

DELIVERING A STRONGER STAFFORDSHIRE

A proposal for unitarisation from

Cannock Chase District Council

East Staffordshire Borough Council

Stafford Borough Council

In partnership with

Stoke-on-Trent City Council

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FOREWORD

As Leaders of three District and Borough Councils within the Southern & Mid-Staffordshire area, we are pleased to present this proposal for Local Government Reorganisation (LGR) – a bold and forward-thinking vision for the future of our region.

This document reflects the culmination of extensive collaboration, rigorous analysis, and meaningful engagement with our communities, and sets out a clear case for the establishment of a single unitary authority covering the Southern & Mid-Staffordshire geography that is fit for purpose, very financially sustainable, and rooted in the needs and aspirations of our residents and businesses

Our shared ambition is to create a modern, efficient, and resilient Unitary Council that delivers high-quality services, strengthens local democracy, and unlocks the full potential of Southern & Mid-Staffordshire. Our proposal has been designed to complement a second strong Unitary Council for the North of Staffordshire, covering Stoke-on-Trent, Newcastle-under-Lyme, and Staffordshire Moorlands. We recognise the challenges facing local government; rising demand, constrained resources, and increasing complexity, and we believe that this proposal demonstrates a clear way forward. By coming together under a single structure, we can remove duplication, streamline decision-making, and build an organisation that is capable of responding to the evolving needs of our communities with agility and confidence.

This proposal is not simply about structural change, it is about transformation. It is about creating a Council that is resident-focused, digitally enabled, and committed to continuous improvement. It is about empowering our staff, engaging our communities, and fostering a culture of transparency, trust, and innovation.

It is about laying the foundations for a future in which Southern & Mid-Staffordshire thrives economically, socially, and environmentally. We are fortunate to have a skilled, knowledgeable and dedicated workforce across our authorities to ensure a smooth transition to a new unitary council while continuing to deliver quality services to our communities.

We have responded constructively to the Government's invitation to reform local government structures, moving away from the existing two-tier system and smaller unitary authorities. In Staffordshire, the current model comprises eight District and Borough Councils, one County Council, and a single Unitary Authority (that serves a population of approximately 260,000). In this context, the creation of three or more new Unitary Councils, each with populations only slightly larger than that of Stoke-on-Trent City Council, would not only fall short of the Government's ambitions but also risk undermining the principles of reform and the imperative for financial sustainability.

Our proposal to establish two new Unitary Authorities, one for North Staffordshire and another for Southern & Mid-Staffordshire, offers a coherent and compliant response to the invitation. It aligns with the Government's objectives by delivering scale, efficiency, and resilience, while supporting sustainable service delivery and governance across the county.

As we look ahead to Vesting Day and beyond, we remain committed to ensuring a smooth and successful transition. We will prioritise service continuity, staff engagement, and stakeholder confidence, while laying the groundwork for long-term transformation.

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We understand the significance of this moment not just for our organisations, but for the communities we serve, and we approach it with humility, determination, and a deep sense of responsibility.

This proposal is a testament to what can be achieved when Councils work together with a shared purpose and a clear vision. It is a blueprint for a stronger, more unified Southern & Mid-Staffordshire. And it is our collective commitment to delivering a future that is fairer, more efficient, and more responsive to the people we represent.



Cllr Steve Thornley

Leader

Cannock Chase District Council



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East Staffordshire Borough Council



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Supported by:

Cllr Jane Ashworth OBE

Leader

Stoke-on-Trent City Council

EXECUTIVE SUMMARY

This document sets out a comprehensive and evidence-based case for Local Government Reorganisation (LGR) in Staffordshire, recommending the establishment of two unitary authorities to replace the existing two-tier system. This proposal focuses on the creation of a Southern & Mid-Staffordshire Unitary Council, complementing the proposal for the North Staffordshire Unitary Council.

Informed through collaboration with the six District and Borough Councils in Southern & Mid-Staffordshire¹, and led and approved by Cannock Chase District, East Staffordshire Borough and Stafford Borough Councils, the proposal responds to the Government's invitation for reorganisation and reflects a shared ambition to deliver more efficient, resilient, and responsive local government for the region.

We have worked closely with our counterpart in the north of the county who have proposed a single unitary council to bring together areas currently served by Stoke-on-Trent City Council, Newcastle-under-Lyme Borough Council and Staffordshire Moorlands District Council. The outcome of our close co-operation is that our proposals complement each other and our good working relationship will ensure a smooth transition to the new arrangements.

Southern & Mid-Staffordshire is a diverse and economically vibrant area, home to over 656,000 residents across 279,400 households.

It encompasses a mix of urban centres, rural communities, and strategic transport corridors, contributing significantly to the wider West Midlands economy. The region benefits from strong partnerships and co-terminosity across health, policing, and local services, and has a distinct identity shaped by its heritage, geography, and economic profile. The proposal recognises this uniqueness and seeks to build a governance model that reflects and supports the region's future aspirations.

RATIONALE FOR REORGANISATION

The current two-tier system presents challenges in terms of duplication, fragmented service delivery, and inefficiencies in governance and resource allocation. With increasing financial pressures, rising demand for services, and the need for greater strategic capacity, the case for reform is compelling. The proposed unitary model offers a streamlined structure that removes duplication, simplifies decision-making, and enables a more coherent approach to service delivery and place-based leadership.

The preferred option, Option A, proposes the creation of two unitary Councils: one for North Staffordshire and one for Southern & Mid-Staffordshire. This model aligns with Government criteria for reorganisation, including advised population thresholds, financial sustainability, service quality, and community engagement. It reflects sensible and functioning economic geography, maintains local identity, and provides the scale necessary to deliver efficiencies and withstand future financial shocks.

1 - Cannock Chase, East Staffordshire, Lichfield, South Staffordshire, Stafford, Tamworth.

VISION FOR THE NEW COUNCIL

The new Southern & Mid-Staffordshire Council will be a modern, resident-focused authority that delivers high-quality services, supports inclusive growth, and champions the unique identity of its communities. Its vision is underpinned by three core values:

ESTABLISH

Laying the foundations for strong, transparent, and effective governance.

ECONOMISE

Delivering high-quality services that represent best value for residents and businesses.

ENGAGE

Ensuring people remain at the centre of every decision.

These values will guide the Council's approach to service design, financial management, democratic representation, and community engagement. The Council will embrace innovation, digital transformation, and continuous improvement, ensuring services are accessible, responsive, and tailored to local needs.

FINANCIAL SUSTAINABILITY

A detailed financial appraisal confirms that the preferred model delivers significant recurring savings and a strong return on investment. The proposal estimates annual savings of £29.9 million, with a payback period of 1.4 years.

These savings are derived from the consolidation of leadership roles, rationalisation of contracts, integration of ICT systems, and streamlined governance structures. Importantly, the model avoids the disaggregation costs associated with more complex reorganisation options, such as three Unitary Councils (Option B)², further enhancing its financial viability.

The new Council will benefit from a robust Council Tax base, a mixed housing stock, and a growing population. These factors contribute to long-term financial resilience and provide the foundation for sustained investment in public services and infrastructure. The proposal also outlines a clear methodology for financial modelling, scenario analysis, and risk mitigation, ensuring transparency and confidence in the financial case.

IMPLEMENTATION & DAY ONE READINESS

The transition to a unitary authority will be delivered through a phased implementation programme, structured around six tranches: Plan and Define, Building the Foundations, Shadow Authority, Leadership, Go Live, and Post-Vesting Day Transformation. Each tranche is designed to ensure continuity of services, legal compliance, and effective change management.

Day One, Vesting Day, will mark the formal commencement of the new Council. On this day, statutory powers will transfer, governance structures will be activated, and services will continue without disruption. Staff will be supported through clear communication, induction processes, and leadership engagement, fostering a sense of unity and shared purpose. Residents and businesses can expect a seamless transition, with consistent access to services and simplified points of contact.

2 - Option B is the preferred option for Lichfield, South Staffordshire and Tamworth Councils.

GOVERNANCE & REPRESENTATION

The new Council will establish a governance framework that is transparent, accountable, and locally responsive. It will eliminate the complexities of two-tier governance, creating clear lines of decision-making and responsibility. Neighbourhood Area Committees will be introduced to ensure local representation and engagement, building on the strength of existing community organisations and enabling local people to influence local decisions and shape service delivery.

Elected Members will play a central role in the new structure, supported by streamlined Cabinet and committee arrangements. The Council will uphold the Nolan Principles of public life: selflessness; integrity; objectivity; accountability; openness; honesty; and leadership, embedding these values into its organisational culture and behaviours.

HOUSING & INFRASTRUCTURE

Southern & Mid-Staffordshire has a strong track record of housing delivery with the six existing Councils collectively exceeding their targets. The new authority will build on this success, with a target of 53,040 homes between 2024 and 2040, including social housing. A unified planning framework will accelerate delivery, reduce bureaucracy, and align with national policy.

Infrastructure planning will be integrated across the region, enabling coordinated investment in transport, regeneration, and employment. The Council will take a holistic approach, ensuring that regeneration initiatives reflect broader social, economic, and environmental needs. Strategic asset and estate management will support this vision, unlocking opportunities for growth and community development.

SERVICE INTEGRATION & TRANSFORMATION

The proposal outlines a clear strategy for integrating services from the six District and Borough Councils and the County Council. This includes harmonising service delivery models, aligning policies and procedures, and consolidating assets and contracts. Priority areas for transformation include adult social care, children's services, housing, waste management, and planning.

The Council will adopt a mixed economy approach to service delivery, exploring alternative models and partnerships to enhance efficiency and outcomes. Digital transformation will be a key enabler, improving accessibility, streamlining processes, and supporting data-driven decision-making. Continuous improvement will be embedded across all service areas, supported by performance management, resident feedback, and innovation.

PARTNERSHIPS & COLLABORATION

The new Council will foster strong partnerships across the public, private, and voluntary sectors. Existing relationships with health providers, police, fire services, and regional bodies will be maintained and strengthened. The Council will work collaboratively with the North Staffordshire Unitary Council and any future Strategic Authority to ensure alignment, shared priorities, and regional coherence.

Stakeholder engagement will be a core component of the transition and transformation process. The Council will actively involve residents, businesses, staff, and partners in shaping its future, promoting transparency, trust, and shared ownership of change.

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PROGRAMME MANAGEMENT

The Programme Management Office (PMO) will oversee the planning for the creation of the new Council, setting it up, readiness for Day One and delivery of a comprehensive transformation programme, including the approach to risk mitigation.

Transitional workstreams covering: legal and governance; finance; contracts and assets; service design; social services transition; people and workforce; and communications, will provide the capacity and expertise required to deliver the programme. These workstreams will continue beyond Vesting Day, supporting the Council's transformation journey and embedding a culture of continuous improvement.

CONCLUSION

This proposal represents a bold and pragmatic step forward for local government in Southern & Mid-Staffordshire. It offers a clear vision, a robust financial case, and a practical implementation plan for creating a single unitary authority that is fit for the future. By focusing on residents, removing duplication, streamlining governance, and empowering our residents, the new Council will deliver better outcomes, stronger partnerships, and a renewed sense of place.

The Leaders of Cannock Chase, East Staffordshire and Stafford Borough Councils are united in their commitment to this vision. They recognise the significance of the opportunity and the responsibility it carries. Through collaboration, transparency, and ambition, they aim to build a Council that reflects the values of its communities and delivers lasting benefits for generations to come.

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INTRODUCTION TO SOUTHERN & MID-STAFFORDSHIRE

THE SIX DISTRICTS & BOROUGHES

Southern & Mid-Staffordshire is a region steeped in history, defined by vibrant communities and a dynamic business landscape. Surrounded by picturesque countryside and anchored by thriving towns, charming villages, and a historic cathedral city, it is an area with a distinct sense of identity that is confidently looking to the future. The six District and Borough Councils are:



Southern & Mid-Staffordshire continues to attract significant investment from key industries including logistics, retail, services, and light manufacturing, all of which complement the region's strong agricultural foundation.

Tourism is an increasingly valuable sector, with visitors drawn to iconic destinations such as Lichfield Cathedral, Tamworth Castle, Cannock Chase Area National Landscape (formerly Area of Outstanding Natural Beauty), Uttoxeter Racecourse, Shugborough Hall and Trentham Gardens, and the historic city of Lichfield. Emerging events and attractions like the annual Sonic Boom music festival in Burton upon Trent further enhance the region's appeal.

The region is undergoing sustained economic growth, evidenced by rising Gross Value Added (see Section 4), expanding housing development, and a growing population. Its strategic connectivity – via key transport corridors such as the M6, M6 Toll, A34, A38, A5, and major rail lines – positions it as a vital contributor to the broader West Midlands economy. This economic strength is further reflected in the proactive decision by four of the Councils to join the inception of the Greater Birmingham and Solihull Local Enterprise Partnership (GBSLEP), as well as some joining the West Midlands Combined Authority (WMCA) as non-constituent members. These commitments highlight the distinct economic identity of southern Staffordshire and reinforce the region's dedication to collaborative growth and regional prosperity.

The area also benefits from nationally recognised Health Trusts, robust partnerships with the Police, Fire and Crime Commissioner (PFCC), the Integrated Care System (ICS), and local policing, underpinned by a longstanding culture of collaboration through the Leaders' Board and Chief Executives Forum.

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POPULATION DATA & DEMOGRAPHICS

Southern & Mid-Staffordshire is an area within the West Midlands region that comprises 1,836km² of urban, semi-urban and rural geography, with a population of 656,800 (2021 Census) within 279,400 households:

AREA	POPULATION	NO. OF HOUSEHOLDS	AREA (SQUARE KM, ROUNDED)	POPULATION DENSITY
CANNOCK CHASE	100,500	43,500	79	1,274
EAST STAFFORDSHIRE	124,000	51,300	390	320
LICHFIELD	106,400	45,600	331	321
SOUTH STAFFORDSHIRE	110,500	46,100	408	271
STAFFORD	136,800	60,000	597	229
TAMWORTH	78,600	32,900	31	2,548
TOTAL	656,800	279,400	1,836	358

Within these areas are strong economic urban centres in Burton upon Trent, Cannock, Lichfield, Stafford, and Tamworth, as well as large village and town rural 'hubs' such as Stone, Great Wyrley, Perton and Uttoxeter.

The age profile of the area is as follows:

AGE PROFILE	19 & UNDER	20 - 29	30 - 39	40 - 49	50 - 59	60 - 69	70
CANNOCK CHASE	22,100	11,900	13,500	12,000	15,300	11,400	14,200
EAST STAFFORDSHIRE	28,900	14,600	16,800	15,500	17,700	13,800	16,900
LICHFIELD	22,100	11,100	12,100	13,000	16,000	12,900	19,300
SOUTH STAFFORDSHIRE	21,200	11,300	12,400	12,700	17,200	14,800	21,000
STAFFORD	28,200	14,100	16,700	16,900	20,400	16,800	23,600
TAMWORTH	18,200	9,300	10,800	9,900	11,000	9,000	10,500
TOTAL	140,700	72,300	82,300	80,000	97,600	78,700	105,500

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The profile reveals a diverse demographic landscape. Stafford has the highest population across most age groups, particularly among residents aged 70 and over (23,600), followed by South Staffordshire (21,000) and Lichfield (19,300), indicating a significant proportion of older adults in these areas. East Staffordshire leads in the younger age categories, with 28,900 individuals aged 19 and under and 14,600 aged 20–29, highlighting a relatively youthful population.

Cannock Chase and Tamworth show lower figures across most age bands, with Tamworth having the smallest population in the 70+ category (10,500). The 50–59 age group is notably strong in Stafford (20,400) and South Staffordshire (17,200), suggesting a substantial working-age population. Overall, the data reflects a balanced age distribution with regional variations that may influence service planning and resource allocation.

The ethnicity profile of the area is as follows:

ETHNICITY (PERCENTAGE, ROUNDED)	ASIAN, ASIAN BRITISH OR ASIAN WELSH	BLACK, BLACK BRITISH, BLACK WELSH, CARIBBEAN OR AFRICAN	MIXED OR MULTIPLE ETHNIC GROUPS	WHITE	OTHER
CANNOCK CHASE	1.20	0.50	1.30	96.50	0.30
EAST STAFFORDSHIRE	9.40	1.10	2.30	86.30	1.10
LICHFIELD	2.40	0.60	1.90	94.70	0.40
SOUTH STAFFORDSHIRE	3.80	1.10	1.50	92.90	0.70
STAFFORD	2.90	1.00	2.10	93.70	0.50
TAMWORTH	3.10	1.10	1.90	93.40	0.70

The ethnicity profile across the six districts in Southern & Mid-Staffordshire reveals a predominantly White population, with Cannock Chase (96.5%) and Lichfield (94.7%) having the highest proportions. East Staffordshire stands out as the most ethnically diverse district, featuring the highest percentages of Asian (9.4%), Mixed (2.3%), and Other ethnic groups (1.1%).

South Staffordshire, Stafford, and Tamworth show moderate diversity, with Asian populations ranging from 2.9% to 3.8% and Mixed ethnic groups between 1.5% and 2.1%. Black populations are relatively consistent across all districts, ranging from 0.5% in Cannock Chase to 1.1% in East Staffordshire, South Staffordshire, and Tamworth.

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With regards to demand for statutory people services, the following tables capture a snapshot of need for adult social care services, children's services, and homelessness support services:

ADULT SOCIAL CARE DEMAND IN SOUTHERN & MID-STAFFORDSHIRE	
POPULATION AGED 18-64 WITH A LEARNING DISABILITY	9,285
POPULATION AGED 65+ WITH A LEARNING DISABILITY	3,134
NUMBER OF ADULTS 18-64 ACCESSING SHORT-TERM SUPPORT	1,056
NUMBER OF ADULTS 65+ ACCESSING SHORT-TERM SUPPORT	893
NUMBER OF ADULTS 18-64 ACCESSING LONG-TERM SUPPORT	3,980
NUMBER OF ADULTS 65+ ACCESSING LONG-TERM SUPPORT	6,508
NUMBER OF REQUESTS TO ADULT SOCIAL CARE SERVICES FOR 18-64	6,623
NUMBER OF REQUESTS TO ADULT SOCIAL CARE SERVICES FOR 65+	21,887
PROPORTION OF OLDER PEOPLE (65+) WHO REMAIN AT HOME AFTER BEING DISCHARGED FROM HOSPITAL INTO REHABILITATION SERVICES (%)	84

EDUCATION, SEND & CHILDREN'S SERVICES DEMAND IN SOUTHERN & MID-STAFFORDSHIRE	
POPULATION AGED 0-19	145,290
PUPILS STAYING IN EDUCATION OR ENTERING EMPLOYMENT	12,943
NUMBER OF CHILDREN AND YOUNG PEOPLE (0-25) WITH EDUCATION HEALTH AND CARE PLANS (EHCP)	5,872
FORECASTED GROWTH IN EHCP UNTIL 2030	3,207
PUPIL ATTENDANCE – SCHOOL ABSENCE RATE (%)	7.2
NUMBER OF CHILDREN ON CHILD PROTECTION PLANS	452
NUMBER OF CHILDREN IN NEED	896
NUMBER OF CHILDREN LOOKED AFTER	650
NUMBER OF FAMILIES AND CHILDREN SUPPORTED THROUGH THE FAMILY HELP MODEL	1,560

HOMELESSNESS & ROUGH SLEEPING DEMAND IN SOUTHERN & MID-STAFFORDSHIRE	
POPULATION	656,800
HOMELESSNESS RATE (PER 1,000 HOUSEHOLDS)	0.90
ROUGH SLEEPER COUNTS	20
NUMBER OF HOUSEHOLDS IN TEMPORARY ACCOMMODATION (PER 1,000 POPULATION)	0.72
TOTAL NUMBER OF HOUSEHOLDS IN B&B HOTELS	59

This level of demand highlights the importance of social services career pathways, such as through the innovative realistic learning environment at Burton and South Derbyshire College, funded through the Towns Fund and already seeing an increase in outputs of 70 more people becoming qualified at FE and HE level. Extrapolating this approach across the Southern & Mid-Staffordshire region is key to supporting the future of this sector.

The data provided in this section has been selected to provide an illustration of the area through selected key criteria. A wider review of local data and demographic evidence has been undertaken covering metrics such as travel to work patterns, health equalities, skills and more. This has informed the evaluation of options and ultimately the selection of a preferred option.

