheme for employees.
  
- Accreditations Update
  - New accreditation to the Hidden Disabilities Sunflower Scheme and Rushcliffe continues to coordinate a joint membership to the Hidden Disabilities Sunflower campaign for partners within the Primary Care Network (PCN)
  - Completed Year 2 of the White Ribbon Accreditation Scheme with significant action through the White Ribbon Steering Group
  - Continue to meet the criteria for the Carer Friendly Accreditation which was awarded in August 2024
  - Disability Confident Employer Badge continuation.
  
- Training and Development

#### Staff Training

Equality, Diversity, Inclusion and Belonging 39%

Equality Act 2010 43%

Neurodiversity training took place at Leadership Forum

Sexual Harassment training took place for all manual staff at both Depot sites

#### Councillor Training

Equality, Diversity, Inclusion and Belonging 89%

Equality Act 2010 86%

## **5. Risks and Uncertainties**

Failure to collect and use equality data means the Council runs the risk of not understanding the impact of its policies and practices on people with protected characteristics.

## **6. Implications**

### **6.1. Financial Implications**

The majority of activity included in the action plan is contained within existing budgets.

### **6.2. Legal Implications**

This report supports the Council's compliance with the following:

- The Equality Act 2010 (the "Act"), which makes it illegal to discriminate against people in the workplace and in wider society. The Act also requires employers to take reasonable steps to protect their employees from sexual harassment.
- The Council's statutory duty under the Public Sector Equality Duty (the "duty"), which requires public authorities to have due regard to certain equality considerations when exercising their functions e.g. making decisions, making policies and designing/providing services. The duty requires decision makers to understand and take account of the consequences of their choices, having due regard to the aim of eliminating conduct prohibited by the Act, advancing equality of opportunity and fostering good relations. The duty is a legal requirement, therefore making decisions without having due regard to the duty can be unlawful.
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (the "Regulations"), which set out specific publication duties that the Council must comply with e.g. publishing one or more equality objectives at least every 4 years, publishing information with regard to people affected by the Council's policies/practices; publishing information with regard to the Council's employees every year, and publishing gender pay gap information by 31 March each year.

### **6.3. Equalities Implications**

This report contains information regarding the Council's monitoring of Equality objectives under the Public Sector Duty, as well as complying with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

### **6.4. Section 17 of the Crime and Disorder Act 1998 Implications**

Section 17 requires local authorities to consider the community safety implications of all their activities. The Council's Equality Scheme shows a commitment to monitor the demographic information of the Borough, encouraging knowledge of the people we serve of Councillors and employees and encouraging cohesiveness.

### **6.5. Biodiversity Net Gain Implications**

There are no direct Biodiversity Net Gain implications arising from this report.

## 6.6. Local Government Reorganisation Implications

There are no direct Local Government Reorganisation implications arising from this report.

## 7. Link to Corporate Priorities

The Environment	There are no links to this priority from this report.
Quality of Life	The public sector equality duty is a duty on public authorities to consider and think about how their policies or decisions affect people who are protected under the Equality Act. This report sets out relevant information about the Borough, Council staff and the work done over the last year. By ensuring we monitor this information and acting accordingly we are encouraging an improved knowledge of the people we serve, of Councillors and employees, and encouraging cohesiveness.
Efficient Services	There are no links to this priority from this report.
Sustainable Growth	There are no links to this priority from this report.

## 8. Recommendations

It is RECOMMENDED that the Corporate Overview Group:

- a) consider and endorse the information provided for the Diversity Annual Report
- b) review the action taken so far as a part of the Equality, Diversity and Inclusion Scheme action plan and make suggestions for future action or areas of focus.

<b>For more information contact:</b>	Charlotte Caven-Atack Assistant Director for Corporate Services  CCaven-Atack@rushcliffe.gov.uk
<b>Background papers available for Inspection:</b>	Rushcliffe Borough Council's Equality Scheme 2021 to 2025
<b>List of appendices:</b>	Appendix A Demographic Information. Appendix B Workforce Equality Information. Appendix C Gender Pay gap information. Appendix D Applicants' information. Appendix E Councillors' information. Appendix F EDI Action Plan. Appendix G Rushcliffe Borough Council's Equality Scheme 2026-2030.

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## Appendix A

### APPENDIX A1 DEMOGRAPHIC- ETHNIC GROUPS

<b>date</b>	2021		2021		2021
<b>geography</b>	Rushcliffe		East Midlands		England
<b>measures</b>	value	Percentage	value	Percentage	value
<b>Ethnic Group</b>					
All categories: Ethnic group	119,077	100.00	4,879,210	100	59,641,829
White	106782	89.67	4,269,700	88.39	47,402,700
Gypsy / Traveller / Irish Traveller	45	0.03	200	0.00	14800
Mixed / Multiple ethnic group	3303	2.54	67,500	1.39	915,400
Asian / Asian British: Indian	3471	2.91	197,700	4.09	1,647,000
Asian / Asian British: Pakistani	1498	1.25	58,300	1.21	1,327,900
Asian / Asian British: Bangladeshi	129	0.1	17,200	0.35	605,000
Asian / Asian British: Chinese	900	0.75	28,300	0.58	335,600
Asian / Asian British: Other Asian	777	0.65	35,600	0.74	745,500
Black / African / Caribbean / Black British	1095	0.91	117,800	2.44	2,066,100
Other Ethnic Group	1077	0.90	43,800	0.91	1,086,000

The ethnic group classification presented in this table is the recommended framework from the 'Harmonised Concepts and Questions for Social Data Sources Primary Standards' for presentation of UK outputs on ethnic group. See 'Ethnic Group Mapping' tab for the correspondence between UK classification and the country specific ethnic group classifications for which data was collected by each UK country.