RELATIONSHIP WITH NORTH STAFFORDSHIRE

In developing this proposal, the six District and Borough Councils in Southern & Mid-Staffordshire have worked collaboratively with Stoke-on-Trent City Council, who have developed a partner proposal covering the North Staffordshire area:



Southern & Mid-Staffordshire and North Staffordshire together form a diverse and interconnected geography within the wider county of Staffordshire. While each area has its own distinct character, they are linked by shared infrastructure, economic flows, and patterns of daily life that reflect the realities of how people live, work, travel, and access services across the region.

North Staffordshire, anchored by Stoke-on-Trent and Newcastle-under-Lyme, has a more urban and industrial profile, shaped by its heritage in ceramics, manufacturing, and logistics. The area is also home to Staffordshire Moorlands, which adds a rural dimension and connects the region to the Peak District. Together, these places form a functional economic zone with strong internal commuting patterns, shared retail and leisure catchments, and overlapping service footprints. Residents in both areas routinely travel across boundaries for employment, education, healthcare, and recreation, underscoring the need for coordinated planning and investment.

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The two areas also share environmental assets and challenges. The River Trent flows through both regions, linking communities and ecosystems from the Moorlands to Burton upon Trent. Green infrastructure, such as Cannock Chase National Landscape and the Churnet Valley, provide recreational and ecological value across the county. Flood risk management, biodiversity conservation, and sustainable transport planning are all areas where cross-boundary collaboration is essential.

Culturally and socially, Southern & Mid-Staffordshire and North Staffordshire are part of a wider Staffordshire identity, but with distinct local economies. Southern areas have stronger economic ties to the West Midlands conurbation, whilst northern areas are more closely aligned with Greater Manchester and Cheshire, demonstrating two distinct functioning economic market areas. The Southern & Mid-Staffordshire economic links to the greater Birmingham area was demonstrated definitively by the West Midlands Regional Observatory in 2006 ³, with no conflicting evidence to suggest an East-West economic geography.

In practical terms, the relationship between the two areas is one of interdependence. Whether through shared infrastructure, overlapping service demand, or regional economic strategies, the geography of Staffordshire functions as a connected whole. Any future governance or strategic planning arrangements must reflect this reality, ensuring that both Southern & Mid-Staffordshire and North Staffordshire can operate effectively in their own right, while continuing to collaborate on issues that span the county.

With regards population for the two areas, estimates for 2024 from the Office for National Statistics (ONS) show a three year growth from the 2021 figures of 3.95% (1.32% annually) for the Southern & Mid-Staffordshire area and a similar three year growth of 3.62% (1.21% annually) for North Staffordshire. Extrapolating this further to 2028, when Vesting Day for the new Councils will take place, shows the following:

POPULATION PROJECTIONS	SOUTHERN & MID-STAFFORDSHIRE	NORTH STAFFORDSHIRE
2021 CENSUS	656,800	477,500
2024 ONS ESTIMATES	682,775	494,803
2028 (VESTING DAY)	718,778	518,710

Both areas demonstrate compliance with the Government’s guidance on populations around 500,000 for establishing new unitary Councils, by the point of Vesting Day for those Councils.

The significance of the 500,000 population is articulated in two County Councils’ Network commissioned reports:

- The PriceWaterhouseCooper report in 2020 noted there are significant issues and risks associated with creating smaller Councils, leading to increased costs, reducing efficiency savings and ultimately a greater burden on local taxpayers ⁴.
- The Newton report in October 2025 states that breaking Councils up into areas serving fewer than 500,000 residents would add up to £270m in annual care costs, require over 1,000 additional senior roles and risk lowering care quality ⁵.

3 - <https://www.birmingham.ac.uk/Documents/college-les/gees/staff/BrysonFEG-Summary.pdf>
4 - <https://countycouncilsnetwork.org.uk/download/3148/>
5 - <https://www.countycouncilsnetwork.org.uk/download/6113/?tmstv=1760088825>

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Southern areas tend to have stronger economic ties to the West Midlands conurbation, while northern areas are more closely aligned with Greater Manchester and Cheshire, demonstrating two distinct functioning economic market areas.

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OBJECTIVES & OPERATING MODEL DESIGN PRINCIPLES FOR LOCAL GOVERNMENT REORGANISATION

OBJECTIVES

The six District and Borough Councils across Southern & Mid-Staffordshire have worked collaboratively to develop proposals for Local Government Reorganisation (LGR), drawing on financial data, service performance information, and community feedback. This joint effort reflects a shared commitment to creating a governance model that delivers efficient, high-quality services and long-term sustainability for the region.

In late summer 2025, three of the six Councils – Lichfield, South Staffordshire and Tamworth – expressed a preference for an alternative model involving two unitary authorities in Southern & Mid-Staffordshire. As a result, the work evolved into two parallel streams: Option A, proposing a single unitary Council, and Option B, proposing two. While this introduced a natural divergence from the initial unified approach, all Councils remain aligned in the overarching objective to create a resilient, future-ready model for Southern & Mid-Staffordshire that delivers excellent local services and remains financially sustainable.

To that end, our objectives for Local Government Reorganisation at the point of diverging into two distinct workstreams were to:

- Serve a growing and dynamic population within a coherent and recognised economic geography, underpinned by a financially sustainable foundation.
- Be centred around the needs of residents and businesses, leveraging technology to enhance service delivery and structured to remain effective, efficient, and relevant for the next 50 years and beyond.
- Empower local communities and organisations, placing local priorities at the heart of decision-making and fostering greater civic participation.
- Unlock the potential of devolution by establishing a new Strategic Authority covering, at a minimum, the Staffordshire and Stoke-on-Trent area.

OPERATING MODEL DESIGN PRINCIPLES

Sitting alongside these objectives are service design principles that demonstrate our ambition and guide our decision making.

These principles are:

- Secure financial sustainability;
- Deliver high quality services, with a mixed economy delivery model, deciding where and how services are best delivered;
- Act in the best interests of the place, integrating across sectors to secure the best outcomes;
- Prioritise innovation, prevention and continuous improvement – using digital as an enabler;
- Act early, driven by insight, and ensuring that everyone can benefit from opportunities in the place;
- Consider the impact of our actions on environmental sustainability;
- Enable our residents to build resilience and support one another, in thriving communities.

ASSESSMENT OF LOCAL GOVERNMENT REORGANISATION OPTIONS

This document has been developed in response to the Government's request for proposals for Local Government Reorganisation on 6th February 2025 and it builds on an earlier plan submitted on 21st March 2025, taking account of feedback from MHCLG received on 3rd June 2025 regarding all the proposals for Staffordshire and Stoke-on-Trent.

OPTIONS ASSESSMENT CRITERIA

This section of the proposal assesses five main proposals for reorganisation in Staffordshire, considering feedback from local residents, the key attributes for each option and, most crucially, a financial appraisal that sets out costs, benefits and overall sustainability. In undertaking this analysis, weight is given to qualitative and quantitative factors that have then been appraised against the

[Government's six criteria:](#)

- **Criterion 1:** A proposal should seek to achieve for the whole of the area concerned the establishment of a single tier of local government.
- **Criterion 2:** Unitary local government must be the right size to achieve efficiencies, improve capacity and withstand financial shocks.
- **Criterion 3:** Unitary structures must prioritise the delivery of high quality and sustainable public services to citizens.

- **Criterion 4:** Proposals should show how Councils in the area have sought to work together in coming to a view that meets local needs and is informed by local views.
- **Criterion 5:** New unitary structures must support devolution arrangements.
- **Criterion 6:** New unitary structures should enable stronger community engagement and deliver genuine opportunity for neighbourhood empowerment.

Consideration has also been given to the 12 sub-criteria sitting underneath these six.

OPTIONS CONSIDERED

There are five options for reorganisation in Staffordshire that have been initially appraised as part of this proposal:

OPTION A
TWO UNITARY COUNCILS (NORTH & SOUTH)

North Staffordshire:
Newcastle-under-Lyme
Staffordshire Moorlands
Stoke-on-Trent

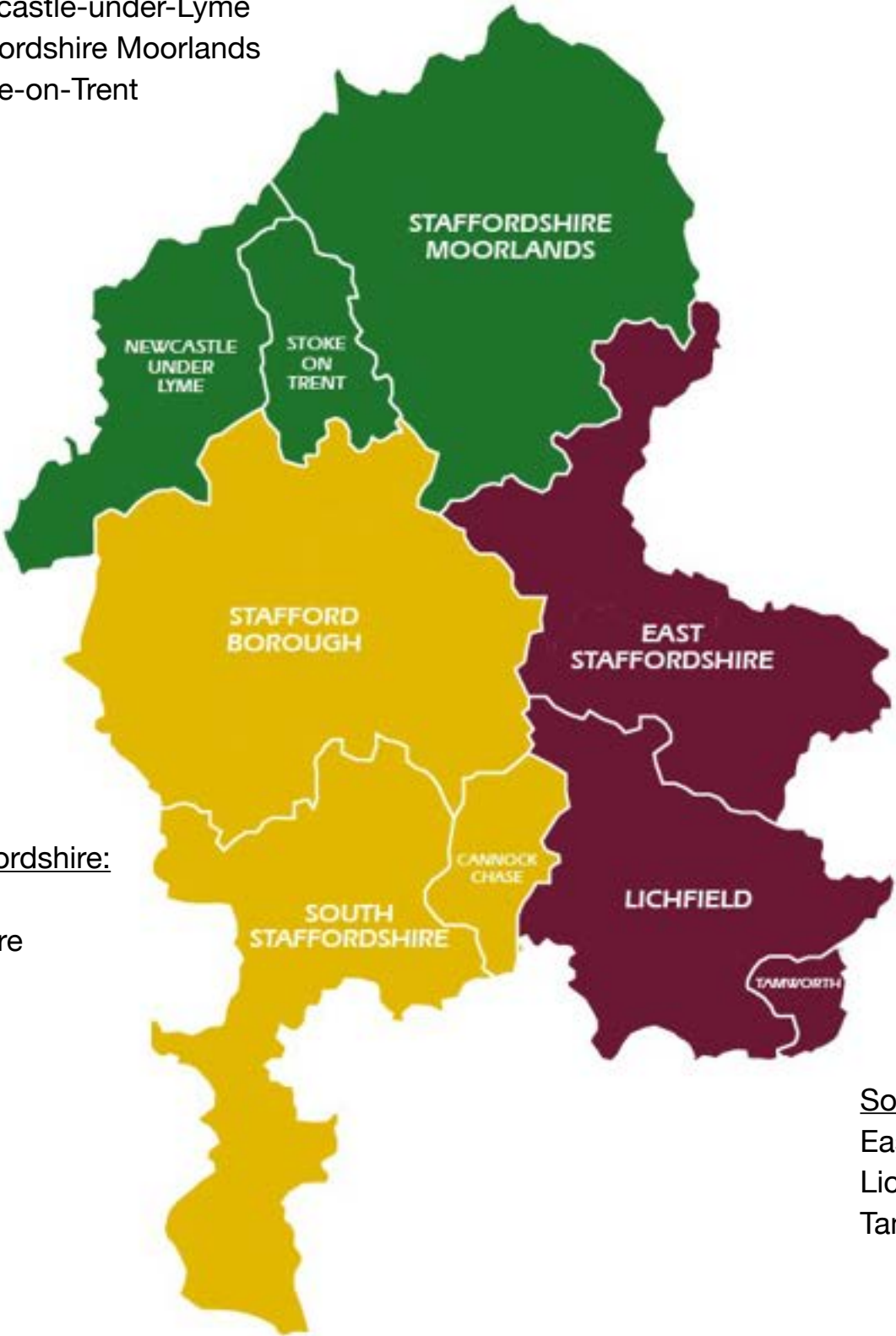


Southern & Mid-Staffordshire:
Cannock Case
East Staffordshire
Lichfield
South Staffordshire
Stafford Borough
Tamworth

OPTION B

THREE UNITARY COUNCILS (NORTH, SOUTH-WEST & SOUTH-EAST)

North Staffordshire:
Newcastle-under-Lyme
Staffordshire Moorlands
Stoke-on-Trent



South-West Staffordshire:
Cannock Case
South Staffordshire
Stafford Borough

South-East Staffordshire:
East Staffordshire
Lichfield
Tamworth

OPTION C

TWO UNITARY COUNCILS (NORTH & SOUTH WITH BOUNDARY CHANGES)

North Staffordshire:

East Staffordshire (parts of)
Newcastle-under-Lyme
Stafford Borough (parts of)
Staffordshire Moorlands
Stoke-on-Trent

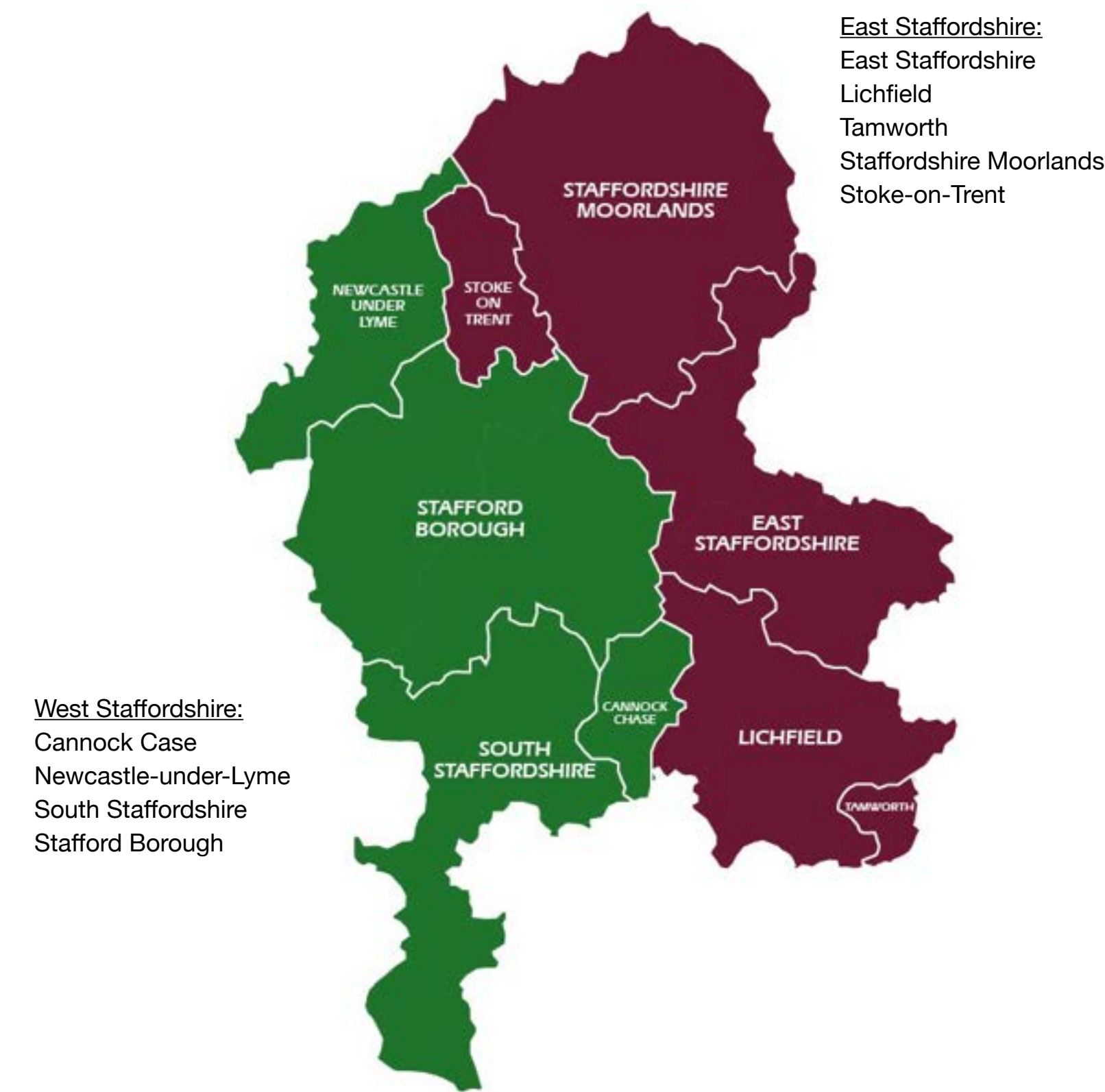


South Staffordshire:

Cannock Case
East Staffordshire (parts of)
Lichfield
South Staffordshire
Stafford Borough (parts of)
Tamworth

OPTION D

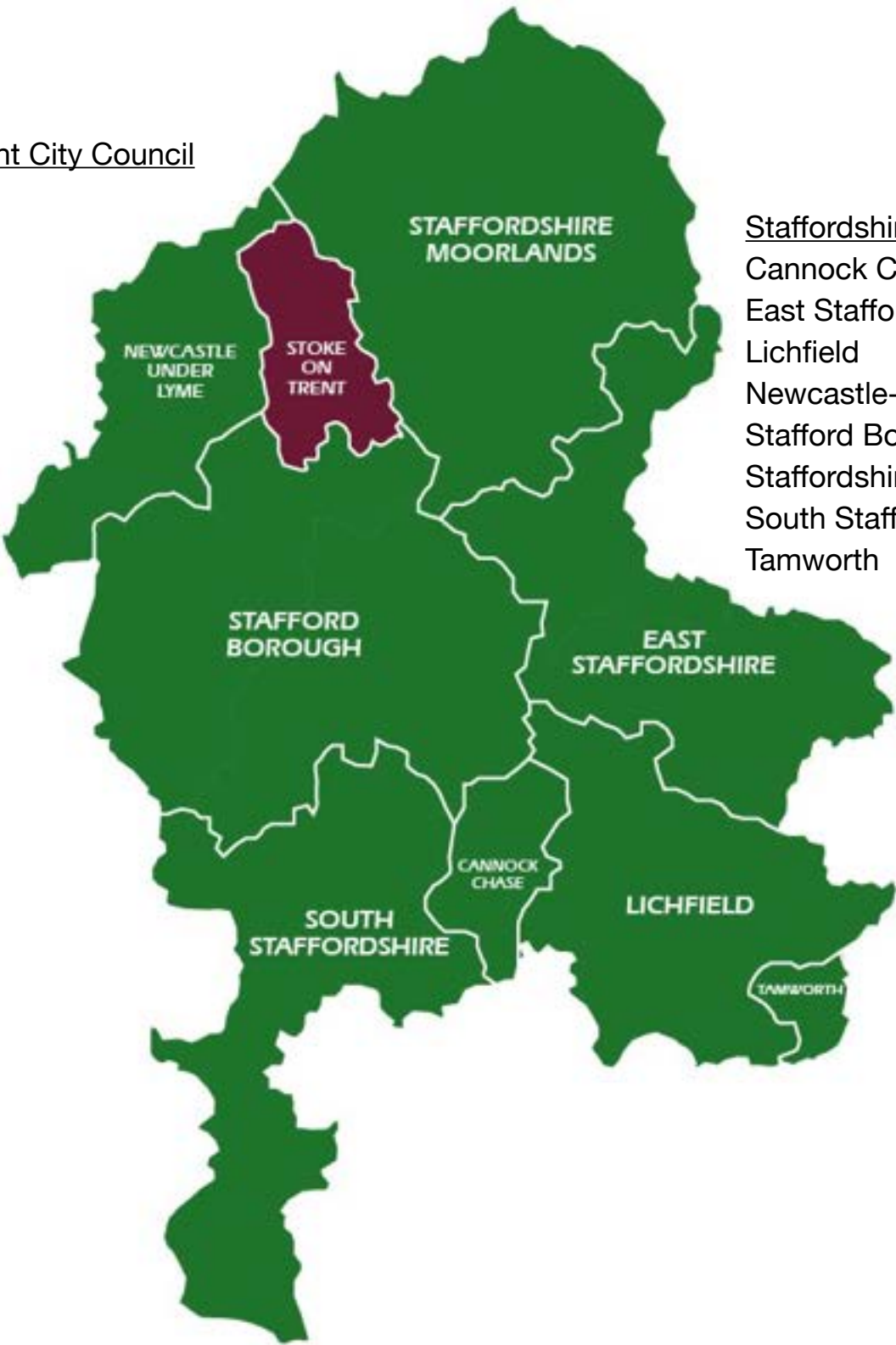
TWO UNITARY COUNCILS (EAST & WEST)



OPTION E

TWO UNITARY COUNCILS (STOKE-ON-TRENT CC & STAFFORDSHIRE UNITARY)

Stoke-on-Trent City Council



Staffordshire Unitary Council:

- Cannock Chase
- East Staffordshire
- Lichfield
- Newcastle-under-Lyme
- Stafford Borough
- Staffordshire Moorlands
- South Staffordshire
- Tamworth

Following the election of a new administration at Staffordshire County Council in May 2025 and subsequent confirmation of preferred LGR geography in September 2025, this option was no longer supported by any Council in Staffordshire and so was not taken forward to further analysis.

FINANCIAL APPRAISAL OF OPTIONS

Appraising the financial sustainability of any proposal forms a central component of this proposal. Understanding the financial implications of Local Government Reorganisation across Southern & Mid-Staffordshire is key to assessing whether the proposed structure would deliver measurable, long-term improvements in financial resilience, efficiency, and value for money.

The table below summaries the financial appraisal of each of the four options against a number of key metrics, including:

GROSS ANNUAL SAVINGS

The savings identified as being achievable in a single full year at the point the new authority/authorities can be considered ‘stable. These include savings arising from the consolidation of leadership/senior management positions as well as wider operational cost reductions.

ONE OFF IMPLEMENTATION COSTS

These are the estimated costs to enable the creation of the new Unitary Councils and deliver the changes required to enable the annual savings identified.

DISAGGREGATION COSTS (WHERE APPLICABLE)

Staffordshire currently operates with two upper-tier authorities: Staffordshire County Council and Stoke-on-Trent City Council. Proposals involving the creation of more than two unitary authorities would incur disaggregation costs, arising from the division of county-level services and the establishment of additional statutory leadership and management structures. Even in scenarios proposing two unitary authorities, where boundaries necessitate the redistribution or rebalancing of existing county services, some level of disaggregation cost remains. These financial implications are an important consideration in evaluating the viability and efficiency of different reorganisation models.

OPTIONS	NOTES	GROSS ANNUAL SAVINGS (FULL YEAR)	ADDITIONAL ANNUAL (DIS) AGGREGATION (FULL YEAR)	ONE OFF IMPLEMENTATION COSTS	PAYBACK PERIOD	NET BENEFIT AFTER 5 YEARS
OPTION A	1	£29.9m	£0	(£31.5m)	1.4 years	£92.7m
OPTION B	2	£25.6m	(£10.5m)	(£35.4m)	3.8 years	£18.2m
OPTION C	3	£28.8m	(£7.5m)	(£35.7m)	3.8 years	£24.5m
OPTION D	3	£28.8m	(£7.5m)	(£31.9m)	3.6 years	£28.4m

Notes:

1. Presents the financial impact for the Southern & Mid-Staffordshire Unitary Authority only. A number of external experts have been utilised across the county, and whilst the same information base has been used the outputs from those experts highlight a potential range of options for the county area as a whole with a 2 unitary north-south split, with saving ranges of between £12.6m - £51.7m and implementation cost ranges of between £20.6m - £54.4m.

2. Presents the financial impact for the Southern & Mid-Staffordshire area only where two new Unitary Councils are proposed (South-East and South-West), proposed by Lichfield, South Staffordshire and Tamworth.

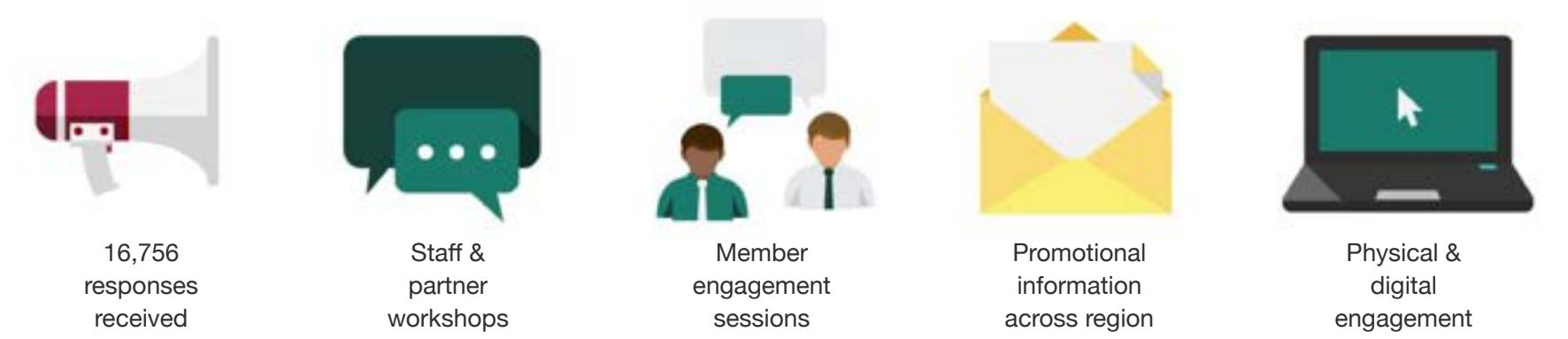
3. Analysis undertaken by Staffordshire County Council. Presents the financial impact for the current County area as a whole, including Stoke-on-Trent.

In relation to Options A and B the figures represent a midpoint case, based on modelling provided by the external advisors to the authorities, as a typical benchmark for comparison. Further financial analysis on the preferred option is contained within Section 5, including detail on the modelling approach, the sensitivity analysis of the payback period (base and stretch case), and a detailed assessment of the implementation costs.

RESIDENT FEEDBACK ON REORGANISATION CONCEPTS

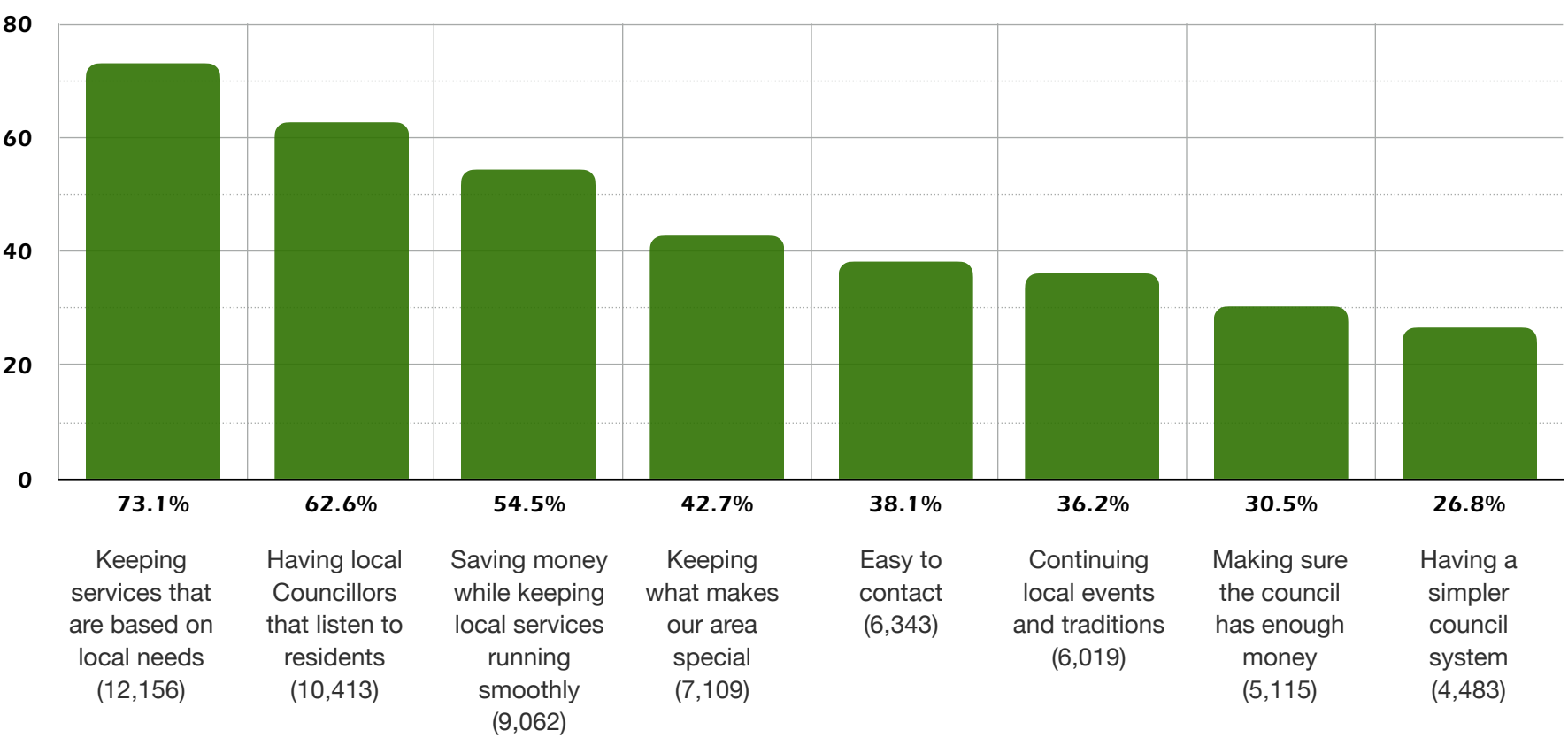
A comprehensive public engagement campaign was undertaken to ensure residents, businesses, and local and regional stakeholders had the opportunity to contribute meaningfully from the outset of the LGR process. Conducted prior to the completion of detailed financial analysis, the engagement focused on gathering views on early concepts for reorganisation in Southern & Mid-Staffordshire, while also identifying the priorities that matter most to local communities.

The campaign employed a range of methods, including a public survey, stakeholder briefings, and collaborative events with Staffordshire County Council and Stoke-on-Trent City Council. Digital channels such as websites and social media were also utilised to maximise reach and ensure cost-effective delivery and value for money, with no external expenditure.

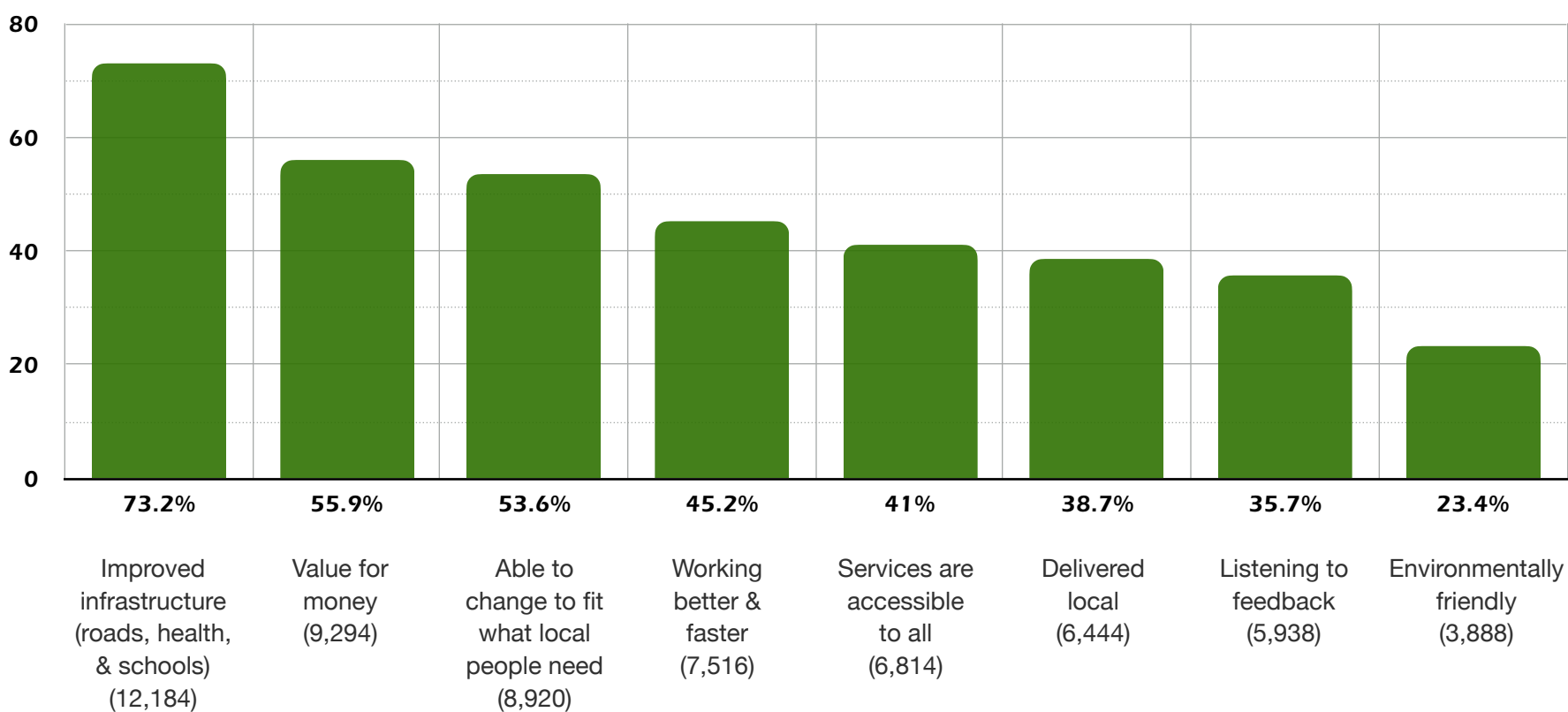


In total, 16,756 responses were received and analysed, providing valuable insights that helped shape the proposals and inform the evaluation of options.

Most notably, the top priorities for a new Council were:



When asked about what was most important in how services are delivered, the responses were:



The top three priorities for both of these questions have specifically been taken to inform the vision and values set out in Section 4 of this document (Establish, Economise, Engage), with all of the feedback informing the actions that sit underneath that vision.

Further detail on public engagement and resident feedback is contained within Annex 1.

**SUMMARY OF ASSESSMENT OF OPTIONS AGAINST
GOVERNMENT CRITERIA**

Below is a summary of the key attributes for each of the four options considered, which seeks to highlight at a high level how they sit against each of the Government’s six criteria.

This summary is designed to give an indication of how easily each structure can meet the criteria and the detail behind this has been considered alongside resident feedback and the financial analysis.

**OPTION A
TWO UNITARY COUNCILS (NORTH & SOUTH)**

KEY ATTRIBUTES AGAINST CRITERIA	
CRITERION 1	<ul style="list-style-type: none">• Sensible and functioning economic geography and balanced population sizes• Reflective of local identity, culture and history
CRITERION 2	<ul style="list-style-type: none">• Both Councils >500,000 population at Vesting Day• No boundary changes
CRITERION 3	<ul style="list-style-type: none">• Small number of Councils, enabling financial sustainability and aligning with the 55.9% of survey respondents who prioritised value for money• No disaggregation/creation of, or cuts to, social services
CRITERION 4	<ul style="list-style-type: none">• Supported by Councils in both North and South• Aligns with existing stakeholder partnerships and enables sufficient scale and capacity to address resident concerns and priorities expressed in the survey
CRITERION 5	<ul style="list-style-type: none">• Two Unitary Councils can facilitate a Strategic Authority that covers the County area
CRITERION 6	<ul style="list-style-type: none">• Use of Neighbourhood Area Committees to facilitate local engagement• Sufficient scale to deliver improvements across communities and neighbourhoods

North Staffordshire:
Newcastle-under-Lyme
Staffordshire Moorlands
Stoke-on-Trent

Southern & Mid-Staffordshire:
Cannock Chase
East Staffordshire
Lichfield
South Staffordshire
Stafford Borough
Tamworth

OPTION B

THREE UNITARY COUNCILS (NORTH, SOUTH-WEST & SOUTH-EAST)

KEY ATTRIBUTES AGAINST CRITERIA	
CRITERION 1	<ul style="list-style-type: none">• Sensible economic geography, but small population sizes, significantly under 500,000• Reflective of local identity, culture and history
CRITERION 2	<ul style="list-style-type: none">• Delivers some financial efficiencies, but undermined by duplication of key roles• No boundary changes
CRITERION 3	<ul style="list-style-type: none">• Smaller Councils with duplication of services, potential for operational inefficiencies• Need to disaggregate social services and create new services, increasing implementation costs and reducing savings, requiring cuts to service provision
CRITERION 4	<ul style="list-style-type: none">• Aligns with resident preferences on LGR concepts
CRITERION 5	<ul style="list-style-type: none">• Three Unitary Councils can facilitate a Strategic Authority that covers the County area
CRITERION 6	<ul style="list-style-type: none">• Provincial sized Council areas could enable greater sense of community• Potential scale to deliver some improvements across communities and neighbourhoods

North Staffordshire:

Newcastle-under-Lyme
Staffordshire Moorlands
Stoke-on-Trent

South-West Staffordshire:

Cannock Chase
South Staffordshire
Stafford Borough

South-East Staffordshire:

East Staffordshire
Lichfield
Tamworth

OPTION C

TWO UNITARY COUNCILS (NORTH & SOUTH WITH BOUNDARY CHANGES)

KEY ATTRIBUTES AGAINST CRITERIA	
CRITERION 1	<ul style="list-style-type: none">• Sensible economic geography and balanced population sizes• Reflective of local identity, culture and history
CRITERION 2	<ul style="list-style-type: none">• Both Councils >500,000 population at Vesting Day• Boundary changes without sufficient justification
CRITERION 3	<ul style="list-style-type: none">• Small number of Councils• No disaggregation/creation of, or cuts to, social services
CRITERION 4	<ul style="list-style-type: none">• Only supported by Staffordshire Moorlands District Council• Aligns with existing stakeholder partnerships and enables sufficient scale and capacity to address resident concerns and priorities
CRITERION 5	<ul style="list-style-type: none">• Two Unitary Councils can facilitate a Strategic Authority that covers the County area
CRITERION 6	<ul style="list-style-type: none">• Use of Neighbourhood Area Committees to facilitate local engagement• Sufficient scale to deliver improvements across communities and neighbourhoods

North Staffordshire:

East Staffordshire (parts of)
Newcastle-under-Lyme
Stafford Borough (parts of)
Staffordshire Moorlands
Stoke-on-Trent

South Staffordshire:

Cannock Chase
East Staffordshire (parts of)
Lichfield
South Staffordshire
Stafford Borough (parts of)
Tamworth

OPTION D
TWO UNITARY COUNCILS (EAST & WEST)

KEY ATTRIBUTES AGAINST CRITERIA	
CRITERION 1	<ul style="list-style-type: none">• Incompatible with functioning economic geography – there is no recognised FEMA• Not reflective of local identity, culture and history – Stoke-on-Trent is placed in the east when it is located in the northwest of Staffordshire
CRITERION 2	<ul style="list-style-type: none">• Both Councils >500,000 population at Vesting Day• No boundary changes
CRITERION 3	<ul style="list-style-type: none">• Small number of Councils• No disaggregation/creation of, or cuts to, social services
CRITERION 4	<ul style="list-style-type: none">• Only supported by Staffordshire County Council
CRITERION 5	<ul style="list-style-type: none">• Two Unitary Councils can facilitate a Strategic Authority that covers the County area
CRITERION 6	<ul style="list-style-type: none">• Use of Neighbourhood Area Committees to facilitate local engagement• Sufficient scale to deliver improvements across communities and neighbourhoods

East Staffordshire:

East Staffordshire
Lichfield
Staffordshire Moorlands
Stoke-on-Trent
Tamworth

West Staffordshire:

Cannock Chase
Newcastle-under-Lyme
South Staffordshire
Stafford Borough

The assessment of the four reorganisation options demonstrates a clear variation in how each structure aligns with the Government's criteria for Local Government Reorganisation.

Option A: two unitary Councils for North and Southern & Mid-Staffordshire, emerges as the strongest model, offering a balanced economic geography, population scale, and alignment with local identity. It avoids boundary changes, maintains service continuity, and enables financial sustainability without the need for disaggregation or creating additional social services. Importantly, it is supported by Councils across both areas and provides a credible foundation for a future Strategic Authority.