Source ONS Crown Copyright Reserved [December 2021]

Appendix A

Appendix A2 - Census Demographic Information Rushcliffe

date	2021		2021		2021	
geography	Rushcliffe		East Midlands		England	
measures	value	Percentage	value	Percentage	value	Percentage
Age						
All usual residents	119,000	100.00	4,880,200	100.00	56,489,800	100.00
Age 0 to 4	5,900	4.95	253,200	5.18	3,077,000	5.44
Age 5 to 9	6,900	5.79	283,300	5.81	3,348,600	5.92
Age 10 to 14	7,300	6.13	290,300	5.94	3,413,100	6.04
Age 15 to 19	6,300	5.29	287,300	5.88	3,218,900	5.69
Age 20 to 24	6,400	5.37	306,400	6.27	3,414,400	6.04
Age 25 to 29	6,100	5.12	301,200	6.17	3,715,400	6.57
Age 30 to 34	6,800	5.71	319,200	6.54	3,952,600	6.99
Age 35 to 39	7,400	6.21	308,100	6.31	3,795,400	6.71
Age 40 to 44	7,800	6.55	292,300	5.98	3,580,400	6.33
Age 45 to 49	8,000	6.72	308,400	6.31	3,602,600	6.37
Age 50 to 54	8,700	7.31	346,600	7.10	3,907,700	6.91
Age 55 to 59	8,600	7.22	340,000	6.96	3,806,300	6.73
Age 60 to 64	7,300	6.13	292,200	5.98	3,256,100	5.76
Age 65 to 69	6,500	5.46	253,800	5.20	2,767,500	4.89
Age 70 to 74	6,900	5.79	260,900	5.34	2,796,600	4.95
Age 75 to 79	5,200	4.36	190,800	3.90	2,038,800	3.61
Age 80 to 84	3,500	2.94	127,600	2.61	1,427,900	2.52
Age 85 to 89	2,300	1.93	76,100	1.55	872,200	1.54
Age 90 and over	1,400	1.17	42,600	0.87	498,200	0.88

## Appendix A

Source: ONS Crown Copyright Reserved [June 2022]

### Appendix A 3 – DEMOGRAPHIC INFORMATION -Disability and Gender

#### Long-term activity-limiting illness or disability

A long-term health problem or disability that limits a person's day-to-day activities, and has lasted, or is expected to last, at least 12 months. This includes problems that are related to old age. People were asked to assess whether their daily activities were limited a lot or a little by such a health problem, or whether their daily activities were not limited at all.

<b>date</b>	2021		2021		2021
<b>geography</b>	Rushcliffe		East Midlands		England
<b>measures</b>	value	Percentage	value	Percentage	value
<b>disability</b>					
All categories: Long-term health problem or disability, no disability or non-limiting condition	119,077	100.00	5774975	100.00	61,621,320
Day-to-day activities limited a lot	7,145	6.00	747,740	12.95	8,280,650
Day-to-day activities limited a little	11,929	10.01	1,042,100	18.05	11,268,260
Non-Disabled No Condition	90,004	75.58	3,639,955	63.03	38,658,065
Non-Disabled with Non-Limiting Condition	9,999	8.40	345,180	5.97	3,414,345

Source: Office for National Statistics (ONS), released January 2023

## Appendix A

### Appendix A4 Sex and Gender

Sex	Rushcliffe	East Midlands*	England
Male	60,729	2,225,116	29,148,583
Female	58,348	2,295,413	30,420,197

#### Dataset for Identity of Sex

Statistics from ONS Census 2021

\*East Midlands figures comprised of those districts listed in East Midlands Councils as found at [www.emcouncils.gov.uk](http://www.emcouncils.gov.uk)

date	2021		2021	2021
geography	Rushcliffe		East Midlands	England
measures	value	Percentage	Percentage	Percentage
All usual residents	97,724	100	100	100
Gender same as sex registered at birth	92,975	95.14	93.44	93.47
Gender different to sex registered at birth	91	0.09	0.22	0.25
Trans-man	51	0.05	0.09	0.10
Trans-woman	67	0.7	0.08	0.10
All other gender identities	102	0.10	0.03	0.10
Not answered	4438	4.54	0.68	5.98

Source: ONS Census 2021

## Equality and diversity statistics for RBC employees at 31 March 2026

		2025/2026		2024/2025		2023/2024		2022/2023		2021/22	
<b>Total headcount</b>		315		320		317		313		260	
<b>Gender</b>	Male	192	61%	193	60%	189	60%	195	62%	150	58%
	Female	123	39%	127	40%	128	40%	118	38%	110	42%
<b>Disabled</b>		19	6.03%	23	7%	20	6%	17	5%	13	5%
<b>Age</b>	18-24	14	4%	13	4%	16	5%	16	5%	15	6%
	25-34	47	15%	50	16%	43	14%	43	14%	37	14%
	35-44	68	22%	70	22%	79	25%	80	26%	70	27%
	45-54	86	27%	100	31%	89	28%	89	28%	84	32%
	55-64	91	29%	78	24%	77	24%	73	23%	46	18%
	65+	9	3%	9	3%	13	4%	12	4%	8	3%
<b>Ethnicity</b>	Asian	5	1.6%	5	1.6%	4	1.5%	2	1%	3	1%
	Black	5	1.6%	7	2.2%	7	2%	5	2%	4	2%
	Chinese	1	0.3%	1	0.3%	1	0.5%	1	0.5%	2	1%
	White British	234	74.3%	253	79%	260	82%	254	81.5%	237	91%
	Other white	13	4.1%	6	1.9%	11	3%	10	3%	7	3%
	Mixed	6	1.9%	4	1.3%	1	0.5%	2	1%	3	1%
	Other	1	0.3%	6	1.9%	4	1.5%	0	0	0	0%
	Prefer not to say (unknown)	50	15.9%	38	11.8%	29	9%	33	12%	4	2%

2022/23 - Notes – Increase in headcount due to TUPE of Streetwise staff on 1/9/22 and a number of them did not disclose their ethnicity.

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## RBC Gender Pay Gap Reporting as at 31 March 2025

This is the ninth consecutive year we have produced and published the data comparing the rates of pay for male and female employees within the organisation.

The areas being reported on are –

- The difference in the mean and median hourly pay rate between male and female employees
- The proportion of men and women receiving bonus payments and the difference in the mean and median bonus payments.
- The breakdown by gender for each quartile of the pay table

The figures are taken as a snapshot of employees in post on 31 March. Although the results are still a positive picture, within the last financial year, employee changes have resulted in a negative impact on the results. The mean difference has reduced from the 2024 figure, however the female mean pay remains higher than the male mean pay.

Page 67

### Mean

	£ph 31.3.25	£ph 31.3.24	£ph 31.3.23	£ph 31.3.22	£ph 31.3.21	£ph 31.3.20	£ph 31.3.19	£ ph 31.3.18	£ ph 31.3.17
<b>Female</b>	18.80	18.19	16.97	15.63	15.17	14.44	13.58	13.12	12.86
<b>Male</b>	17.79	16.71	15.50	15.11	15.24	14.58	14.63	14.71	14.12
<b>Difference</b>	1.02	1.48	1.46	0.52	0.08	0.14	1.05	1.59	1.26
<b>Mean Gender Pay gap in hourly rate</b>	5.71%	8.87%	8.63%	3.46%	0.5%	1%	7.2%	10.8%	8.9%

This is the 4th consecutive year that the female mean has been higher than the male.