Option B: three unitary Councils, reflects a more provincial approach, however, it introduces duplication of roles and services, reducing operational efficiency and increasing complexity, particularly with regard delivery of social services and the cost of disaggregating these and creating additional services. While it offers a greater sense of provincial working, the smaller scale of each Council limits the potential for strategic impact and financial resilience, with a need to reduce spend on social services per capita to align to the provincial size of the Councils.

Option C: two unitary model but with boundary changes, lacks sufficient justification given it does not use existing districts as building blocks. Although it maintains population balance and avoids some service disaggregation, it does not have broad support across Councils, weakening its viability.

Option D: two unitary Councils for East and West Staffordshire, is misaligned with the well-established functional geography of Staffordshire. It places Stoke-on-Trent in an illogical position and lacks support from key stakeholders. Despite meeting population thresholds, it fails to reflect local identity and risks undermining regional coherence.

DELIVERING A STRONGER STAFFORDSHIRE

SUMMARY ANALYSIS BY OUR SISTER NORTH STAFFORDSHIRE PROPOSAL

Government Criterion	Option Ranking				Summary
	A	B	C	D	
1. A proposal should seek to achieve for the whole of the area concerned the establishment of a single tier of local government.	1st	1st	1st	1st	All options achieve this basic criterion.
2. Unitary local government must be the right size to achieve efficiencies, improve capacity and withstand financial shocks.	2nd	4th	1st	2nd	The evidence shows that the marginally leading option here is Option C - the proposal to create a north-south two unitary solution with changes to district boundaries. However, Options A and D are both demonstrably financially sustainable solutions with different strengths and weaknesses, and avoid the main disadvantages of Option C with respect to complexity of implementation and transition.
3. Unitary structures must prioritise the delivery of high quality and sustainable public services to citizens.	1st	3rd	2nd	3rd	Option D would be dogged by the inherent illogicality of the proposed geographies as a service footprint, including lack of alignment with transport infrastructure and other public service geographies. Option B will generate lower economies of scale and will be less productive as a result of sub-optimal size of two of the [three] authorities. And Option C will be slower to deliver benefits because of the complexity of implementation and transition.
4. Proposals should show how councils in the area have sought to work together in coming to a view that meets local needs and is informed by local views.	1st	1st	2nd	4th	8 of the 10 councils support a north : south model of unitary local government. Option C is significantly opposed by Stafford and East Staffordshire District Councils which could impact on implementation given the inherent complexity. Only the county council support an East : West model. The proposers of Options A-C all undertook extensive work to understand the public's views and these have been reflected in the development of proposals.
5. New unitary structures must support devolution arrangements.	1st	3rd	1st	4th	By a significant distance, the evidence demonstrates that a two unitary structure based on a north-south division that matches the existing economic sub-regions would provide the best building blocks for devolution.
6. New unitary structures should enable stronger community engagement and deliver genuine opportunity for neighbourhood empowerment.	2nd	1st	2nd	4th	The three unitary structure was popular with the public and would overall best reflect 'local identity'. However, this has to be balanced against the significant downsides of lower financial sustainability and resilience, lower savings and more complex implementation and transition. Options A and C are a better fit with existing community structures and relationships than Option D.
OVERALL	1st	3rd	2nd	4th	

SHARED PREFERRED OPTION

The analysis provided by the North Staffordshire Proposal is in synergy with our preferred option, establishing a shared proposal for unitarisation in Staffordshire.

Following a thorough evaluation against the Government's assessment criteria, alongside financial analysis and feedback from residents on local priorities, Option A - establishing two unitary Councils, one for North Staffordshire and one for Southern & Mid-Staffordshire, has emerged as the preferred model.

This option clearly presents a more robust and sustainable model when assessed against the Government's six criteria. It offers a balanced and functioning economic geography and population scale, with both Councils exceeding the 500,000 population preferred threshold at Vesting Day. This scale is critical for ensuring financial sustainability, operational efficiency, and the ability to deliver high-quality services without the need for disaggregation.

Option A also benefits from strong alignment with existing partnerships and stakeholder structures, and crucially, it avoids boundary changes, which minimise disruption and enabling a smoother transition. The model is supported by Councils across both areas and provides a credible platform for establishing a future Strategic Authority, ensuring coherence and continuity across the county. Further information on the evidence base for this preferred geography can be found at Annex 2.

By comparison, the option that proposes the creation of three Unitary Councils, Option B, introduces several challenges that undermine its long-term viability. While it may reflect a more provincial approach and align with some resident preferences, the smaller population sizes of each Council fall significantly below the Government's preferred threshold, raising concerns about financial resilience, ability to withstand financial shocks and ultimately the strategic capacity of those authorities.

The model also results in duplication of key governance roles and services, increasing operational complexity and costs. The need to disaggregate social services across three authorities, creating additional services, would not only incur significant one-off and ongoing costs but also risk service fragmentation and reduced effectiveness. Financially, Option B delivers lower gross annual savings, a longer payback period and a substantially lower net benefit after five years, making it a less compelling option in terms of value for money and long-term sustainability.

The subsequent sections of this proposal outline the vision for the new Southern & Mid-Staffordshire Council, detailing how this vision will be realised through a focused and practical implementation plan, with an emphasis on Day One readiness.

VISION FOR A SOUTHERN & MID-STAFFORDSHIRE UNITARY COUNCIL

VISION & VALUES

The new Southern & Mid-Staffordshire Council will be a forward-thinking, resident-focused authority that delivers high quality services, supports inclusive growth, and champions the unique identity of its communities. Rooted in a rich heritage and shaped by vibrant towns, villages, and rural landscapes, the Council will work to ensure that every resident has access to opportunity, wellbeing, and a strong sense of place.

As a modern and efficient organisation of scale, the Council will embrace innovation. Our size and breadth of services will enable efficiencies to be achieved through transformation, including digital transformation to deliver services that are responsive, accessible, and financially sustainable. We will foster a thriving local economy by supporting businesses, attracting investment. Our sensible geographical footprint will enable effective transport infrastructure that connects people and places and attracts inward investment.

The Council will be built on a foundation of collaboration, transparency, and local empowerment. It will work in partnership with residents, voluntary groups, public services, and regional stakeholders to co-design solutions that reflect local priorities. By choosing a recognisable geography of a sensible size and developing Neighbourhood Area Committees, we will be able to place communities at the heart of decision-making. By unlocking the potential of devolution, Southern & Mid-Staffordshire Council will become a resilient, future-ready authority fit to serve the needs of today and the generations to come.

This vision is underpinned by three core values, under which are 19 actions that set out how the new Unitary Council will meet this vision. Each of the value and associated actions are designed to demonstrate how the new Southern & Mid-Staffordshire Unitary Council will meet the Government's six criteria.

DELIVERING A STRONGER STAFFORDSHIRE

The table below provides references to some of the sections where compliance with the Government’s criteria is demonstrated, through the three values of **Establish**, **Economise** and **Engage**, as a non-exhaustive reference list:

VALUES	CRITERION 1	CRITERION 2	CRITERION 3	CRITERION 4	CRITERION 5	CRITERION 6
ESTABLISH	Section 4: Alignment with North Staffordshire Unitary Council	Section 3: Preferred Option &	Section 4: Vision & Values	Section 2: Objectives &	Section 6: Implementation and Day One readiness	Section 4: Democracy, Governance, Engagement & Representation
ECONOMISE		Section 5: Financial Sustainability		Section 3: Resident Feedback		
ENGAGE						

ESTABLISH

“Laying the foundations for strong, transparent, and effective governance”

DAY ONE READINESS

Continuity of service delivery on Day One in a legally sound and safe way will be the most important priority of the Southern & Mid-Staffordshire Council, ensuring this continues throughout the transition period.

As part of this, the new Council will ensure a seamless and uninterrupted transfer of critical services from Day One through robust planning and learning from other LGR areas, taking account of issues such as contact channels, case management systems, and procurement of care packages, for example.

Taking an approach to LGR where upper tier services do not require disaggregation is key to achieving this outcome and a major advantage of this proposal compared to alternatives, where new services would need to be established.

Day One readiness is a focus of the implementation plan at section 6 and so more detail on how this will be achieved can be found there.

CREATING A COUNCIL STRATEGY & PLAN

A new Southern & Mid-Staffordshire needs to stand for something and show its residents what it plans to deliver and how it will take the necessary steps to achieve this. As part of the transitional period in 2027/28, the Shadow Council will adopt a set of priorities that will establish a long-term strategy for the area, under which will be a set of targets and actions that residents and businesses will be able to access, understand and scrutinise in advance of Vesting Day.

The creation of this plan will also take the first steps in promoting the shared identity of Southern & Mid-Staffordshire, bringing together the nuances and individualities of the component parts under a shared sense of place that acknowledges the history, culture and economy of the area. This approach to reflecting the areas identified will focus on investment in key assets, community engagement, storytelling, supporting local businesses, events and festivals, and the development of infrastructure, which will create a strong voice for Southern & Mid-Staffordshire in the region and beyond.

BUILDING RESILIENCE TO EXTERNAL CHALLENGES

The Southern & Mid-Staffordshire Council is projected to deliver a healthy Gross Value Added (GVA) per capita, comparable to that of the North Staffordshire Council (see Section 4). This will support a balanced distribution of economic prosperity across the county, ensuring that residents throughout Staffordshire benefit from sustained and inclusive growth.

From a Council Tax perspective, the area encompasses a sufficient volume and diversity of housing stock to establish a robust and sustainable tax base due to the population of 656,800 people.

This financial foundation will enable the Council to effectively fund the transformation and delivery of high-quality public services, positioning it as a key enabler of regional economic development.

At this scale, the new Council will possess the critical mass necessary to withstand and respond to financial pressures, including changes in Government funding, rising service demands, and challenges in essential areas such as adult social care and homelessness. This resilience will be vital in maintaining stability and continuity in service delivery.

ENGAGING NEIGHBOURHOODS & COMMUNITIES

Engaging local communities is fundamental to effective Local Government and the proposed reorganisation of the six District and Borough Councils into a single unitary authority presents a valuable opportunity to establish new, innovative mechanisms for neighbourhood and community engagement. These reforms aim to enhance democratic participation, strengthen local accountability, and improve the quality of local governance.

As part of the new Council's implementation, Neighbourhood Area Committees will be introduced to give communities a stronger voice in shaping local priorities. These committees will serve as a platform for residents to influence policy development and service delivery, complementing the important role already played by Parish and Town Councils.

Further details on the structure and function of these committees can be found in the *Democracy, Governance, Engagement and Representation* section.

SAFEGUARDING THE VULNERABLE & YOUNG

Services to vulnerable people and groups is an important matter for the new Council and understanding how these services are currently provided by upper tier authorities is critical in supporting the quality of life and safety of those who use the services. The existing six District and Borough Councils already work closely with the upper tier authority in key areas such as homelessness and so have the experience and skills to mitigate any potential adverse impacts on individuals, including children.

Consistency and stability of placement/worker is a key driver of positive outcomes for vulnerable people and so a pragmatic approach will be taken, especially in children's services, to maintain consistency of service delivery. The amalgamation of existing two-tier services is key to safeguarding the vulnerable and young. By bringing together services such as housing, social care, leisure and parks, a more holistic approach to meeting the needs of vulnerable service users can be made.

With regards Adult Social Care and Children's Services, there will be a focus on early intervention, prevention initiatives and community support integration that will be enabled by the size of the authority. This will be led by a commitment to protect life chances, build confidence with families, and streamline access to support.

DRIVING HOUSING GROWTH

According to MHCLG returns, the six existing District and Borough Councils collectively exceed their housing delivery targets, achieving over 100% of the aggregated requirement. This demonstrates a strong and coordinated capacity to meet, and indeed surpass, local housing needs.

This momentum will be carried forward into the new authority, which is tasked with delivering 53,040 homes between 2024 and 2040, including social and affordable housing, noting that some of this will be delivered prior to Vesting Day.

The formation of the Southern & Mid-Staffordshire Council will enable a more integrated and efficient approach to town planning. By streamlining processes and reducing bureaucratic barriers, the new authority will be well-positioned to accelerate housing delivery in alignment with national planning policy and Government priorities.

In addition, we will explore the potential to align the existing housing stock in Cannock and Tamworth under a single management structure. This would facilitate a consistent and strategic approach to tenancy management, property allocation, and enhance financial and operational resilience. We will also work with other registered social landlords to identify innovative models of social housing provision for the future.

BRINGING TOGETHER SERVICES

Many of the services currently delivered by the existing six District and Borough Councils are administered in different ways; there are inconsistent approaches to in-house and outsourcing of services such as waste collection, parks/grounds maintenance, leisure services, and housing stock management.

Under the administration of a single Unitary Council, these services will be brought together under clear and cohesive policies and strategies that will remove any risk of fragmented service delivery, complex governance, and systemic differences.

The amalgamation of public services will achieve a greater level of consistency and understanding for all stakeholders, including residents who may access those services and the staff who provide them.

“

Taking an approach to LGR where upper tier services do not require disaggregation is key to achieving this outcome and a major advantage of this proposal compared to alternatives.

”



SONIC BOOM FESTIVAL, BURTON UPON TRENT

CASE STUDY:

ENGAGING NEIGHBOURHOODS & COMMUNITIES

SONICBOOM CIC & THE SONIC BOOM FESTIVAL A CULTURAL CATALYST FOR BURTON UPON TRENT

In 2023, a transformative cultural initiative took root in Burton upon Trent with the founding of Sonicboom Music CIC, a not-for-profit community interest company dedicated to revitalising the town's music scene and fostering grassroots talent. Inspired by the success of Future Yard in Birkenhead, a post-industrial music venue and creative hub, local stakeholders saw an opportunity to replicate a similar model in Burton. This vision was championed by East Staffordshire Borough Council, who recognised the potential of music-led regeneration to breathe new life into the town's cultural identity.

Launched in 2024, the inaugural Sonic Boom Festival was a collaborative effort between Sonicboom CIC and East Staffordshire Borough Council, with additional support from Arts Council England. The event transformed Burton's town centre into a vibrant music venue, attracting over 6,000 attendees from across the UK. The free main stage in the Market Square, hosted by BBC Radio 6 Music's Chris Hawkins, featured national touring acts including The K's, Nubian Twist, DECO, and Divorce. Complementing the main event were Aftershock gigs

held at local venues, extending the festival's reach and impact into the evening hours.

Beyond entertainment, the Sonic Boom Festival has become a platform for skills development and youth engagement. The TURBO training programme, piloted alongside the festival, offered young people hands-on experience in live event production and led to Bronze Arts Awards certifications. In 2025, the programme expanded to include 30 learners, supported by Burton College, further embedding the festival's educational legacy.

In just two years, Sonicboom CIC and East Staffordshire Borough Council have demonstrated how strategic partnerships and community-driven initiatives can catalyse cultural regeneration. The collaboration was also a finalist at the 2025 LGC awards for the public-private partnership category.

The creation of a single Unitary Council for Southern & Mid-Staffordshire will provide a strong platform for community and neighbourhood engagement, using our experiences of supporting the delivery of grassroots cultural projects like Sonicboom.



HOUSING DEVELOPMENT, CODSALL

CASE STUDY:

DRIVING HOUSING GROWTH

THE SIX DISTRICT AND BOROUGH COUNCIL'S APPROACH TO HOUSING DELIVERY

The six Councils have a proven track record of delivering large-scale, strategic housing developments that support regional growth and regeneration. A prime example is the transformation of the former Rugeley Power Station, a cross-boundary project between Cannock Chase and Lichfield Councils and the private sector, which will deliver 2,300 new homes, a through school and employment land on previously heavily contaminated brownfield land. This ambitious scheme reflects the Councils ability to collaborate effectively across jurisdictions and deliver complex, multi-phased developments.

Similarly, East Staffordshire has successfully enabled 2,700 new homes to the west and south of Burton upon Trent, demonstrating its capacity to manage sustained growth while maintaining quality and community integration.

In addition, the Council has facilitated the delivery of 1,400 affordable homes during its current Local Plan period, ensuring inclusive access to housing and supporting long-term social sustainability.

A new Southern & Mid-Staffordshire Council will bring together planning, highways, economic development, strategic infrastructure and housing into one organisation. This will give us an economic geography of a scale where we can have regional influence and work effectively with the Strategic Authority, developers and inward investors to accelerate the delivery of housing and employment.

ECONOMISE

“Delivering high-quality services that represent best value for residents and businesses”

FLATTER STRUCTURES, LEANER & MORE FLEXIBLE SERVICES – RIGHT SIZING THE ORGANISATION

The organisation structure of the Southern & Mid-Staffordshire Council will be lean, flat and efficient, removing unnecessary layers of management, duplicated roles and prioritising efficient service delivery. This approach minimises the need to add additional statutory posts across the area, increasing resilience compared to smaller Local Authorities, ensuring service continuity and flexibility should resources be required to respond to unforeseen circumstances or increased demand.

As part of this, there will be increased opportunities for staff specialisation and professional development due to the size of the workforce, leading to an increase in skills and effectiveness, which can in turn be used to improve service design and delivery. This will allow for more flexible deployment of staff across the wider area based on need and local demand, whilst enabling continuous service efficiencies and promoting career pathways for young people as an attractive local employer.

This approach to organisational design is only achievable within a single Unitary approach, any increase in the number of Local Authorities creates duplication of leadership and statutory roles that increase the ongoing budgetary pressures of those authorities, removing the scale of operational efficiencies that only a single Unitary in Southern & Mid-Staffordshire can achieve.

SHARING IT SYSTEMS & SERVICES – IMPROVED DIGITAL & IT SYSTEMS

There will be a range of existing IT systems that require review and consolidation as part of creating a consistent and coherent environment for service delivery. This includes a need to understand the operational support for frontline services, such as that which enables the effective design of waste collection routes or food safety evaluations.

As part of taking this forward, there will be opportunity to explore a joint procurement approach with the proposed North Staffordshire Council with regards to IT and digital support for operational services, encouraging a compatibility of support services across the wider Staffordshire county and achieving greater economies of scale through partnership working.

MORE ECONOMICAL PROCUREMENT – SERVICE CONTRACT CONSOLIDATION

A larger Council has the scale and capacity to create efficiencies in procurement through the alignment and standardisation of contracts, which will in turn improve accountability and value for money. A unified approach to strategic commissioning will retain economies of scale, maintain market stability and ensure a resident focused approach whilst ensuring contracts can be tailored to local circumstances and need.

This approach enables the new authority to optimise and rationalise procurement spend and contracts, reducing the volume of individual contract management requirements and increasing value for money in contract awards.

EFFICIENT SERVICE DELIVERY MODELS AND CONTINUOUS IMPROVEMENT

Public sector services experience evolving expectations from residents and increases in acute demand for services. Our ability to deliver services to those that need them, when they need them, in a way that works for them will be enhanced as a result of LGR.

Service delivery models will continue to evolve over time, continuously learning from experience and best practice, building on the current ethos of continuous improvement and innovation within the Southern & Mid-Staffordshire area. This will include ongoing consideration of the most appropriate geographical level for service delivery, such as through regional, unitary or neighbourhood structures, based on service type, context and stakeholder engagement.

Furthermore, the new Council will make a commitment to continuously explore alternative methods of service delivery, ensuring that the method of providing services to resident always remains the most effective, economical and sensible approach.

CONSOLIDATING UNDERUTILISED PROPERTY AND PROTECTING HERITAGE – ASSET & PROPERTY OPTIMISATION

Council owned property will be brought together under single ownership and reviewed in order to understand what is still needed and what requires investment or repurposing. Property that the new Council no longer needs could be subject to an asset transfer to Parish and Town Councils, or used as a springboard for local regeneration initiatives that create housing or employment uses.

Similarly, we will explore opportunities to repurpose Council property as local service delivery hubs that can be used to ensure services are delivered locally in appropriate places.

In order to protect local heritage assets currently owned by the existing Councils (such as the Victorian, listed Burton Town Hall), we will seek to establish Charter Trustees. It is noted that a Structural Changes Order may make provisions to preserve the rights and privileges contained in the 1974 Letters Patent, including the establishment of Charter Trustees and other arrangements.

INVESTING IN INFRASTRUCTURE OVER THE LONGER-TERM

The Southern & Mid-Staffordshire Council will be well positioned to adopt a more integrated strategic approach to infrastructure planning, supporting the delivery of housing, employment, and sustainable economic growth.

By taking a holistic view of infrastructure investment, the Council can ensure that regeneration is not pursued in isolation, but instead responds to the broader social, economic, and environmental needs that arise from growth.



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Any increase in the number of Local Authorities creates duplication of leadership and statutory roles that increase the ongoing budgetary pressures of those authorities, removing the scale of operational efficiencies that only a single Unitary in Southern & Mid-Staffordshire can achieve.

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CANNOCK CHASE FOREST, CANNOCK

CASE STUDY:

EFFICIENT SERVICE DELIVERY MODELS & CONTINUOUS IMPROVEMENT

CANNOCK CHASE & STAFFORD SHARED SERVICES

Cannock Chase District and Stafford Borough Councils have been sharing a range of services since 2011. In total this saved both Councils in excess of £1m each year from streamlined teams/management structures, process and sharing IT systems. The Councils decided to share a chief executive from June 2021 and extend the sharing to

nearly all services with effect from April 2023 which to date has saved more than £260k pa for both authorities through establishing a shared Leadership Team and Senior Management.

Sharing services has provided us with continuity of service delivery while transforming processes along with improving services to our residents.



LICHFIELD CATHEDRAL, LICHFIELD

CASE STUDY:

SHARING IT SYSTEMS & SERVICES

LICHFIELD & TAMWORTH JOINT WASTE SERVICES

Since its formation in 2010, the Joint Waste Service between Lichfield District Council and Tamworth Borough Council has become a model of collaborative service delivery, serving approximately 80,000 households across both districts. The partnership was established to improve efficiency, reduce costs, and enhance the quality of waste collection services without compromising performance.

Strategically, the Joint Waste Service aims to achieve a 65% recycling rate by 2035, introducing food waste and plastic film recycling, and reducing contamination in recyclable materials. The service is guided by a shared business plan that aligns with national strategies and Staffordshire-wide waste targets. It leverages data-driven decision-making and route optimisation to reduce fuel usage and operational costs.

Technology has played a key role in transformation. The adoption of the Collective system has enabled real-time tracking, improved customer service, and fewer missed bin collections. Integration with CRM systems allows for immediate feedback and resolution of resident queries, significantly improving satisfaction levels.

This long-standing partnership demonstrates how shared services can deliver financial savings, environmental benefits, and improved public service outcomes. It continues to evolve, positioning itself as a leader in waste management innovation and circular economy practices.

ENGAGE

“Ensuring people remain at the centre of every decision we make”

CLEAR LINES OF ACCOUNTABILITY – OPTIMISING LEADERSHIP

The establishment of a single Unitary Council for Southern & Mid-Staffordshire will eliminate the complexities of two-tier governance, removing duplication across key Cabinet and elected member roles. This will create clear, streamlined lines of decision-making, responsibility, and accountability.

As part of the Vesting Day process, a key priority will be the design and implementation of a governance framework that can deliver consistently high standards of service to residents. This will be underpinned by locally responsive leadership and enhanced capacity to address regional challenges and opportunities more effectively.

This unified approach will enable more efficient and cost-effective service delivery, while strengthening democratic accountability, transparency and responsiveness across the new authority, with *proportionate democratic services*.

More information on our approach to governance can be found in the *Democracy, Governance, Engagement and Representation* section and detail on the savings analysis can be found in section 5 – *Financial Sustainability of the new Council*.

IMPROVING RESIDENT EXPERIENCE – CUSTOMER ENGAGEMENT

Establishing a consistent standard and delivery model across Southern & Mid-Staffordshire is essential to enhancing residents' experience of Council services.

This alignment will eliminate the perception of a ‘postcode lottery’, where service quality and access vary depending on the legacy Council area.

A single Unitary Council structure will simplify resident and business interactions by removing multiple layers of engagement and reducing complexity. This streamlined model will make it easier for communities to access the services they need, fostering greater trust and responsiveness.

Furthermore, the new authority will introduce integrated service pathways for complex, cross-service issues, such as social care and housing, ensuring a more holistic and coordinated approach to meeting residents’ needs. This will reduce fragmentation, improve outcomes, and help prevent individuals from falling through the gaps between services.

BREAKING DOWN ARTIFICIAL BOUNDARIES – CONSOLIDATING FLEETS & OPTIMISING ROUTES

Process alignment within the new authority is not solely about achieving consistency in policy development, it is about recognising and responding to the broader functional economic geography in which residents live, work, learn, and play. By removing artificial administrative boundaries that hold little relevance to everyday life, the new Council can deliver a more coherent and simplified model of local government that better reflects the lived experience of its communities.

In practical terms, this will result in more streamlined access to services such as permits, licences, waste collection, planning, and housing, regardless of where individuals live or travel within the area. This integrated approach will foster a greater sense of continuity and clarity for residents and businesses alike.

As part of implementing this transition, it will be essential for the new Council to adopt a fair and proportionate strategy for harmonising Council Tax across the region, ensuring that the financial impact on residents is managed responsibly and equitably, appreciating that it will take time to get this right.

ENGAGING THROUGH REPRESENTATION

The Elected Member governance model for the proposed Southern & Mid-Staffordshire Council must be carefully designed to reflect the unique characteristics of the area while ensuring efficiency, cost-effectiveness, and strong democratic representation.

As part of this proposal, a streamlined and effective governance structure is being put forward based on a Councillor-to-resident ratio of approximately 1:5,847, which results in a total of 92 Councillors representing the new authority. By aligning with existing county divisions, this model adopts a uniform two-member ward approach across the entire geography. This consistency ensures that all residents, regardless of location, have equitable access to their local representatives and a clear understanding of how to engage with the democratic process.

This approach strikes a balance between effective governance and fiscal responsibility. It enables the new Council to maintain high standards of democratic accountability while avoiding the inefficiencies that can arise from overly complex or fragmented governance arrangements. Ultimately, this model is designed to support a modern, responsive, and representative Council that is well-positioned to meet the needs of its residents and deliver high-quality local services.

ENSURING EASY POINTS OF ACCESS

Ensuring accessible and responsive engagement with the Council is fundamental to delivering high-quality public services. The new Southern & Mid-Staffordshire Council will place residents and businesses at the heart of its operations, making it straightforward to access information, attend meetings, and resolve queries. This resident-focused approach will be embedded across all service areas, reinforcing transparency, responsiveness, and trust in local government.

By simplifying points of access and removing unnecessary complexity, the Council will create a more inclusive and user-friendly experience for all that includes delivering services locally. Whether interacting online, in person, or through community-based channels, individuals will benefit from a consistent and efficient interface with their Local Authority, reflecting a modern and forward looking customer-centric model of public service delivery.

COLLABORATING THROUGH PARTNERSHIPS

The new Council will foster strong collaboration with partners across the public, private and third sectors at all levels, enhancing integration and promoting preventative approaches where appropriate. An early mapping exercise will be undertaken in order to understand the existing partnership arrangements and how these can be streamlined and incorporated into the new authority to ensure effective partnership working in the future.

Utilising these existing partnerships and communication channels throughout the transition and implementation period will ensure that local insight and information can shape the future of the Unitary Council, fostering a culture of collaboration and establishing a wider partnership ecosystem.



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A single Unitary Council structure will simplify resident and business interactions by removing multiple layers of engagement and reducing complexity. This streamlined model will make it easier for communities to access the services they need, fostering greater trust and responsiveness.

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TAMWORTH CASTLE, TAMWORTH

CASE STUDY:

IMPROVING RESIDENT EXPERIENCE

TAMWORTH'S HONEST CONVERSATIONS

In response to civil unrest during the summer of 2024, Tamworth Borough Council launched the Honest Conversations project, a pioneering initiative aimed at strengthening community cohesion through open dialogue. Delivered in partnership with the Belong Network, a national charity specialising in integration and social cohesion, the project sought to address underlying tensions and foster constructive engagement across the borough.

Funded through the Community Recovery Fund, the project ran from November 2024 to April 2025 and involved a wide-ranging programme of community engagement, including focus groups, structured workshops, and informal discussions in schools, churches, pubs, and community centres.

Participants included residents, asylum seekers, students, faith leaders, and representatives from local agencies and voluntary organisations.

The initiative was designed to surface and explore “difficult” issues, such as migration, social inequality, and the cost-of-living crisis, that had contributed to local tensions. Belong’s approach was to listen deeply and reflect back community perspectives, enabling the Council to develop a shared understanding of local dynamics and inform a new cohesion and engagement strategy.

Tamworth’s Honest Conversations project exemplifies how Local Authorities can take a whole-Council approach to integration, by listening, learning, and leading with empathy and transparency.



BOSCOBEL HOUSE, SOUTH STAFFORDSHIRE

CASE STUDY:

COLLABORATING THROUGH PARTNERSHIPS

PARTNERSHIP WORKING IN SOUTH STAFFORDSHIRE

The Codsall Community Hub was developed through the Staffordshire One Public Estate Steering Group. This award-winning project transformed the Council's headquarters into a multi-agency hub, co-locating over 29 organisations from the public, private, health, and voluntary sectors. The initiative has reduced operational costs, improved service accessibility, and created a modern, sustainable environment for residents. It includes a new GP surgery, integrated NHS Trust services, and local policing teams, all under one roof.

The partnerships in South Staffordshire are underpinned by a shared commitment to place-based leadership, innovation, and inclusive growth.

The development of a single unitary council for Southern & Mid-Staffordshire will provide many new opportunities for co-locating public sector and voluntary and community services. This will make best use of expensive public estate, encourage joint working and development of services and be more convenient for residents.

ALIGNMENT WITH OPERATING MODEL DESIGN PRINCIPLES

The Operating Model Design Principles referenced in section 2 are at the centre of this vision and how it will be implemented.

SECURE FINANCIAL SUSTAINABILITY

The Council will be established on a financially sustainable footing, ensuring that public money is spent wisely and transparently. By consolidating assets, eliminating duplication, and leveraging economies of scale, the Council will reduce the burden on local taxpayers while maintaining high-quality services. This approach reflects a commitment to long-term value for money and responsible stewardship of public resources, which was a priority for local residents in the survey feedback, for example 56% felt value for money was important in service delivery and 55% said one of their top priorities was saving money while keeping local services running smoothly.

DELIVER HIGH QUALITY SERVICES, WITH A MIXED ECONOMY DELIVERY MODEL, DECIDING WHERE AND HOW SERVICES ARE BEST DELIVERED

The Council will adopt a flexible and pragmatic approach to service delivery, using a mixed economy model that considers in-house provision, partnerships, and commissioned services. This will ensure that services are delivered in the most effective and efficient way, tailored to local needs and continuously improved through feedback and innovation.

ACT IN THE BEST INTERESTS OF THE PLACE, INTEGRATING ACROSS SECTORS TO SECURE THE BEST OUTCOMES

The Council will act as a convenor of place, bringing together partners across health, education, housing, and the voluntary sector to deliver joined-up services

Integration will be central to how services are designed and delivered, ensuring that outcomes are improved through collaboration and shared accountability.

PRIORITISE INNOVATION, PREVENTION AND CONTINUOUS IMPROVEMENT – USING DIGITAL AS AN ENABLER

Digital transformation will be a cornerstone of the Council's operating model. From streamlining resident interactions to enabling data-driven decision-making, digital tools will enhance service delivery, reduce costs, and improve accessibility. Innovation will be embedded across all service areas, supported by a culture of learning and adaptation.

ACT EARLY, DRIVEN BY INSIGHT, AND ENSURING THAT EVERYONE CAN BENEFIT FROM OPPORTUNITIES IN THE PLACE

The Council will use local insight and data to inform early intervention strategies, ensuring that services are targeted where they are most needed. This proactive approach will help prevent issues before they escalate, improving outcomes and reducing long-term costs.

CONSIDER THE IMPACT OF OUR ACTIONS ON ENVIRONMENTAL SUSTAINABILITY

The Council will take a proactive approach to environmental sustainability, focusing on future-proof housing, reducing underutilised property, and embedding sustainability into infrastructure planning. These actions will not only reduce the Council's environmental footprint but also contribute to healthier, more resilient communities.

ENABLE OUR RESIDENTS TO BUILD RESILIENCE & SUPPORT ONE ANOTHER, IN THRIVING COMMUNITIES

Neighbourhood Area Committees will be a key mechanism for embedding local voice and influence into the Council's governance model. These committees will empower communities, building on existing local and neighbourhood organisations to

shape local priorities, support one another, and build resilience from the ground up, ensuring that the Council is not just delivering services, but enabling communities to thrive.

MAKING THIS HAPPEN: OUR WORKFORCE

Our ability to transform and realise this vision is largely based on our biggest asset; our people. This is why we have created a set of workforce principles that will inform the organisational design (OD) of the new Council, and our aspirations for the new culture.

We want to be seen as an employer of choice and to create a workforce that has the capacity, capability and drive to create an environment where all have the opportunity to thrive. To do this we will:

- *Help everyone feel like they belong:* Make sure people feel personally connected to the new Council's identity so they feel like part of the team.
- *Encourage action and success:* Promote values, beliefs and ways of thinking that help people achieve their goals.
- *Be fair and inclusive:* Create a safe environment where everyone feels equal, can be themselves, and our staff reflect the diversity of the communities we serve.
- *Listen and involve everyone:* Make sure people feel comfortable speaking up, sharing ideas, giving feedback, and making decisions that shape the organisation's future.
- *Make sure leaders lead by example:* Our senior managers will be visible, easy to talk to, and actively involved with our communities and employees. They will create a workplace where everyone feels valued, respected, and empowered.
- *Invest in our people:* Provide training and development to keep our staff skilled, knowledgeable, and talented.
- *Support innovation:* We want our people to work together, innovate, and support each other's performance, creating an environment where continuous learning leads to excellence.

DEMOCRACY, GOVERNANCE, ENGAGEMENT & REPRESENTATION

ELECTED REPRESENTATION

Through the process of devolution and the proposed reforms to governance and organisational structures, there is significant opportunity to strengthen local democracy. By enhancing the effectiveness and accountability of the new Council's governance arrangements and building upon existing mechanisms for community and stakeholder engagement, it is possible to create a more responsive and representative system.

A key element of this transformation is the empowerment of local leaders by establishing a Councillor-to-electorate ratio that ensures a manageable and effective number of elected representatives. Transitioning to a single-tier Council model will further streamline Local Government, providing clearer lines of accountability and improving service delivery for residents.

The Local Government Boundary Commission for England (LGBCE) has confirmed that it cannot undertake a structural review of any authority prior to its formal establishment. Consequently, any electoral arrangements must be based on existing ward boundaries, whether at parish, district, or county level, as these have already been subject to prior review by the LGBCE. Furthermore, the Commission expects that any new Council proposal should include no fewer than 30 and no more than 99 Councillors.

DELIVERING A STRONGER STAFFORDSHIRE

Currently, there are 46 Councillors at County Council level and 232 at District and Borough Council level:

CURRENT REPRESENTATION ACROSS SOUTHERN & MID-STAFFORDSHIRE				
DISTRICT	DIVISIONS	COUNCILLORS (C)	COUNCILLORS (D&B)	ELECTORATE (2029)
CANNOCK CHASE DISTRICT	7	7	36	82,337
EAST STAFFORDSHIRE BOROUGH	9	9	37	104,022
LICHFIELD DISTRICT	8	8	47	91,177
SOUTH STAFFORDSHIRE DISTRICT	8	8	42	88,881
STAFFORD BOROUGH	9	9	40	108,355
TAMWORTH BOROUGH	5	5	30	63,166
TOTAL	46	46	232	537,938

Assuming that existing county divisions are retained as the foundation for the new Unitary Councils across Staffordshire, the proposed approach is to create two member wards. This approach would result in a Councillor-to-electorate ratio of approximately 1:5,847, with 92 Councillors representing the Southern & Mid-Staffordshire Unitary Council. Adopting a single-member ward model would lead to an unacceptably high ratio and create a significant imbalance in representation between the northern and southern areas, despite remaining within the parameters set by the Local Government Boundary Commission for England (LGBCE).

This proposal also enables a more efficient governance model by minimising duplication of key

leadership roles, including Cabinet and Scrutiny positions. This structure avoids unnecessary replication of governance functions across the new authority.

As part of the vesting process, a central priority will be to establish a governance framework that delivers high standards of democratic accountability and service delivery. The creation of two unitary Councils for Staffordshire will enable more focused, locally responsive leadership. Each Council will be better positioned to address regional challenges and opportunities, while delivering services in a more streamlined and cost-effective manner. Efficiencies will be achieved through a reduction in the number of Councillors, their allowances, and associated governance structures.

ENGAGING LOCAL PEOPLE THROUGH NEIGHBOURHOOD AREA COMMITTEES

MHCLG guidance is clear that any new arrangements under LGR should enhance community engagement and create clear, accountable local governance. In line with this, in forming new Unitary Councils, it will be important to establish Neighbourhood Area Committees (NACs) that can build on the strong foundations of existing locality and community engagement structures, while ensuring every community has a meaningful voice in local decision-making.

It is recognised that new governance models will emerge through Local Government Reorganisation, and we are committed to learning from elsewhere and adapting our approach to effectively meet local needs.

DRAFT PURPOSE OF NACS

“To empower local communities by amplifying their voice, preserving their unique identity, and influencing programme design and delivery in local services through engaged, member-led decision-making and effective action plans, ultimately shaping a better future for their neighbourhoods.”

This draft purpose is designed to inform the creation of NACs and it is grounded in four key principles which will guide how they are formed and how they will operate, subject to their agreement:



LOCAL VOICE & OWNERSHIP

These committees should serve as a strong local voice for residents, fostering civic pride and identity. They are intended to own and plan for local priorities, addressing community needs and supporting community assets.



ACCOUNTABILITY & DECISION MAKING

A primary function is to work with the council at a local level to enhance and, where necessary, improve local delivery. They should be empowered as decision-making bodies with allocated budgets, operating in a data and intelligence-driven manner.



REPRESENTATION & INCLUSIVITY

Ensuring fair, representative, and inclusive participation from all localities and residents is crucial. They should engage all key stakeholders and align with existing stakeholder boundaries where practicable, this includes taking account of existing Parish and Town Council Boundaries.



DISTINCT & RESPONSIVE ROLE

These committees are not meant to replace district councils or assume statutory responsibilities. Instead, their focus is on being locally responsive, staying true to local identity, and supporting residents effectively. They could be formally constituted and potentially work alongside town councils.

HOW NACS WILL WORK

NACs will provide a structured, transparent, and inclusive approach to locality governance. They will:

- Operate at a district or sub-district level (aligned, where possible, with existing parish, town, or community boundaries);
- Be member-led, with representation from unitary Councillors and, parish and town Councils for example;
- Include opportunities for co-opted members from community, youth, and business sectors to ensure diversity and local insight;
- Hold regular public forums to gather community input and report on progress;
- Oversee any locally devolved budgets, linked to clear priorities and transparent reporting mechanisms;
- Feed directly into the unitary Council's decision-making through local area boards or scrutiny channels;
- For unparished areas, NACs would play an essential representative role, ensuring equality of local voice and influence across the entire geography.

This approach also aligns closely with the proposed Local Government Outcomes Framework (2025), particularly the outcomes that:

- People feel safe and included in their local community.
- Residents feel they can influence local decisions.
- People are satisfied with their local area as a place to live.

Outcomes will be monitored through a combination of engagement metrics and periodic reporting, to be confirmed by Government in 2026. Nevertheless, the outcomes will be a relevant consideration in the later development of our NACs.

ALIGNMENT WITH NORTH STAFFORDSHIRE UNITARY COUNCIL

The creation of two new unitary authorities, one for Southern & Mid-Staffordshire and one for North Staffordshire, represents a coordinated and strategic approach to local government reform across the county. This dual structure reflects the distinct identities, economic geographies, and service needs of each area, while enabling a coherent framework for collaboration, efficiency, and regional leadership. The alignment between the two proposed Councils is a critical component of this proposal, ensuring that Staffordshire as a whole is well-positioned to deliver high-quality services, respond to future challenges, and unlock the benefits of devolution.

Throughout the development of this proposal, the three District and Borough Councils proposing a Southern & Mid-Staffordshire Unitary Council have worked closely with the proposal for a North Staffordshire Unitary Council. This collaboration has been underpinned by a mutual commitment to creating resilient and future-ready governance structures.