**Median**

	£ph 31.3.25	£ph 31.3.24	£ph 31.3.23	£ph 31.3.22	£ph 31.3.21	£ph 31.3.20	£ph 31.3.19	£ ph 31.3.18	£ ph 31.3.17
Female	16.88	16.21	14.45	13.38	13.22	12.26	11.15	11.12	11.14
Male	15.89	15.25	14.15	12.62	12.42	12.09	11.56	11.11	11
Difference	.98	.96	0.3	0.75	0.8	0.17	0.41	-0.01	-0.14
Median gender pay gap in hourly rate	6.18%	6.26%	2.09%	5.94%	6.44%	1.41%	3.55%	-0.10%	-1.3%

The median difference has reduced from the 2024 figure, however the female median pay remains higher than the male median pay.

Page 8

**Bonus**

This refers to anything that is received in the form of cash, vouchers, securities etc. and relates to profit sharing, performance, productivity, incentives or commission and includes long service awards. The bonus period is a twelve month period that ends on the snapshot date.

Up until 31.3.21 we have previously included the data from employees at the Customer Service Centre who received a performance related pay. **The only element of bonus recorded is through Long Service Awards.**

In the year ending 31.3.25 there were 4 long service awards made to 2 males and 2 females. The 50% gap is due to the value of the 25 year benefit being £500 (to the 2 males), and the 35 year reward being £750 (to the 2 females). Hence a larger percentage difference on this occasion.

	31.3.25	31.3.24	31.3.23	31.3.22	31.3.21	31.3.20	31.3.19	31.3.18	31.3.17
Mean Bonus pay gap	50%	50%	0%	n/a	-21%	-36%	-29%	-96.4%	65.9%
Median Bonus pay gap	50%	50%	0%	n/a	24%	-58%	-111%	-279.3%	-235.3%

**Proportion of males/ females receiving Bonus**

	31.3.25	31.3.24	31.3.23	31.3.22	31.3.21	31.3.20	31.3.19	31.3.18	31.3.17
<b>Female</b>	1.6%	0.8%	3.93%	n/a	6.96%	3.4%	4.4%	3.8%	3.7%
<b>Male</b>	1.05%	0.53%	1.03%	n/a	5.8%	3.5%	2.6%	3.3%	4.7%

**Quartiles**

There are 315 employees split into each of the pay quartiles.

**Proportion of males/ females in each pay quartile**

	31.3.25		31.3.24		31.3.23		31.3.22		31.3.21		31.3.20		31.3.19		31.3.18		31.3.17	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
<b>1st (highest pay)</b>	47%	53%	52%	48%	50%	50%	52%	48%	51%	49%	52%	48%	41%	59%	38%	62%	36%	64%
<b>2nd</b>	43%	57%	38%	62%	27%	73%	37%	63%	44%	56%	40%	60%	41%	59%	45%	55%	50%	50%
<b>3rd</b>	43%	57%	45%	55%	47%	53%	37%	63%	41%	59%	40%	60%	36%	64%	25%	75%	25%	75%
<b>4th (lowest pay)</b>	25%	75%	28%	72%	27%	73%	42%	58%	46%	54%	49%	51%	54%	46%	57%	43%	42%	58%

(Increase, decrease, no change )

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Sexuality	Applicants: 281		Applicants: 382		Applicants: 674		Applicants: 488		Applicants: 1140	
	2021-2022		2022-2023		2023-2024		2024-2025		2025-2026	
	Number of applicants	Percentage	Number of applicants	Percentage	Number of applicants	Percentage	Number of applicants	Percentage	Number of applicants	Percentage
Heterosexual	254	90.4%	313	82%	530	79%	402	82%	937	82.2%
Prefer not to say	16	5.7%	51	13.4%	99	15%	61	12.6%	113	9.9%
Bisexual	5	1.8%	12	3%	29	4%	15	3.2%	62	5.5%
Lesbian	3	1.1%	0	0%	7	1%	4	0.9%	5	0.4%
Gay	3	1.1%	6	1.6%	9	1%	6	1.3%	23	2.0%

Ethnicity	2021-2022		2022-2023		2023-2024		2024-2025		2025-2026	
	Number of applicants	Percentage	Number of applicants	Percentage	Number of applicants	Percentage	Number of applicants	Percentage	Number of applicants	Percentage
White British	213	72.5%	216	56.4%	398	59%	234	48%	559	49%
Other White	19	6.8%	18	4.7%	46	7%	32	6.6%	60	5.3%
Indian	15	5.3%	26	6.8%	39	6%	45	9.2%	118	10.4%
Chinese	11	4%	18	4.7%	25	3%	21	4.3%	65	5.7%
Black African	6	2.1%	0	0%	0	0%	1	0.2%	79	6.9%
Indian British	0	0%	0	0%	0	0%	1	0.2%	0	0%
Pakistani	6	2.1%	9	2.4%	20	3%	29	5.9%	58	5.1%
Irish	0	0%	2	0.5%	2	0.3%	2	0.4%	6	0.5%
Prefer not to say	5	1.8%	29	7.6%	39	6%	40	8.2%	37	3.2%
African	3	1.1%	34	8.9%	60	9%	41	8.4%	0	0%
White and Black Caribbean	3	1.1%	4	1%	7	1%	5	1%	35	3.1%
White and Asian	3	1.1%	1	0.3%	4	0.6%	3	0.6%	21	1.8%
Other Asian	3	1.1%	10	2.6%	19	3%	15	3.2%	35	3.1%
White and Black African	1	0.4%	1	0.3%	2	0.3%	1	0.2%	11	1%
Black Caribbean	1	0.4%	0	0%	0	0%	0	0%	29	2.5%
Caribbean	1	0.4%	13	3.4%	6	0.9%	9	1.8%	1	0.1%
Dual Heritage	1	0.4%	0	0%	0	0	0	0%	1	0.1%
Chinese Caribbean	0	0%	0	0%	0	0	0	0%	0	0%
Other black	0	0%	1	0.3%	0	0	0	0%	17	1.5%
Bangladeshi					6	0.9%	5	1%	8	0.7%
Other	0	0%	0	0%	0	0%	4	0.8%	0	0%

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	2021-2022		2022-2023		2023-2024		2024-2025		2025-2026	
Gender	Number of applicants	Percentage	Number of applicants	Percentage	Number of applicants	Percentage	Number of applicants	Percentage	Number of applicants	Percentage
Male	167	59.4%	199	52%	349	52%	225	46.1%	556	48.8%
Female	111	39.5%	158	41.3%	279	41%	220	45.1%	539	47.3%
Prefer not to say	2	0.7%	25	6.5%	46	7%	40	8.2%	39	3.4%
Transgender	1	0.4%	0	0%	0	0%	3	0.6%	6	0.5%