Both areas have demonstrated compliance with Government guidance on population thresholds, with Southern & Mid-Staffordshire projected to reach over 718,000 residents by Vesting Day, and North Staffordshire over 518,000. These figures confirm the viability of two balanced unitary authorities capable of delivering strategic leadership and operational effectiveness.

The alignment between the two Councils will be reflected in several key areas that will be explored in the future by the Councils, at the appropriate time:

First, there will be opportunities to explore joint procurement, particularly in ICT, digital infrastructure, and operational services, enabling economies of scale and improved value for money.

Second, both Councils will benefit from shared learning and coordinated transformation programmes, particularly in areas such as adult social care and children services.

Third, the Councils will work together to support the development of a Strategic Authority for Staffordshire and Stoke-on-Trent, which could provide a platform for county-wide collaboration on transport, economic development, and regional investment.

Importantly, this alignment will also support the delivery of consistent and equitable services across the wider Staffordshire geography. Residents and businesses will benefit from simplified access to services, clearer governance structures, and a more coherent approach to wider regional planning through a Strategic Authority. The Councils will maintain strong local identities while collaborating on shared priorities, ensuring that the benefits of reorganisation are realised at both the local and strategic levels.

Across the two proposals there is a sensible economic geography with an appropriate tax base, in line with Criteria 1, as demonstrated overleaf.

DELIVERING A STRONGER STAFFORDSHIRE

	Southern & Mid-Staffordshire	North Staffordshire
Gross Value Added per capita	£27,546	£23,923
Council Tax base (number of properties at Band D)	234,269	138,005
Council Tax harmonisation / difference in Band D rates (average)	£26	£70
Business rates tax base per capita	£394	£313

In summary, the alignment with the North Staffordshire Unitary Council is not only a practical necessity, it is a strategic opportunity for the whole of Staffordshire. It enables the creation of two complementary authorities that reflect the diversity of Staffordshire while working together to deliver better outcomes for all. This partnership will be built on mutual respect, shared ambition, and a commitment to public service, ensuring that Staffordshire remains a strong, unified voice within the West Midlands and beyond.

FINANCIAL SUSTAINABILITY OF THE NEW COUNCIL

Financial sustainability analysis forms a central component of this proposal. Its purpose is to evaluate the financial implications of structural reform across Staffordshire assessing whether the proposed reorganisation delivers measurable, long-term improvements in financial resilience, efficiency, and value for money. The analysis provides a structured, evidence-based appraisal of potential savings, required investment, and net benefit.

Across Staffordshire, existing Councils are managing substantial budget gaps, rising social care and housing pressures, and constrained funding growth. The current structure also leads to duplication of roles, fragmented service delivery, and inefficiencies in support functions, digital infrastructure, and decision-making.

This proposal provides an opportunity to streamline governance, transform services tailored to local needs, and release efficiencies.

However, it also requires upfront investment and, like most Local Government Reorganisation processes, may involve some temporary financial disruption during transition. This makes it critical to assess whether, over a realistic implementation horizon, the financial benefits outweigh the costs, and whether the new authorities would be more resilient and sustainable than the status quo.

The financial sustainability analysis therefore aims to:

- Quantify the financial impact of the evaluated reorganisation options;
- Compare options on a like-for-like basis, considering savings, costs, and payback;
- Demonstrate the financial viability and strength of the evaluated options;
- Provide confidence in assumptions, modelling approach, and scenario flexibility.

METHODOLOGY & CONSIDERATIONS FOR FINANCIAL ANALYSIS

The financial analysis followed a consistent, structured methodology, grounded in learning from other Local Government Reorganisation processes, and aligned with government guidance.

The steps included:

1. SCOPING & AGREEMENT OF METHOD

- Worked with local finance teams to define scope, financial principles, and data needs.
- Agreed on the options to be modelled and the treatment of shared services and disaggregation and harmonisation.

2. DATA COLLECTION & VALIDATION

- Issued standardised data requests to all involved Councils, covering revenue budgets, reserves, capital plans, balance sheets, and key service metrics.
- Gathered contextual and narrative information to understand pressures, risks, and transformation plans.
- Held follow-up meetings with finance officers to verify data accuracy, reconcile discrepancies, and align on inputs.

3. BASELINE CONSTRUCTION

- Built a consolidated financial baseline, combining district, unitary and county budgets into unified figures based on agreed assumptions (e.g. population apportionment).

4. SAVINGS ESTIMATION

- Applied standardised top-down models to estimate savings across key categories:
 - Senior management and democratic structures
 - Corporate and back-office services
 - ICT rationalisation and systems integration
 - Estates and asset rationalisation
 - Procurement and contract consolidation
 - Service transformation and demand management (where credible)
- Incorporated both direct (cashable) and enabling (efficiency) savings.
- Used a combination of local inputs and benchmark data from other Local Government Reorganisation programmes to calibrate assumptions.

5. IMPLEMENTATION COST ESTIMATION

- Identified one-off costs required to deliver the reorganisation, including:
 - Programme management and transition team costs
 - Redundancy and pension strain
 - ICT integration or separation
 - Property and rebranding
 - Legal and governance setup
- Costs were phased over a 6-year period, with timing aligned to implementation logic.

6. SCENARIO MODELLING

- Developed a structured financial model that calculates, for each scenario:
 - Annual and cumulative savings
 - Phased implementation costs
 - Year-on-year net benefit
 - Breakeven year
 - Total 10-year net financial benefit

ITEMS CONSIDERED IN THE FINANCIAL CASE

The financial analysis integrates a wide range of inputs and assumptions, grouped into two main elements:

RECURRING SAVINGS

Cashable savings expected once reorganisation is complete and steady state is reached. These cover workforce reductions, systems rationalisation, contract management, and operating model changes. Savings are categorised by source, with baselines derived from current budgets.

IMPLEMENTATION COSTS

One-off costs required to implement the preferred options, typically incurred over the first two to three years. Includes programme delivery, ICT, staff redundancy, estates changes, and transitional double running.

MODELLING APPROACH

Recognising the inherent uncertainty in savings realisation and implementation cost delivery, the analysis uses the midpoint financial scenario to bracket the likely outcomes:

SCENARIO	DESCRIPTION
BASE CASE	A conservative scenario reflecting lower-end savings assumptions and higher delivery costs. Reflects cautious change with limited transformation ambition.
MIDPOINT CASE	The most likely scenario based on agreed central assumptions. Balances prudent savings estimates with realistic implementation ambition, aligned to local capability.
STRETCH CASE	A more ambitious but achievable scenario, assuming bolder service transformation, more aggressive rationalisation, and faster delivery. Also assumes more investment in digital and commercial capacity.

Each scenario uses the same methodology but varies assumptions across:

- Percentage savings by category.
- One-off cost estimates.
- Degree of service transformation.

This enables the financial case to:

- Demonstrate the robustness of the evaluated options under different delivery environments.
- Quantify the risk and upside potential of reorganisation.
- Support stakeholder discussions on ambition vs feasibility.

OUTPUTS & USE IN THE PROPOSAL

For each scenario and option, the model outputs:

- Gross and net annual savings
- Cumulative implementation costs
- Payback period (breakeven year)
- Total net benefit over 10 years

These outputs inform both the financial case and the comparative analysis between reorganisation options.

FINANCIAL IMPLICATIONS OF THE PREFERRED OPTION

The purpose of this section is to consolidate and explain the end-state financial profile of the new unitary Councils. It brings together detailed evidence and modelling outputs across all relevant dimensions of Local Authority finance. This includes projected revenue budgets, the distribution and sufficiency of reserves and balances, and the scale and timing of both anticipated savings and implementation costs. A critical component is the breakeven analysis, which models how quickly upfront investment in reorganisation will be recouped through long-term efficiencies. Taken together, these elements enable a judgement on the long-term financial viability of the new authority structure and whether it provides a credible route to enhanced sustainability compared to the status quo.

To structure this analysis, the section is organised into four sub-sections:

1. **Savings and efficiencies:** An estimate of recurrent savings achievable from reorganisation, including staff, systems, governance, and estate rationalisation.
2. **Implementation costs:** A detailed breakdown of one-off transition costs required to achieve the reorganisation, including redundancy, ICT, and programme delivery.
3. **Breakeven and 10-year outlook:** A forward-looking payback analysis that tracks the net financial benefit of reorganisation over a seven-year period and illustrates improved fiscal resilience.
4. **Other considerations:** Consideration of other financial factors alongside the impact of transformation.

Each subsection includes validated financial inputs, analytical findings, and clearly explained narrative commentary. To aid interpretation and support transparency, visualisations such as summary tables, charts, and cumulative impact graphs are used throughout.

Ultimately, this section forms the evidential backbone of the financial case for reorganisation. It ensures that decision-makers, including Section 151 Officers, programme sponsors, and central government stakeholders, have a clear and comprehensive view of the fiscal implications of the proposal. By articulating a clear path from current-state finances to the post-reorganisation end-state, and quantifying the value that the change can deliver, this section helps confirm that this proposal is not only achievable, but financially sustainable.

SUMMARY

A summary view of the financial impact of reorganisation is outlined in the below table for the Mid Point Scenario. Further information regarding the estimated recurring savings and one-off implementation costs are outlined in the subsequent sections and the Financial Technical Appendices. (Annex 2). Further information on the financial modelling approach is contained within Annex 3.

Overall, the financial analysis confirms that the modelled option and scenario delivers a positive net financial benefit achieving breakeven after 1.4 years. Given that a new upper tier authority does not need to be stood up, there are no recurring disaggregation and harmonisation costs. Therefore, this results in a net financial impact over 5 years of £92.7 million, representing 6.8% of the combined annual net revenue budget.

SUMMARY - MID POINT	£'MILLION
RECURRING SAVINGS FROM YEAR 3	29.9
CUMULATIVE BENEFIT / (COST) AFTER 5 YEARS	124.2
ONE-OFF IMPLEMENTATION COST BY YEAR 3	-31.5
NET IMPACT AFTER 5 YEARS (2032/33)	92.7
PAYBACK PERIOD	1.4
ANNUAL RECURRING BENEFIT / (COST) POST TRANSFORMATION FROM YEAR 4	29.9

COST & SAVINGS ESTIMATES

This subsection outlines the projected savings from Local Government Reorganisation, based on anticipated efficiencies from service integration, workforce reduction, streamlined governance and shared infrastructure. The Mid Scenario estimates are built from both top-down modelling and local data inputs.

Reorganisation is projected to generate recurring savings of **£29.9 million** (**£19.0 million** in the Base Case and **£40.8 million** in the Stretch Case) annually by Year 3, equivalent to 2.2% of the

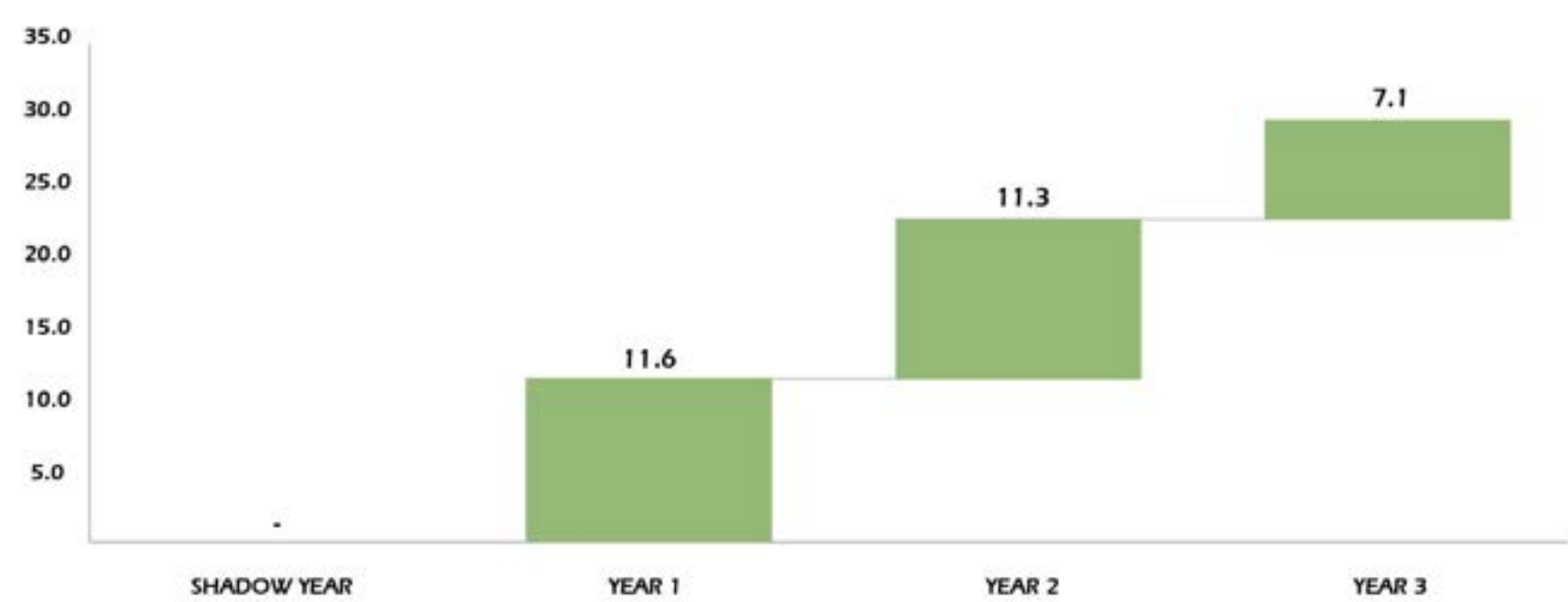
combined net revenue budget (£1.4 billion). The largest drivers are Service Contract Consolidation (£10.5 million) and Right Sizing the Organisation (£9.0 million). These savings underpin the financial case for change and position the new Councils to achieve a more efficient and sustainable model of delivery.

A summary table breaks down expected recurring savings by category (e.g. staffing, governance, IT, property) from Year 3 (2030/31).

PROJECTED ANNUAL SAVINGS BY		£'MILLION		
	SHADOW YEAR	YEAR 1	YEAR 2	YEAR 3
OPTIMISING LEADERSHIP	-	972	1,945	1,945
RIGHT SIZING THE ORGANISATION	-	2,693	6,284	8,977
CENTRALISING CORPORATE SERVICES	-	359	1,077	1,795
SERVICE CONTRACT CONSOLIDATION	-	4,713	8,378	10,473
PROPORTIONATE DEMOCRATIC SERVICES	-	1,197	1,496	1,496
IMPROVED DIGITAL & IT SYSTEMS	-	112	374	748
ASSET & PROPERTY OPTIMISATION	-	658	1,317	1,646
CUSTOMER ENGAGEMENT	-	150	299	449
CONSOLIDATING FLEETS & OPTIMISING ROUTES	-	718	1,676	2,394
TOTAL	-	11,573	22,846	29,922

The waterfall chart illustrates the annual savings build up, which are expected to be over a 4-year period.

ANNUAL SAVINGS BUILD-UP (£'MILLION)



IMPLEMENTATION

This subsection sets out the one-off costs required to implement the reorganisation, including programme delivery, systems integration, estates changes, and workforce exit costs. These costs are necessary enablers of the longer-term benefits and have been profiled over the implementation period.

This also includes one-off transition costs associated with redistribution of county upper tier services to the new unitary, including splitting finance or HR systems, creating new organisational structures and establishing democratic and corporate capacity. As such, there is no additional recurring expenditure that is expected.

The total estimated implementation cost is **£31.5 million (£23.9 million in the Base Case and £39.0 million in the Stretch Case)** over a period of 6 years (including Base Year, Year -1, Shadow Year and 3 Years post implementation), with the majority incurred in ‘Workforce – Exit’, ‘Consolidation – Systems’ and ‘Transition – Team’. These costs are essential to unlock recurring efficiencies. The investment is proportionate and supports a positive return on investment over the planning period.

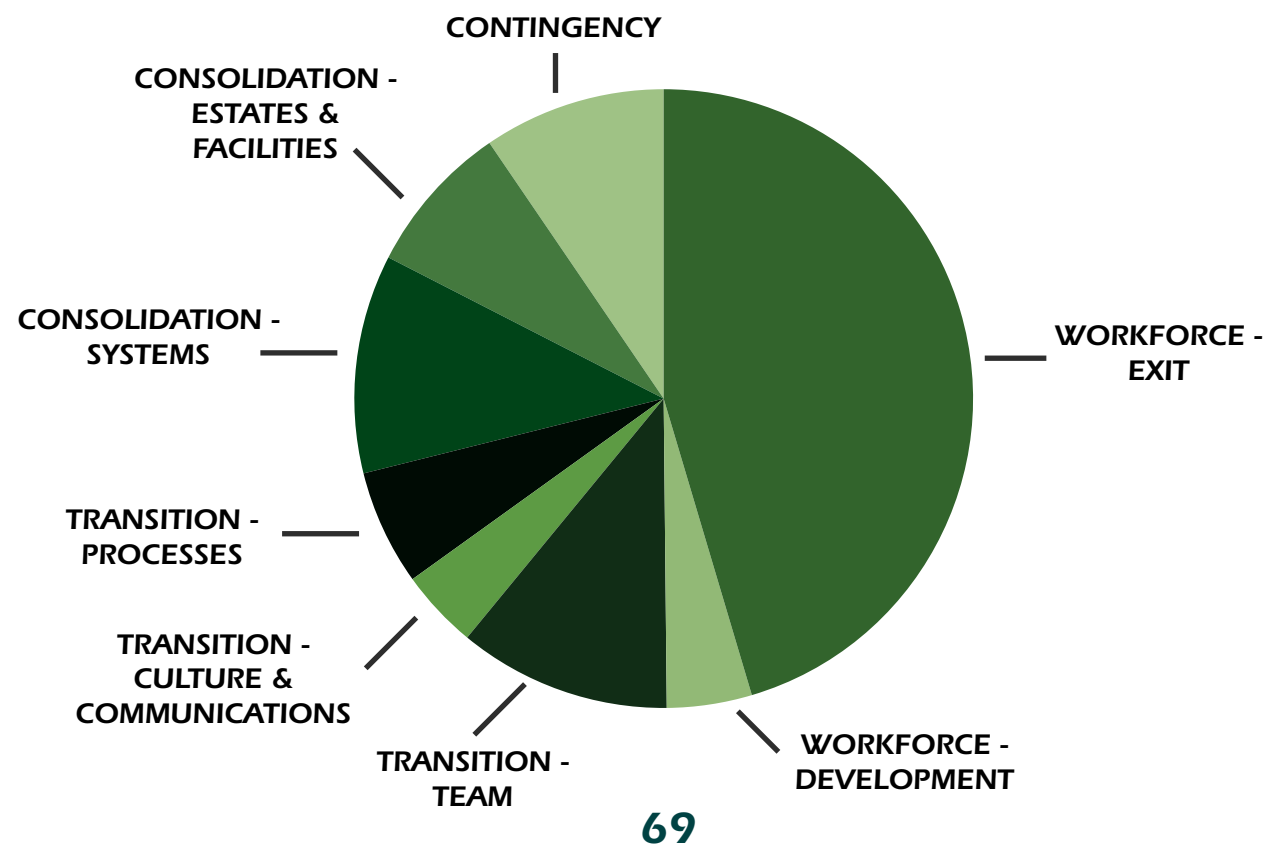
DELIVERING A STRONGER STAFFORDSHIRE

A table of implementation costs by year and category presents the full financial profile.