	2021-2022		2022-2023		2023-2024		2024-2025		2025-2026	
Disability	Number of applicants	Percentage	Number of applicants	Percentage	Number of applicants	Percentage	Number of applicants	Percentage	Number of applicants	Percentage
No	260	92.5%	351	91.9%	598	89%	447	91.6%	1040	91.2%
Yes	20	7.1%	18	4.7%	55	8%	30	6.1%	100	8.8%
Prefer not to say	1	0.4%	13	3.4%	21	3%	11	2.3%	0	0%

	2021-2022		2022-2023		2023-2024		2024-2025		2025-2026	
Religion	Number of applicants	Percentage	Number of applicants	Percentage	Percentage	Percentage	Number of applicants	Percentage	Number of applicants	Percentage
No Religion	137	48.7%	159	41.6%	316	47%	188	38.5%	499	43.8%
Christianity	92	32.7%	129	33.8%	208	31%	139	28.5%	294	25.8%
Prefer not to say	19	6.8%	50	13.1%	67	10%	75	15.4%	126	11.1%
Hindu	11	3.9%	11	3%	18	3%	26	5.3%	65	5.7%
Other	11	3.9%	6	1.6%	14	2%	12	2.5%	21	1.8%
Muslim	9	3.2%	22	5.6%	36	5%	35	7.2%	96	8.4%
Sikh	2	0.7%	3	0.8%	9	1%	9	1.8%	20	1.7%
Buddhist	0	0%	2	0.5%	5	0.8%	4	0.8%	19	1.7%
Jewish					1	0.2%	0	0%	0	0%

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Age	2021-2022		2022-2023		2023-2024		2024-2025		2025-2026	
	Number of applicants	Percentage	Number of applicants	Percentage	Number of applicants	Percentage	Number of applicants	Percentage	Number of applicants	Percentage
16 - 24	37	13.2%	51	13.5%	123	18%	89	18.2%	224	19.6%
25 - 34	71	25.3%	98	25.6%	188	28%	160	32.8%	368	32.3%
35 - 44	73	26%	95	24.8%	131	19%	83	17%	269	23.6%
45 - 54	69	24.5%	69	18%	121	18%	70	14.4%	149	13.1%
55 - 64	27	9.6%	40	10.5%	63	9%	41	8.4%	87	7.6%
65+	2	0.7%	5	1.3%	3	1%	0	0%	2	0.2%
Prefer not to say	2	0.7%	24	6.3%	45	7%	45	9.2%	41	3.6%

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Appendix E

Equality and diversity statistics for RBC Councillors at May 2025

		2024/2025		2023/24		2022/2023	2021/2022
<b>Total headcount</b>		<b>44</b>		<b>44</b>		<b>44</b>	<b>44</b>
<b>Gender</b>	Male	29 (66%)		29 (66%)		29 (66%)	29 (66%)
	Female	15 (34%)		15 (34%)		15 (34%)	15 (34%)
<b>Disabled</b>		3 (7%)		3 (7%)		3 (7%)	3 (7%)
<b>Age</b>	18-24	0	0%	0	0%	0 (0%)	0 (0%)
	25-34	0	0%	0	0%	1 (2%)	1 (2%)
	35-44	7	16%	8	18%	5 (11%)	5 (11%)
	45-54	9	20%	8	18%	5 (11%)	5 (11%)
	55-64	11	25%	12	27%	13 (30%)	13 (30%)
	65+	17	39%	16	37%	20 (46%)	20 (46%)

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Equality, Diversity and Inclusion Action Plan  
2026/27

Action	Lead	Timescale	Progress
<b>Make sure our conversations with our communities are inclusive and ensuring information on our website and in our communications is clear and accessible</b>			
<p>Rushcliffe Borough Council will champion community events which promote and celebrate our diverse community in an inclusive and equitable way</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 77</p>	Derek Hayden	<p>27 June 2026</p> <p>11 July 2026</p> <p>5 August 2026</p> <p>November 2026</p> <p>December 2026</p> <p>February 2027</p>	<p>Armed Forces Proms in the Park – key event to support for our armed forces personnel both serving and non-serving</p> <p>Film &amp; Food Festival – event combining a variety of film and food choices to draw on cultural diversity using a multi-sensory approach</p> <p>Lark in the Park – working with key partners to highlight services and community groups from mother and toddler groups to dementia care organisations</p> <p>West Bridgford Christmas Lights Switch On</p> <p>Celebrating Rushcliffe Awards – event aims to highlight those individuals, groups, organisations, volunteers etc that help shape and support their communities throughout the borough</p> <p>Lunar New Year – key event to engage and support the Hong Community</p> <p>These events provide opportunities to engage with a wide range of residents and community groups across the Borough.</p>
Provide key information in relevant community languages, informed by resident data and engagement with local groups, to improve access to Council services and communications.	Ed Palmer	March 2027	Completed in line with promotion at Lunar New Year event in March 2026. Will review for Lunar event in 2027 and continue to listen to what service info minority groups may benefit from.
Ensure the Council’s digital communications continue to align with the Public Sector Bodies	Ed Palmer		The Council achieved Shaw Trust accreditation for website accessibility in 2025. Digital content continues to be reviewed and

## Appendix F

Action	Lead	Timescale	Progress
(Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018 and recognised best practice.			updated in line with Government Digital Service testing, Shaw Trust recommendations and sector best practice.
<b>Support Councillors to lead on Equality, Diversity and Inclusion by building their knowledge and awareness through training</b>			
Provide ongoing Equality, Diversity and Inclusion training for Councillors to support awareness, confidence and inclusive leadership.	Charlotte Caven-Atack	March 2027	Training provision will be reviewed during 2026/27 to identify opportunities for refresher sessions and targeted development linked to Councillors' roles and responsibilities.
Include diversity of Cllrs when doing annual diversity report to COG.	Charlotte Caven-Atack	May 2028	This information was not collected following the May 2024 election. Arrangements will be explored to support lawful and appropriate collection of diversity data at the next election.
<b>Identify ways to engage more young people in democracy</b>			
Work with Nottinghamshire County Council on the development of its Youth Forum to strengthen engagement with young people in local democracy.	Charlotte Caven-Atack	March 2026	Ongoing communication is taking place with the Youth Forum to support engagement with democratic processes and local political activity.
<b>Support residents to access all Council services equally and undertake consultation with community groups, residents and elected members to ensure voices are heard and listened to</b>			
Promote more inclusive play provision and consider how public spaces can better support the safety and accessibility needs of women and girls.	Derek Hayden	Ongoing	Planned playground improvements within the capital programme will include consideration of Equality, Diversity and Inclusion requirements to improve accessibility and inclusive design.
Conduct the bi-annual residents' survey to gather feedback on residents' experiences, sense of belonging and access to services.	Ed Palmer	October 2026	The residents' survey continues to provide insight into community belonging. The percentage of residents who said they feel they belong to their local area was 76% in 2024, compared with 79% in 2021 and 82% in 2018.
Continue working with the Active Rushcliffe Health Partnership to support collaborative projects for priority groups, including disabled people, ethnic minority communities, and women	Derek Hayden	March 2027	An agreed Arena light-up plan is being delivered throughout the year to raise awareness of key campaigns and communities through coordinated communications and social media activity.

## Appendix F

Action	Lead	Timescale	Progress
and girls, including during pregnancy and maternity.			
<b>Support our employees on Equality, Diversity and Inclusion by building their knowledge and awareness through training to enable them to better support each other and our residents.</b>			
Include Equality, Diversity and Inclusion training within the Let's Get Ready Combined Development Plan to strengthen staff knowledge, awareness and confidence.	Jo Wilkinson	March 2027	EDI training requirements will be reviewed as part of the Combined Development Plan for 2026/27, with delivery priorities agreed in line with organisational need.
Continue to develop and review the Supporting Employees Policy framework and associated guidance to ensure employees have access to inclusive and appropriate support.	Jo Wilkinson	March 2027	A range of supporting documents and guidance is already in place and will continue to be kept under review to ensure it remains relevant, accessible and responsive to employee need.
Ensure employees are regularly consulted and listened to on Equality, Diversity and Inclusion matters through representative engagement and feedback mechanisms.	Shaza Brannon	March 2027	Work is ongoing to encourage under-represented groups to join the Employee Liaison Group so that it better reflects the workforce. Training options for group members will also be reviewed to strengthen their role in supporting and championing Equality, Diversity and Inclusion.
<b>Support local businesses including training of existing and new staff, business advice and networking opportunities</b>			
<b>Ensure our policies, strategies and plans are inclusive and we are responding to the latest guidance and learning from best practice from others</b>			
Review the membership and terms of reference of the EDI Steering Group to ensure appropriate representation, clarity of role and effective oversight across the authority.	Shaza Brannon		Adam Hill is now the sponsor for the Steering Group. Further work will include reviewing the group's terms of reference and membership to ensure it remains effective and appropriately representative.
Continue to carry out Equality Impact Assessments during the development of policies, projects and services to identify potential impacts at an early stage and ensure these are avoided, reduced or mitigated where possible.	Assistant Directors	Ongoing	Equality Impact Assessments continue to be required as part of policy, project and service development, with managers responsible for ensuring equalities implications are considered at the earliest stage.
Ensure compliance with the enhanced duty to take reasonable steps to prevent sexual harassment in the workplace.	Jo Wilkinson	April 2025	The duty is now in force and the Council has implemented a policy and e-learning package for all staff. A risk assessment is also in place to ensure employees understand reporting routes and the support available.

## Appendix F

<b>Action</b>	<b>Lead</b>	<b>Timescale</b>	<b>Progress</b>
Continue to review recruitment processes to ensure they are accessible, inclusive and support the attraction of a diverse and high-quality workforce.	Jo Wilkinson	March 2026	Actions already implemented include accepting CVs alongside a shortened application form and offering guaranteed interviews for reservists, disabled applicants and care leavers who meet the essential criteria. Planned actions for 2026/27 include developing recruitment videos to showcase the range of roles available at RBC and continuing involvement in the national recruitment campaign with EMC.
Actively participate in EMC EDI networking meetings to share learning, identify good practice and inform the Council's approach to Equality, Diversity and Inclusion.	Jo Wilkinson	March 2027	Attendance at EMC EDI networking meetings will continue during 2026/27 to support shared learning, benchmarking and the development of best practice.

## **Equality, Diversity and Inclusion (EDI) Scheme 2026 to 2030**

The Council's Equality, Diversity and Inclusion (EDI) Scheme and supporting action plan for 2021 to 2025 delivered a range of initiatives for the benefit of Rushcliffe's communities. This EDI Scheme for 2026 to 2030 builds on that work, keeping our approach up to date and relevant to residents, businesses and visitors.

The Scheme sets out our longer-term priorities and the outcomes we will work towards. It is intentionally high level so we can remain flexible, focus on what is most needed, and respond to changing circumstances. The detailed activity sits within an action plan, which is reviewed and updated annually.

### **Aims of the Scheme**

Through this Scheme, we will seek to:

- Help make Rushcliffe a welcoming place for everyone.
- Improve our understanding of our community's needs and work to keep services accessible to all.
- Engage with our communities and partners to help shape what we do and how we do it.
- Support our workforce so colleagues have the knowledge, confidence and tools to deliver good services.
- Help reduce barriers and address inequality where we can have the most influence.

### **How we identify priorities for the annual action plan**

The Scheme is delivered through an annual action plan. Each year we will identify specific actions and milestones based on what we learn from our communities and partners, our equality data, and evaluation of previous initiatives. This helps us focus on the areas where we are best placed to make a practical difference.

Progress against the action plan will be monitored through the Council's Equality, Diversity and Inclusion (EDI) Steering Group and reported to the Corporate Overview Group annually.

### **Action plan themes for 2026 to 2030**

#### **1. Understanding our community**

- Continue to embed EDI in how we plan and deliver services
- Review equality information about our communities to help identify where action may be needed.
- Make engagement as inclusive as possible and seek to ensure information on our website and in our communications is clear, accessible and easy to understand including compliance with the Public Sector Bodies (Websites and Mobile Applications) Accessibility Regulations 2018.
- Support councillors to champion EDI by building knowledge and confidence through training and development opportunities.
- Support residents to access Council services fairly and consistently.

## **2. Reflecting the diversity of our community**

- Continue to strengthen our procurement policies and training so we work with suppliers who understand our commitment to EDI and can support our wider objectives.
- Use Equality Impact Assessments (EIAs), where relevant, when developing policies, projects and services so potential impacts can be identified early and considered appropriately.
- Consult with residents, community groups and elected members so that a range of voices can be heard and considered in decision-making.
- Meet our Public Sector Equality Duty (under the Equality Act 2010) by continuing to work to:
  - Eliminate discrimination, harassment and victimisation.
  - Advance equality of opportunity between people who share a protected characteristic and those who do not.
  - Foster good relations between different groups.