IMPLEMENTATION & DISAGGREGATION COSTS BY YEAR														£'000
	BASE YEAR	YEAR -1	SHADOW YEAR	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10	TOTAL
WORKFORCE EXIT	-	-	1,432	2,864	4,295	5,727	-	-	-	-	-	-	-	14,318
WORKFORCE DEVELOPMENT	-	-	566	566	283	-	-	-	-	-	-	-	-	1,416
TRANSITION TEAM	-	1,731	1,385	346	-	-	-	-	-	-	-	-	-	3,462
TRANSITION CULTURE & COMMUNICATIONS	-	629	504	126	-	-	-	-	-	-	-	-	-	1,259
TRANSITION PROCESSES	-	944	755	189	-	-	-	-	-	-	-	-	-	1,888
CONSOLIDATION SYSTEMS	-	724	2,171	724	-	-	-	-	-	-	-	-	-	3,619
CONSOLIDATION ESTATES & FACILITIES	-	-	378	881	1,259	-	-	-	-	-	-	-	-	2,518
CONTINGENCY	149	448	598	598	598	598	-	-	-	-	-	-	-	2,990
TOTAL IMPLEMENTATION COSTS	149	4,476	7,789	6,294	6,435	6,325	-	-	-	-	-	-	-	31,469

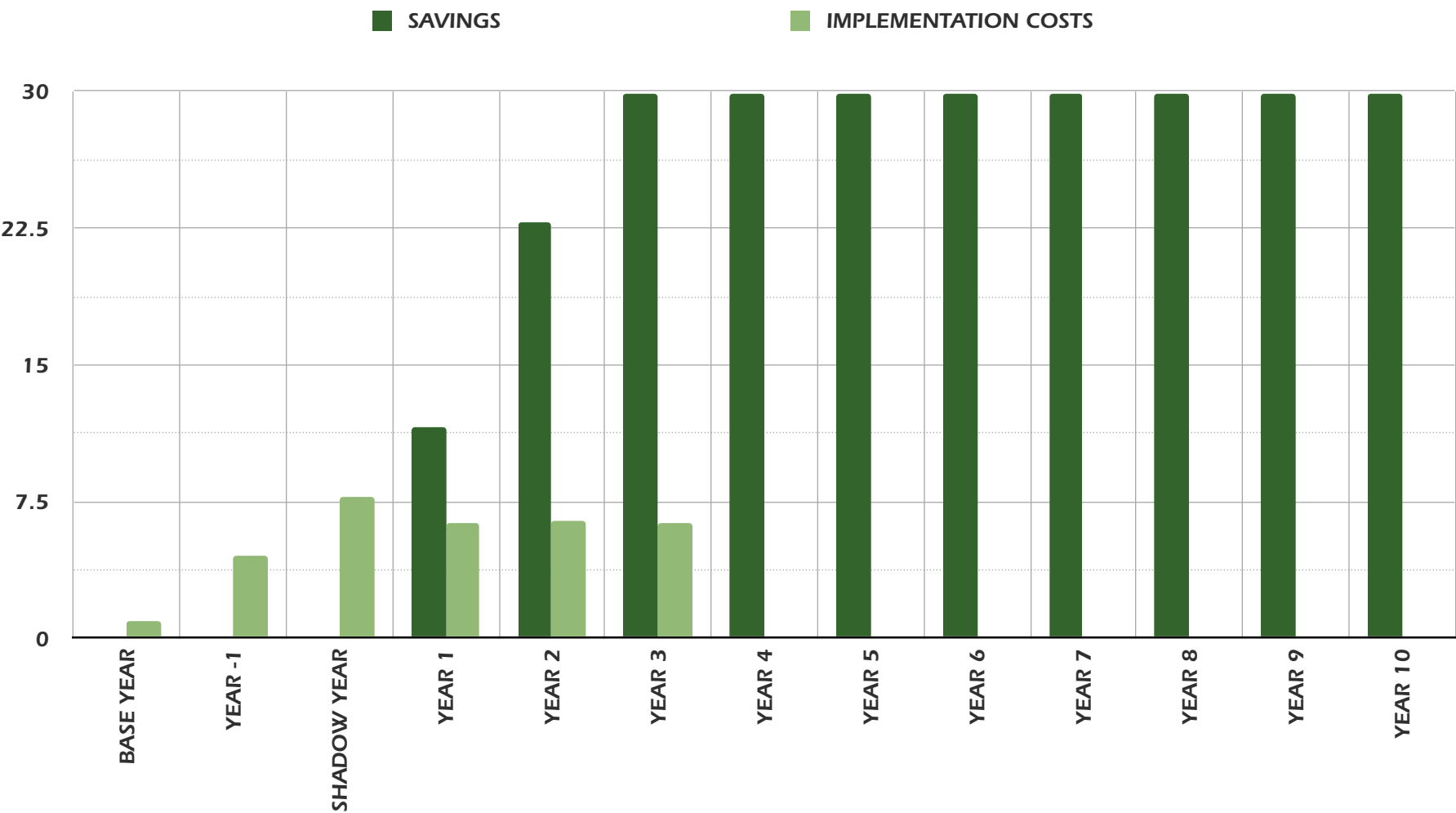
The below pie charts show the cost composition, identifying the largest expenditure areas.

ONE-OFF COSTS BY CATEGORY (£'MILLION)



The below bar chart compares one-off implementation costs against the estimated annual savings.

ONE-OFF COSTS VS ANNUAL SAVINGS (£'MILLION)



BREAKEVEN ANALYSIS & 10-YEAR OUTLOOK

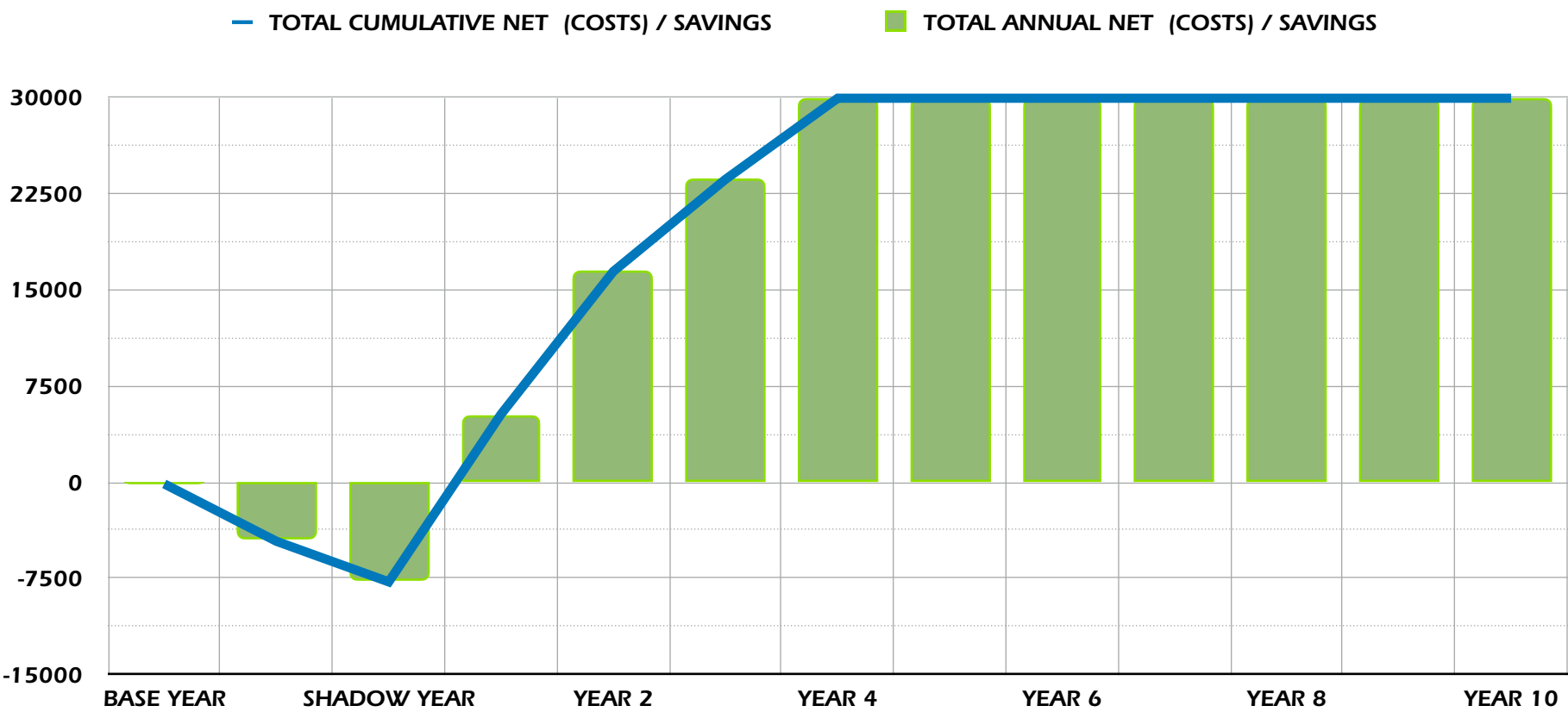
This subsection provides a breakeven analysis, assessing when cumulative savings from reorganisation outweigh the one-off implementation costs. It also presents a 10-year outlook of the net financial benefit. This forward-looking view demonstrates the long-term value of the option.

The financial analysis indicates that breakeven is achieved in 1.4 years (1.7 years in the Base Case and 1.3 years in the Stretch Case), after which cumulative net savings exceed implementation costs. By Year 4, the reorganisation delivers a total net financial benefit

of **£29.9 million** (**£19.0 million** in the Base Case and **£40.8 million** in the Stretch Case), supporting stronger long-term resilience. These benefits position the new authorities to contribute to future budget gaps and reinvest in public services.

A cumulative net benefit line graph shows the payback trajectory over time, highlighting the breakeven year.

BREAKEVEN POINT - CUMULATIVE SAVINGS VS COSTS (£'MILLION)



The summary tables include yearly savings, costs, and cumulative net benefit.

NET BENEFIT BY YEAR - 10 YEAR PROFILE													£'000
	BASE YEAR	YEAR -1	SHADOW YEAR	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10
SAVINGS											-		
REORGANISATION & TRANSFORMATION SAVINGS	-	-	-	11,573	22,846	29,922	29,922	29,922	29,922	29,922	29,922	29,922	29,922
COSTS													
IMPLEMENTATION COSTS	149	4,476	7,789	6,294	6,435	6,325	-	-	-	-	-	-	-
TOTAL ANNUAL NET (COSTS) / SAVINGS	149	4,476	7,789	5,279	16,410	23,597	29,922	29,922	29,922	29,922	29,922	29,922	29,922

OTHER CONSIDERATIONS & ASSUMPTIONS

GROSS BUDGET GAP OF EXISTING COUNCILS

The financial analysis assumes that all existing Councils (including the County) will manage their ongoing gross budget gaps regardless of Local Government Reorganisation. The forecasted total gross budget gap for all Councils by 2028/29 of **£40.9m** (including the County Council of **£24.2m**), has therefore not been included within the breakeven analysis of transformation. However, there is recognition that if there were any budget gaps post vesting day, the recurring savings projected from this proposal would contribute to closing any future gross budget gaps across the new authority.

The cumulative net benefit line graph on the preceding page shows the payback trajectory over time, highlighting the breakeven year.

RESERVES & FUNDING THE REORGANISATION

Across all the mid and southern districts and the county, by 2027/28, there are forecasted Total Usable Reserves of **£296.2 million**. However, this includes the full value of the County's total usable reserves of **£217.8 million**. Further discussions would need to be held to decide the basis for allocation of County reserves across the new unitaries post reorganisation.

It will be the decision of each new unitary to determine how to use its resources to fund the cost of reorganisation. However, there are sufficient reserves to cover the cost of transition.

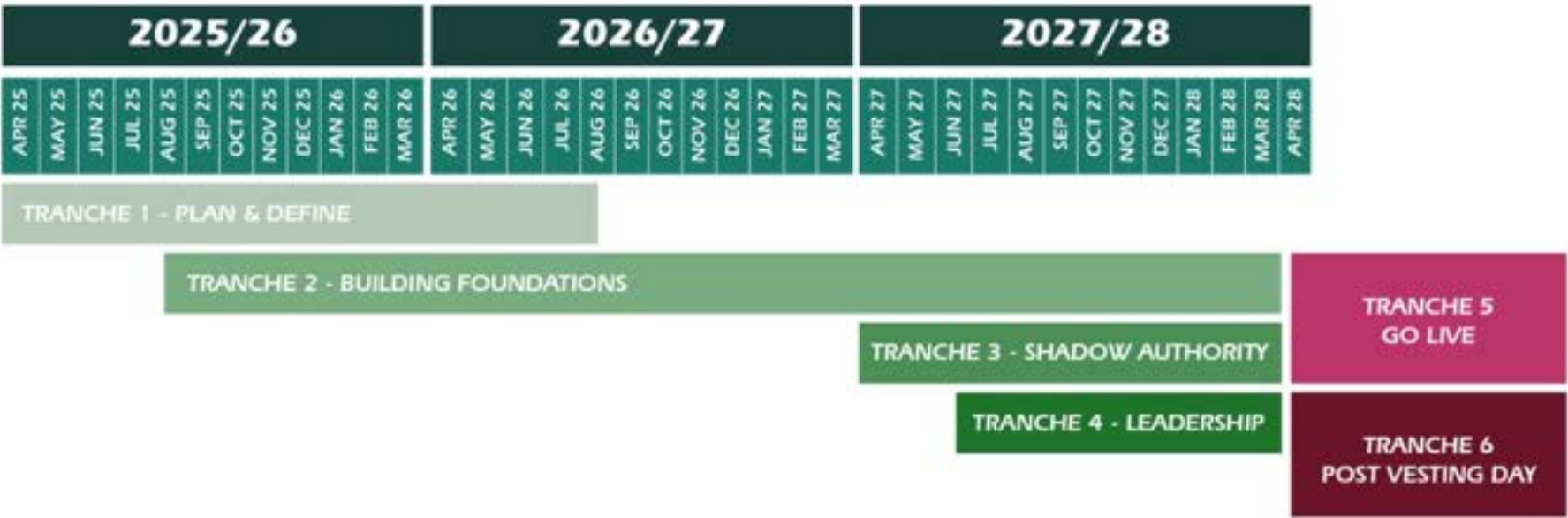
IMPLEMENTATION & DAY ONE READINESS

The implementation of this proposal will involve the aggregation of existing District and Borough services from six Councils and the integration of services from a County Council, noting that this will not require disaggregation. This is a complex undertaking that will require meticulous planning to ensure minimal disruption for residents on Day One.

It is therefore crucially important that the transition of services from the six District and Borough Councils and the County Council is conducted effectively and focused on achieving positive outcomes for residents, with a priority on Day One readiness and a forward look to transformation in the months that follow.

TIMELINE & PHASING PLAN

This graphic provides an overview of the six key tranches for creating the Southern & Mid-Staffordshire Unitary Council and summaries their purpose:



TRANCHE 1

PLAN & DEFINE

Prior to any formal decision on the structure of new unitary authorities, Councils will jointly initiate key elements of the LGR programme, which will be delivered through a single, collaborative process involving all participating Councils, with a focus on establishing the foundations necessary for successful transition.

A central component of this work is a Programme Management Office (PMO), responsible for overseeing delivery, maintaining programme-wide oversight, and supporting change management. The PMO will work closely with leadership and managers to implement a structured approach to change, emphasising early and continuous communication, staff engagement, emotional wellbeing, resilience-building, and equipping managers to lead their teams effectively through transition.

Stakeholder engagement will be a core priority during this phase, aimed at raising awareness, fostering cooperation, and building consensus across central and local government.

Throughout this preparatory phase, Councils will maintain open dialogue with elected members, trade unions, and staff to promote transparency and build trust. Integration across Councils will be actively encouraged, with opportunities for cross-organisational collaboration designed to strengthen cohesion and shared purpose. At the same time, careful consideration will be given to workforce capacity to ensure that change is managed responsibly and sustainably.

TRANCHE 2

BUILDING THE FOUNDATIONS

Once a decision has been made regarding the structure of the new Unitary Councils, but prior to the election of Shadow Members or the appointment of senior leadership, focus will shift to establishing the formal governance and implementation framework.

This phase will include the development of a detailed implementation plan and the establishment of a Structural Change Order (SCO), which provides the legal basis for creating the new authorities and sets out interim governance arrangements during the shadow period. These steps will ensure a smooth and legally compliant transition.

Recognising the importance of early workforce planning, Councils will continue to build a comprehensive understanding of current organisational structures and operating models. This will enable the identification of critical roles and the development of a Target Operating Model (TOM) aligned to the needs of the new Council, once confirmation is received from MHCLG.

During this period, formal engagement with staff and trade unions will begin, providing clear information on the rationale for transfer, anticipated timelines, legal implications, and proposed measures to support the workforce.

In parallel, work will progress on key operational areas including ICT infrastructure, procurement arrangements, and contract mapping, with a view to developing a rationalisation plan. Cross-Council workstreams will continue to explore opportunities for service alignment and transformation, ensuring that the new authority is built on a foundation of efficiency, collaboration, and readiness for future delivery. These workstreams are further explored in the next section.

TRANCHE 3

SHADOW AUTHORITY

Shadow authorities for Staffordshire will be established to support a smooth and coordinated transition when changes to local government structures commence. Their primary role will be to prepare the new Unitary Councils to assume full local government responsibilities by Vesting Day in April 2028.

The transition will be governed by a Structural Change Order (SCO), as mentioned above, which will formally create the new authorities and set out interim governance arrangements, including the formation of Joint Committees and a detailed implementation plan. Each existing Council will nominate a balanced representation of members to contribute to the drafting of the SCO and the establishment of Joint Committees. The SCO will define governance protocols during the shadow period, confer necessary powers to the shadow authorities, and outline the timeline for key strategic appointments.

The transition process will include elections in May 2027 to form the Shadow Councils. These bodies will oversee critical activities such as service integration planning and operational transition. This will involve the harmonisation of County services, the consolidation of District and Borough functions, and the alignment of shared services across Councils.

The organisational and operating model will be refined during this phase to ensure it meets the strategic and operational needs of the new authorities.

Appointments will be made to the position of Chief Executive and Statutory Roles in order to provide clarity, stability, and direction for the workforce. Staff transition planning will focus on retaining talent, fostering a positive organisational culture, and preparing for the legal transfer of employees under TUPE regulations. Ongoing engagement with staff and trade unions will ensure transparency and support throughout the process. Additional priorities will include budget setting for the new Councils, harmonisation of Council tax and business rates, establishment of payroll systems, and the management of data to support IT infrastructure transition. Continued stakeholder engagement will be essential, reinforcing existing partnerships and cultivating new ones to support the long-term success of the new authorities.

TRANCHE 4 LEADERSHIP

This is a critical period focused on establishing the foundational elements for a new Council's successful operation. This involves the strategic recruitment of Tier 2 and Tier 3 management to ensure continuity and drive transformation, alongside comprehensive service planning to unify and design efficient service delivery models. Concurrently, the development of the Draft Council Strategy and Plan and Medium-Term Financial Plan (MTFP) will be set in November 2027, which will define the strategic direction and financial framework, supported by the creation of key policies and strategies for a coherent operational environment.

Throughout this period, HR will take on a strategic key role, advising leaders on people-related risks, legal responsibilities, workforce planning and people-centric change management. It is recognised that reorganisation can place additional pressure on HR teams as they must still manage key activities such as payroll, benefits, and employee relations while being a key driver in the change. To manage this, investment will be made in extra support, training and development to ensure the transition can be managed.

TRANCHE 5 GO LIVE

This is dedicated to ensuring a seamless transition for residents and partners, focusing primarily on providing uninterrupted service continuity for all critical services, supported by unified resident access through a single website and well-resourced contact centres.

A comprehensive public communication campaign will be launched to keep everyone informed and engaged, alongside proactive partner engagement to maintain strong collaborative relationships.

Internally, the Council will be committed to staff stability through clear deployment and induction processes, robust HR and payroll readiness, transparent internal communications, and reliable IT systems and digital infrastructure, all designed to foster a cohesive and effective new Council from Day 1. It is important to recognise that the provisions of the TUPE regulations will apply, and staff will automatically join the new Council with their existing terms and conditions.

TRANCHE 6

POST VESTING DAY

The most critical characteristic following Vesting Day is stability; the new Southern & Mid-Staffordshire Council will first prioritise the services that affect the most vulnerable, ensuring that these are improved for service users and reach a point of stability prior to exploring opportunities for transformation, rather than rushing wholesale service redesign during the peak of transition and associated impacts.

Following a period of stability, the new Council will embark on a focused transformation journey aimed at securing long-term success and delivering continuous improvement for its communities across the years that follow. Central to this will be the implementation of the Council Strategy and Plan and the integration of services; bringing together teams, standardising procedures, and embedding new governance and leadership structures.