## **3. Working in partnership to achieve impact**

- Work with the Active Rushcliffe Health Partnership and other partners to support projects that benefit protected groups.
- Support the delivery of new homes across the Borough, including affordable housing, to help meet the needs of diverse communities.
- Work with partners to support young people and other groups through suitable training, employment and tailored support where possible.
- Champion community events which promote and celebrate our diverse community in an inclusive and equitable way
- Support local businesses through advice, networking opportunities and training where this aligns with our role and resources.
- Share learning, resources and good practice on EDI with other councils and partners where beneficial.

## **4. Supporting our workforce**

- Support employees to complete EDI training regularly so inclusion continues to be embedded in how we work with residents, businesses and each other.
- Continue to strengthen the role of the Employee Liaison Group so it reflects the workforce and can support and champion EDI.
- Continue the conversation about working smartly and flexibly to support staff, improve productivity and promote wellbeing.
- Review recruitment and selection processes to help ensure they are accessible, inclusive and support us to attract a strong range of candidates.
- Monitor and report workforce diversity and equality indicators, including the gender pay gap, to help identify where further action may be needed.
- Develop and maintain policies that support employees to stay well, thrive at work and remain in employment.
- Continue to recognise EDI as an organisational priority through the Council's value to embrace inclusivity and through our People Strategy, including the strategic theme: Being Inclusive & Building Diversity. This includes work to better understand under-representation and pay gaps, consider EDI in policy development, raise awareness

of barriers, and engage with relevant national schemes and initiatives where appropriate.

### **Commitments and how we will measure progress**

Having a Scheme in place is important, but it is equally important that we review its impact and continue to improve what we do over time so it remains relevant to the needs of our residents. We will do this through the commitments below and by tracking a small set of practical indicators each year through the annual action plan.

1. Understanding our community
  - Community engagement activity is planned to be as inclusive as possible (for example: accessible formats available; feedback from a wider range of groups).
  - Equality information and insight is reviewed periodically and used, where possible, to inform service planning and decisions.
2. Reflecting the diversity of our community
  - Equality Impact Assessments are completed proportionately for relevant policies, projects and service changes, with any resulting actions recorded and reviewed.
  - Monitoring helps identify where representation, access or take-up appears uneven, so priorities for further action can be considered.
3. Working in partnership to achieve impact
  - Key partners and suppliers are made aware of our EDI expectations, for example through procurement and contract management arrangements.
  - Partnership projects provide evidence of learning, activity or outcomes for priority groups where this is available and proportionate.
4. Developing, delivering and monitoring annual action plans
  - An annual EDI action plan is in place, with clear actions, owners and indicative timescales, and is reviewed during the year.
  - Progress is reported annually through the EDI Steering Group to the Corporate Overview Group, with learning used to inform the next plan.

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## Corporate Overview Group

Tuesday, 16 June 2026

## Consideration of Scrutiny Group Work Programmes

### Report of the Director – Finance and Corporate Services

#### 1. Purpose of report

1.1. The terms of reference for the Corporate Overview Group accepted at Council in May 2019 clearly state that a key responsibility of this Group is to:

- Create and receive feedback on work programmes for the Growth and Development, Communities, and Governance Scrutiny Groups based on the Cabinet Forward Plan, Corporate Strategy, Medium Term Financial Strategy, Capital and Investment Strategy and Transformation and Efficiency Programme.

1.2. Each meeting of the Corporate Overview Group considers the work programmes for the Growth and Development, Communities, and Governance Scrutiny Groups as well as any new Scrutiny Requests put forward by Councillors and Officers. Those items that are agreed for scrutiny are included on a future work programme for one of the four Scrutiny Groups.

1.3. Work programmes for each of the groups were reviewed in February 2026 to ensure they reflected the current priorities of the Council.

#### 2. Recommendation

It is RECOMMENDED that the Corporate Overview Group:

- a) consider any additional items for scrutiny from the current Cabinet Forward Plan, Corporate Strategy, Medium Term Financial Strategy, Capital and Investment Strategy and Transformation and Efficiency Programme (Appendix One)
- b) determine any additional topics to be included in a scrutiny group work programme for 2026/27 for each of the scrutiny groups as presented on newly submitted scrutiny requests (Appendix Two)
- c) review the current work programme for each of the scrutiny groups (Appendix Three).

#### 3. Reasons for Recommendation

3.1. To fulfil the requirements of the terms of reference for the Corporate Overview Group and ensure effective scrutiny of decisions.

#### **4. Supporting Information**

- 4.1. The Council's scrutiny structure comprises of one Corporate Overview Group and three additional Scrutiny Groups focused on Growth and Development, Communities, and Governance. The Corporate Overview Group is responsible for setting the work programmes for all scrutiny groups based on the Cabinet Forward Plan, Corporate Strategy, Medium Term Financial Strategy, Capital and Investment Strategy and Transformation and Efficiency Programme. Links to these documents can be found at Appendix One.
- 4.2. The Corporate Overview Group considers potential items for scrutiny (submitted by officers and Councillors on a Scrutiny Request Form) at each meeting of the Corporate Overview Group. There are two scrutiny requests submitted for consideration at this meeting as outlined in Appendix Two.
- 4.3. Appendix Three shows the work programmes for all scrutiny groups as agreed in February 2026 by the Corporate Overview Group. The Group is asked to consider if the work programmes remain appropriate and achievable for the current year.
- 4.4. Any additional items identified from the Cabinet Forward Plan, Corporate Strategy, Medium Term Financial Strategy, Capital and Investment Strategy and Transformation and Efficiency Programme, highlighted by members of the Group or raised by officers, should be assessed against the scrutiny request form to inform the decision to include them on a scrutiny group work programme.
- 4.5. It is important to note that the purpose of scrutiny is to:
  - scrutinise a topic in more depth than the Cabinet can in advance of a Cabinet decision with the purpose of informing the decision to be made by Cabinet
  - investigate topics of concern to residents resulting in recommendations to Cabinet with the purpose of improving Council services
  - monitor the progress of the Corporate Strategy to ensure the Council is meeting its stated priorities accepting that this may require more in-depth scrutiny of specific strategic projects at appropriate times
  - hold the Executive to account on behalf of the residents of the Borough to ensure sound decisions are made.
- 4.6. The Group is reminded that there will be cases in which scrutiny is not necessary or appropriate at this time. Officers will be clear in providing reasons where they feel this is the case. Councillors are also asked to be mindful of the resources available for scrutiny and listen to the advice of Officers present in the meeting.

#### **5. Risks and Uncertainties**

- 5.1. There are no direct risks associated with this report.

## **6. Implications**

### **6.1. Financial Implications**

There are no direct financial implications arising from the recommendations of this report.

### **6.2. Legal Implications**

This report supports effective overview and scrutiny, and aims to ensure that scrutiny has clear prioritisation and focus within the Council. There are no direct legal implications arising from the recommendations of this report.

### **6.3. Equalities Implications**

There are no direct equalities implications arising from the recommendations of this report.

### **6.4. Section 17 of the Crime and Disorder Act 1998 Implications**

There are no direct Section 17 implications arising from the recommendations of this report.

### **6.5. Biodiversity Net Gain Implications**

There are no direct biodiversity net gain implications arising from the recommendations of this report.

### **6.6. Local Government Reorganisation Implications**

There are no direct Local Government Reorganisation implications arising from the recommendations of this report.

## **7. Link to Corporate Priorities**

The Environment	Scrutiny of issues of concern to residents can lead to improvements in the Environment.
Quality of Life	Scrutiny of issues of concern to residents can lead to improvements in their perceived Quality of Life.
Efficient Services	Scrutiny of issues of concern to residents can lead to more efficient services.
Sustainable Growth	Scrutiny of issues of concern to residents can lead to Sustainable Growth.

## **8. Recommendations**

It is RECOMMENDED that the Corporate Overview Group:

- a) consider any additional items for scrutiny from the current Cabinet Forward Plan, Corporate Strategy, Medium Term Financial Strategy, Capital and Investment Strategy and Transformation and Efficiency Programme (Appendix One)
- b) determine any additional topics to be included in a scrutiny group work programme for 2026/27 for each of the scrutiny groups as presented on newly submitted scrutiny requests (Appendix Two)
- c) review the current work programme for each of the scrutiny groups (Appendix Three).

<b>For more information contact:</b>	Charlotte Caven-Atack Assistant Director for Corporate Services  0115 9148 278 ccaven-atack@rushcliffe.gov.uk
<b>Background papers available for Inspection:</b>	None
<b>List of appendices:</b>	Appendix One – Document Links Appendix Two – Scrutiny Requests Appendix Three – Work Programmes 2026/27

**Links**

***Cabinet Forward Plan***

[Cabinet Forward Plan – June 2026](#)

***Corporate Strategy***

[Corporate Strategy 2024-2027 - Rushcliffe Borough Council](#)

***Medium Term Financial Strategy, Capital and Investment Strategy, Transformation Plan***

[Council – March 2026](#)

Appendix

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# Rushcliffe Borough Council – Scrutiny Request

<b>Councillor Request for Scrutiny</b>	
Councillor Tina Combellack	
<b>Proposed topic of scrutiny ...</b>	Park Homes
<b>I would like to explore ...</b>  It is helpful to include why you feel this topic requires scrutiny, what concerns you, what concerns are being raised with you, and how scrutiny will lead to better outcomes or services to residents.	The administration and management regulations for Park Homes. I am hearing concerns around ability to sell and site percentages added to sales prices, insurance concerns and regulations regarding greenhouses, outside planting containers, decorating etc. Also, I believe owners have to purchase utilities through the management meaning that any promotional discounts are not available to the owners. Similar concerns to those voiced regarding management companies for open spaces on housing developments.
<b>I think this topic should be scrutinised because ...</b>  <b>(please tick)</b>	<input type="checkbox"/> Poor Performance Identified
	<input type="checkbox"/> Change in Legislation or Local Policy
	<input checked="" type="checkbox"/> Resident Concern or Interest
	<input type="checkbox"/> Cabinet Recommendation
	<input type="checkbox"/> Links to the Corporate Strategy
	<input type="checkbox"/> Other (please state reason)
<b>What outcomes are you seeking from this scrutiny?</b>	Better understand and clearer regulatory agreements and a good practice guide put in place similar to the open space plan. Less imposition upon owner's freedoms.

<b>Collaboration</b>	
<b>Matrix developed in conjunction with officers?</b>	No

# Rushcliffe Borough Council – Scrutiny Request

Councillor Request for Scrutiny	
Councillors Way and Thomas	
<p><b>Proposed topic of scrutiny ...</b></p>	<p><b>Follow up</b> - Management of Public Open Spaces on New Build Estates</p>
<p><b>I would like to explore ...</b></p> <p>It is helpful to include why you feel this topic requires scrutiny, what concerns you, what concerns are being raised with you, and how scrutiny will lead to better outcomes or services to residents.</p>	<p>This was last scrutinised in March 2025, following an earlier meeting in Jan 2024 and Cabinet decision in May 2024 to support further work.</p> <p>The action plan in 24-25 included:</p> <ul style="list-style-type: none"> <li>• Produce SPD, with guidance on open space provision, management and maintenance</li> <li>• Develop Good Practice Guide</li> <li>• Invite Management Companies to Growth Boards</li> <li>• Facilitate meetings between residents' groups and management companies</li> <li>• Make contact with other agencies, particularly re SUDS.</li> </ul> <p>This scrutiny item will review work to complete these actions and their impact.</p> <p>Since 2025 the situation continues to cause concern for Rushcliffe residents, as more estates are completed and residents become aware of the unfair charges and the extent of their personal exposure. Councillors' and MP casework on this issue continues to grow.</p> <p>Further questionable practices have been uncovered, such as freehold residents having to pay management charges on behalf of homes operated by registered providers; residents in Fairham faced with two sets of</p>

charges (at settlement and estate levels); developers routinely not offering SUDs for adoption.

James Naish MP has been involved in progressing issues for several estates; Cllrs Thomas and Way have given evidence at a parliamentary Select Committee; residents have started forming associations to work productively with site managers and challenge bills. There is cross party acceptance in parliament that there is an issue; Government claims to be tackling the matter through Leasehold Legislation; national lobby groups are forming and gaining ground.

Scrutiny will review the changing situation and consider further actions for Rushcliffe to take to help empower residents already caught in this situation and to minimise issues in future new estates.

Rushcliffe's policy not to adopt open space will be re-examined, along with financial modelling (impact on budgets; commuted sums, option of RBC raising the charges itself; worked up illustrations e.g, Fairham)

The following will be invited, to answer questions and give evidence:

- Portfolio Holder
- James Naish MP (or his office)
- Lynne Twigg, Chair of a recently formed Residents' Association in East Leake
- Other resident groups' representatives to be determined
- Representatives of management companies, developers, and registered providers where there are known to be issues - selecting different companies from previous scrutiny

	<ul style="list-style-type: none"> <li>Representatives of other agencies involved in adoption, including Nottinghamshire County Council and Severn Trent Water.</li> </ul> <p>Representatives of other councils (if LGR outcome is known when the item is scheduled) to determine how their policies and practice differ from Rushcliffe's.</p>	
<b>I think this topic should be scrutinised because ...</b> <b>(please tick)</b>	X	Poor Performance Identified
	X	Change in Legislation or Local Policy
	X	Resident Concern or Interest
		Cabinet Recommendation
	X	Links to the Corporate Strategy
		Other (please state reason)
<b>What outcomes are you seeking from this scrutiny?</b>	<ul style="list-style-type: none"> <li>Review of effectiveness of actions to date</li> <li>Review of relevant legislation changes</li> <li>Identification of further actions, e.g. to facilitate formation of residents' associations, and to influence the detail of charging models adopted in future estates.</li> <li>Reconsideration of current policy of non-adoption by Rushcliffe, for specific types of infrastructure on new estates (e.g. play areas, public open space, playing fields).</li> <li>Engagement with Town and Parish Councils re adoption of particular types of infrastructure, e.g. allotments, play areas</li> <li>Consideration of adoption of public open space on estates in the context of habitat preservation/generation and carbon capture, and in the light of recent land acquisitions by RBC.</li> <li>Review of existing policy and guidance documents, and possible addition to these.</li> <li>Gathering further evidence to submit to Government to support lobbying for changes at national level.</li> </ul>	

	<ul style="list-style-type: none"> <li>• Alignment of policy and practice with other local councils and adoption of best practice in the run-up to LGR.</li> <li>• Recommendations to Cabinet</li> </ul>
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<b>Collaboration</b>	
<b>Matrix developed in conjunction with officers?</b>	No

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**Work Programme 2026/27 – Corporate Overview Group**

16 June 2026	<ul style="list-style-type: none"> <li>• Standing Items <ul style="list-style-type: none"> <li>○ Feedback from Scrutiny Group Chairs</li> <li>○ Feedback from Lead Officer</li> <li>○ Consideration of Scrutiny Group Work Programmes</li> <li>○ Financial and Performance Management</li> </ul> </li> <li>• Rolling Items <ul style="list-style-type: none"> <li>○ Diversity Annual Report and update on the Equality and Diversity Strategy</li> </ul> </li> </ul>
1 September 2026	<ul style="list-style-type: none"> <li>• Standing Items <ul style="list-style-type: none"> <li>○ Feedback from Scrutiny Group Chairs</li> <li>○ Feedback from Lead Officer</li> <li>○ Consideration of Scrutiny Group Work Programmes</li> <li>○ Financial and Performance Management</li> </ul> </li> <li>• Rolling Items <ul style="list-style-type: none"> <li>○ Health and Safety Annual Report</li> </ul> </li> </ul>
17 November 2026	<ul style="list-style-type: none"> <li>• Standing Items <ul style="list-style-type: none"> <li>○ Feedback from Scrutiny Group Chairs</li> <li>○ Feedback from Lead Officer</li> <li>○ Consideration of Scrutiny Group Work Programmes</li> <li>○ Financial and Performance Management</li> </ul> </li> <li>• Rolling Items <ul style="list-style-type: none"> <li>○ Customer Feedback Annual Report</li> </ul> </li> </ul>
23 February 2027	<ul style="list-style-type: none"> <li>• Standing Items <ul style="list-style-type: none"> <li>○ Feedback from Scrutiny Group Chairs</li> <li>○ Feedback from Lead Officer</li> <li>○ Consideration of Scrutiny Group Work Programmes</li> <li>○ Financial and Performance Management</li> </ul> </li> <li>• Rolling Items <ul style="list-style-type: none"> <li>○ Annual Review of Corporate Strategy</li> </ul> </li> </ul>

**Work Programme 2026/27 – Governance Scrutiny Group**

18 June 2026	<ul style="list-style-type: none"> <li>• Annual Fraud Report</li> <li>• Annual Governance Statement (AGS)</li> <li>• Internal Audit Progress Report Q4</li> <li>• Internal Audit Annual Report</li> <li>• External Audit Plan</li> <li>• Capital and Investment Strategy Outturn</li> <li>• Procurement Annual Report</li> <li>• Investment Property Review</li> </ul>
24 September 2026	<ul style="list-style-type: none"> <li>• Risk Management Update</li> <li>• Going Concern</li> <li>• Capital and Investment Strategy Update Q1</li> <li>• Internal Audit Progress Report Q1</li> <li>• Statement of Accounts</li> <li>• External Audit Completion Report</li> <li>• Annual Audit Letter and VFM Conclusion</li> </ul>

26 November 2026	<ul style="list-style-type: none"> <li>• Internal Audit Progress Report Q2</li> <li>• Capital and Investment Strategy Update Q2</li> <li>• RIPA Review</li> </ul>
4 February 2027	<ul style="list-style-type: none"> <li>• Internal Audit Progress Report Q3</li> <li>• Internal Audit Strategy</li> <li>• Risk Management Update</li> <li>• Capital and Investment Strategy Update Q3</li> <li>• Capital and Investment Strategy 2027/28</li> <li>• External Annual Audit Plan</li> </ul>

### Work Programme 2026/27– Growth and Development Scrutiny Group

	Items / Reports
15 July 2026	<ul style="list-style-type: none"> <li>• East Midlands Freeport (Update)</li> </ul>
14 October 2026	<ul style="list-style-type: none"> <li>•</li> </ul>
27 January 2027	<ul style="list-style-type: none"> <li>•</li> </ul>
24 March 2027	<ul style="list-style-type: none"> <li>•</li> </ul>

### Work Programme 2026/27– Communities Scrutiny Group

	Items / Reports
23 July 2026	<ul style="list-style-type: none"> <li>• Article 4 Direction</li> <li>• Council Tax policy changes (2<sup>nd</sup> homes premium and discounts for terminally ill residents and foster carers)</li> </ul>
15 October 2026	<ul style="list-style-type: none"> <li>• Metropolitan Trent Valley Housing (Update)</li> </ul>
21 January 2027	<ul style="list-style-type: none"> <li>• Review of debt collection agents by RBC in line with the outcome of the Government's consultation on Council Tax and Enforcement</li> <li>• Road Sweeping</li> </ul>
15 April 2027	<ul style="list-style-type: none"> <li>•</li> </ul>

**Note:** In April 2026 the Group asked for the annual Carbon Management Plan Update to come forward for scrutiny in July 2027 rather than April 2027 allowing for timelier (end-of-year) data to be available.