A comprehensive, multi-year transformation programme will guide this work, transitioning from initial mobilisation to a structured delivery model with clear outcomes and performance indicators. Priority areas will include digital innovation, workforce reform, financial sustainability, and enhancing the customer experience, all underpinned by strategic investment and a commitment to service excellence.

A culture of continuous improvement will be embedded across the organisation, driven by robust performance management, active engagement with residents and partners, and a commitment to learning and adaptation. This will be supported by core functions such as finance, legal, ICT, data, and communications, working in concert to strengthen the Council's foundations. At the heart of this transformation is a values-led culture built on honesty, transparency, and trust, guided by the Nolan Principles of public life. The Council will foster unity and inclusivity through shared narratives, cross-organisational collaboration, and clear, engaging communication. Supporting staff through this change, ensuring the right skills are in place, expectations are managed, and innovation is encouraged, will be critical to delivering a resilient and forward-looking organisation.

Finally, although the process for establishing Strategic Authorities is separate to LGR, it should be noted that the Southern & Mid-Staffordshire Council will need to work with the new Strategic Authority, when formed, and seek to understand how this will be operated, the services that will fall within the SA's remit, and how to work collaboratively in the future.

TRANSITIONAL WORKSTREAMS

Since March 2025, Chief Executives and Leaders from the six District and Borough Councils have worked collaboratively as a Strategic Input Group, supported by five dedicated workstreams comprising representatives from across the Councils. These workstreams have played a pivotal role in shaping the Local Government Reorganisation proposals for Southern & Mid-Staffordshire, and the supporting analysis, ensuring that strategic thinking is informed by operational insight and collective expertise.

This collaborative model will continue throughout the implementation phase, providing the necessary capacity and co-ordination to support

the transition from seven separate authorities (including the County Council) into a single, unified Local Authority. Maintaining this structured, cross-Council approach will be critical to delivering a smooth and effective transformation, while preserving institutional knowledge and fostering shared ownership of the change process.

This work will follow the principles set out in Tranche 1 and operate throughout the transition tranches until Vesting Day. It will include the following proposed workstreams, built from the original five that informed this proposal:

LEGAL & GOVERNANCE

- Creating the Constitution for Southern & Mid-Staffordshire Council;
- Overseeing the electoral changes required to administer elections for the new Council;
- Establishing the relevant governance structures within the Constitution, including executive and non-executive committees;
- Providing guidance on the application of effective governance control measures throughout implementation (through Monitoring Officers)

CONTRACTS & ASSETS

- Overseeing a review of existing contracts and Council assets, mapping these into the new Council;
- Identifying early opportunities for the amalgamation of contracts or deferrals of procurement, where applicable;
- Responsibility for the creation of an assets strategy.

SERVICE DESIGN & OPERATIONS

- Designing a roadmap for the amalgamation and integration of existing District and Borough services, with a view to Day One readiness and longer-term integration;
- Overseeing a review of existing IT infrastructure and data management (in consultation with Legal and Governance workstream) to ensure effective data controls within an appropriate IT environment.

SOCIAL SERVICES TRANSITION

- Overseeing the inheritance of Staffordshire County Council Adult Social Care and Children's Services, led by County Council specialist officers;
- Responsibility for managing alignment with North Staffordshire implementation of social services and associated collaboration;
- Responsibility for ensuring continuity of legal and safe services on Day One of Southern & Mid-Staffordshire Council

PEOPLE & WORKFORCE

- Overseeing the overall HR process for the transition, including staff and trade union communication, and mapping of existing staff terms and conditions.

COMMUNICATIONS & ENGAGEMENT

- Responsibility for the resident communication plan, including programming of key messages, milestones and points of engagement;
- Overseeing the engagement programme with stakeholders.

APPROACH TO PROGRAMME MANAGEMENT

Effective and proactive programme management is critical to the successful delivery of this proposal. As part of this, risks will be carefully managed through early identification and assessment across key impact categories: strategic, operational, financial, and reputational. Each risk will be assigned a designated owner responsible for monitoring, mitigation, and escalation, ensuring clear accountability and timely action. To support this, each of the six transitional workstreams will maintain a dedicated workstream-specific risk register, which will feed into a strategic risk management plan overseen by the PMO throughout the implementation of the six implementation tranches.

Once risks are identified within the workstream risk register, the relevant workstream will implement an operational risk mitigation plan that can then escalate to the strategic risk mitigation plan. The approach to mitigations will include the consideration of contingency plans, the integration of controls within delivery workstreams, and regular review of risk status through these forums.

Once risks are captured within the workstream registers, operational mitigation plans will be developed and escalated as necessary to inform the strategic risk management plan. Mitigation actions will include contingency planning, embedded controls within delivery workstreams, and regular reviews. The risk management approach will remain agile and responsive to emerging challenges, supported by real-time data, performance metrics, and clearly defined escalation protocols. A culture of continuous risk awareness will be embedded across all workstreams, reinforced by transparent communication and strong PMO oversight. Through regular reporting and collaborative engagement, risks will be actively managed to enhance resilience, maintain programme momentum, and build stakeholder confidence.



STAFFORD HALF MARATHON, STAFFORD

WHAT DOES DAY ONE SUCCESS LOOK LIKE?

Day One, or Vesting Day, marks the formal commencement of the new Southern & Mid-Staffordshire Council, representing a significant milestone in Local Government Reorganisation for Staffordshire. It is the point at which legal, operational, and administrative responsibilities transfer from the previous seven Councils (including County Council) to the new Unitary authority. On this day, the new Council assumes full statutory powers, and the foundational governance structures, such as the leadership team, Cabinet and committees, are ‘stood up’ to ensure readiness for service delivery and decision-making.

Operationally, Day One is when residents and businesses will continue to access services such as waste collection, housing, and planning from a new authority, without major disruption. Behind the scenes, integrated teams will begin working under unified management structures, supported by aligned ICT systems, governance procedures, and communications protocols.

Staff engagement is a central focus of Day One. Clear and consistent messaging will be delivered across the organisation to reinforce the new Council’s vision, values, and priorities. Welcome briefings, leadership communications, and team-engagement activities will help foster a sense of unity and shared purpose.

The Council’s commitment to transparency and inclusivity will be reflected in its internal communications strategy, ensuring that staff feel informed, supported, and empowered during this period of change from the outset.

Externally, Vesting Day will be marked by public communications that reassure residents and stakeholders of the Council’s readiness and ambition. A co-ordinated media and engagement campaign will highlight the priorities of the new authority, including how services are now being delivered, focusing on continuity, stability, and the Council’s commitment to its communities.

Ultimately, Vesting Day is both a culmination and a beginning, signalling the end of the intensive preparatory phase and the start of a new chapter for Southern & Mid-Staffordshire. There will no doubt be a tone of reflective sadness as existing Councils cease to exist, particularly for those with decades of experience working for them, but also an excitement for the days ahead.

The day will set the tone for the transformational journey ahead, laying the foundations for a modern, resilient, and resident-focused authority that is equipped to meet the evolving needs of Southern & Mid-Staffordshire.

FUTURE CONSIDERATIONS FOR THE NEW COUNCIL

The focus of this proposal is rightly on Day One readiness; ensuring that the new Council is established with the right structures to maintain continuity of services in a safe and legal way, protecting those who are most vulnerable. Whilst this remains the top priority, it is still important to reflect on what comes after Vesting Day, after stability, once the new Southern & Mid-Staffordshire Council feels ‘normal’ for residents, businesses, staff and Members.

The following is a non-exhaustive list of things that the new Council should look to explore once it concludes the period of implementation and transition, as an example:

LONGER TERM REDESIGN OF SERVICE DELIVERY

Moving beyond the period of ensuring continuity of services, into consideration of how services could be better brought together in a way that is cohesive, effective, and financially efficient.

HARMONISING STAFF TERMS & CONDITIONS

Looking to the Bournemouth, Christchurch and Poole Council example where it took six years post-implementation for the staff pay structure to be aligned.

CONSISTENCY OF PHYSICAL & DIGITAL BRANDING

Reviewing all references to old Councils from within the region and ensuring a clearer and consistent branding for the benefit of all residents. Particularly in areas where Council branding pre-1997 review still exists!

ALIGNING HOUSING STOCK MANAGEMENT

Explore the potential to bring together the two HRAs of Cannock Chase and Tamworth into a single, unified approach to managing Council housing stock in the region.

CONCLUSION

This proposal for Local Government Reorganisation in Southern & Mid-Staffordshire sets out a clear, evidence-based case for the creation of a single unitary authority that is financially sustainable, strategically aligned, and responsive to the needs of its communities. Through extensive collaboration, detailed analysis, and meaningful engagement with residents and stakeholders, the preferred model, Option A – one Unitary in the Southern & Mid-Staffordshire, has emerged as the most viable and impactful option. It offers the scale, capacity, and coherency required to deliver high-quality services, unlock economic potential, and strengthen democratic accountability across the region.

This document outlines a comprehensive vision for the new Southern & Mid-Staffordshire Council, underpinned by the values of **Establish**, **Economise**, and **Engage**. It details how the Council will operate from Day One, maintain service continuity, and embark on a structured transformation journey that prioritises innovation, inclusion, and continuous improvement. The financial case demonstrates a strong return on investment, with significant recurring savings and a short payback period, reinforcing the long-term sustainability of the proposed structure.

The implementation plan, supported by transitional workstreams and robust risk management approach, ensures that the new authority will be well prepared to navigate the complexities of change. It also recognises the importance of culture, leadership, and staff engagement in shaping a resilient and forward-looking organisation. As the Council moves beyond Vesting Day, it will continue to evolve, adapt, and respond to the needs of its residents, building a legacy of excellence in public service.

Ultimately, this proposal represents a bold and pragmatic step forward for Local Government in Staffordshire, completing the proposal for a North Staffordshire Council. It reflects a shared ambition to create a modern, efficient, and community-focused authority that is equipped to meet the challenges of today and the opportunities of tomorrow, positioning Staffordshire at the forefront of readiness for meeting the Government's devolution agenda and supporting the implementation of Mayoral Strategic Authorities.

The Southern & Mid-Staffordshire Council, in conjunction with the new North Staffordshire Unitary Council, will be a catalyst for positive change; delivering better outcomes, stronger partnerships, and a renewed sense of place for all.



ST. GEORGES PARK, BURTON UPON TRENT

ANNEX 1 – RESIDENT FEEDBACK SURVEY



Community Engagement Headlines

1



16,756

The recent survey achieved an outstanding level of public engagement, with a total of **16,756 responses** submitted. This figure significantly exceeds the participation rates observed in comparable local authorities, such as **Derby**, which received approximately **7,000 responses**, and **Surrey**, which recorded just over **2,000**. The scale of our response reflects not only the effectiveness of our communication and outreach strategies, but also the high level of public interest and trust in our engagement processes. This exceptional outcome positions us as a sector leader in community engagement and provides a robust evidence base to inform future decision-making.

2



0 cost

It is particularly noteworthy that the delivery of our engagement activity incurred **no external expenditure**, setting us apart from many other local authorities who have relied on paid consultancy support to achieve far lower response rates. Unlike other councils, which engaged external agencies to facilitate their surveys, our approach was entirely managed in-house. This not only demonstrates prudent financial stewardship but also reflects the strength and capability of our internal teams to deliver high-impact engagement without additional cost. The ability to achieve **16,756 responses** with minimal spend on engagement activities underscores our commitment to value for money and operational efficiency.

3



100s of residents spoken to at events

In addition to the exceptional survey response rate, our engagement strategy was further strengthened through direct, face-to-face interaction with residents. Officers attended a wide range of community events, speaking with **hundreds of individuals** across diverse settings. This proactive approach ensured that voices from all parts of the community were heard, including those who may not typically engage through digital channels. By embedding ourselves within local spaces and listening firsthand, we fostered trust, encouraged participation, and demonstrated a genuine commitment to inclusive engagement. This grassroots engagement was delivered entirely in-house, reinforcing our reputation for resourceful and responsive public service.

Our Engagement principles

To meet both democratic expectations and government standards, the community engagement aimed to:

- **Reach across the entire proposed unitary footprint**, ensuring no community is left out.
- **Clearly explain the options and implications**, including benefits, trade-offs, and potential changes to services or governance.
- **Provide opportunities for informed feedback**, not just opinion polling.
- **Be proportionate and robust**, generating data that can withstand scrutiny from government and stakeholders.
- **Be aligned with statutory guidance**, including the Cabinet Office Consultation Principles and MHCLG expectations for LGR proposals.
- **Be independently verifiable**, with transparent reporting of methods, findings, and how feedback influenced decisions

Key principles for messaging - When crafting messages for residents, stakeholders, and partners, we:

1. Lead with local relevance

Framed the reorganisation in terms of what matters to people—local services, representation, identity, and value for money.

2. Clear and concise

Avoided jargon. Used plain English to explain complex governance changes.

3. Balanced optimism with realism

Highlighted opportunities (e.g. efficiency, empowerment, service improvement) while acknowledging challenges and trade-offs.

4. Reinforced continuity and stability

Emphasised that essential services will continue and that the process is about improving—not disrupting—local government.

5. Invited dialogue, not just feedback

Engagement approach

Multi-channel engagement

Engagement was delivered through a blend of digital and in-person methods to maximise reach and accessibility:

7

Focus groups



6

Pop-up events

with branded materials and council staff to build visibility and trust



5

Community outreach

via local community stakeholders



Inclusive and localised delivery

Each council lead engagement in its own area, ensuring local knowledge and relationships were embedded in delivery.



1

Printed surveys

including tailored formats for accessibility

2

Online survey

Easily accessible on computer, tablets and phones

3

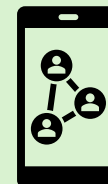
In-person drop-in sessions



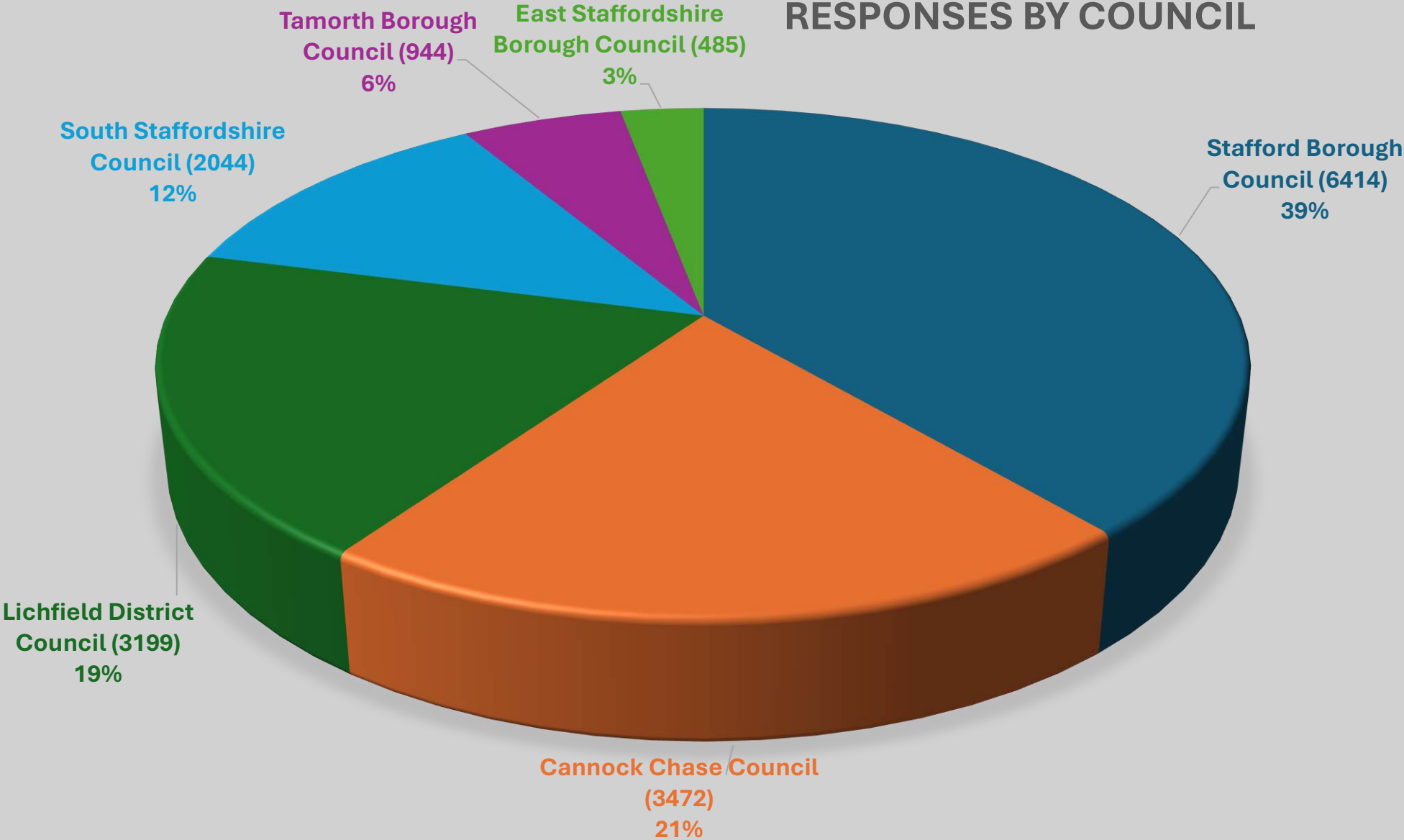
4

Digital engagement

through social media, email newsletters, and other online platforms



Survey results



Survey reliability and validity

- **Large Sample Size: 16,756 people** responded to the survey which is considered a strong and reliable sample against the population of **Southern and Mid Staffordshire**, which is **682,775**
- **Confidence Level:** Results are accurate to within **±1.0%** at a **99%** confidence level.

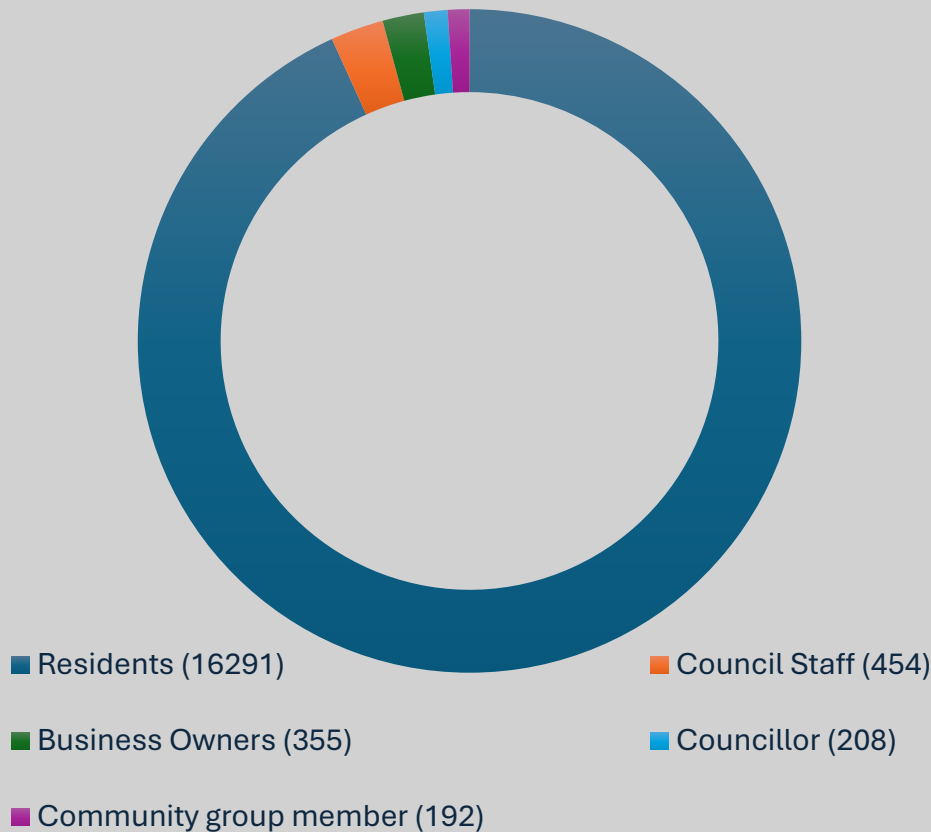
**The Qualtrics methodology has been used to produce these figures. They are industry leading survey sampling organisation*

[Sample Size Calculator - Qualtrics](#)

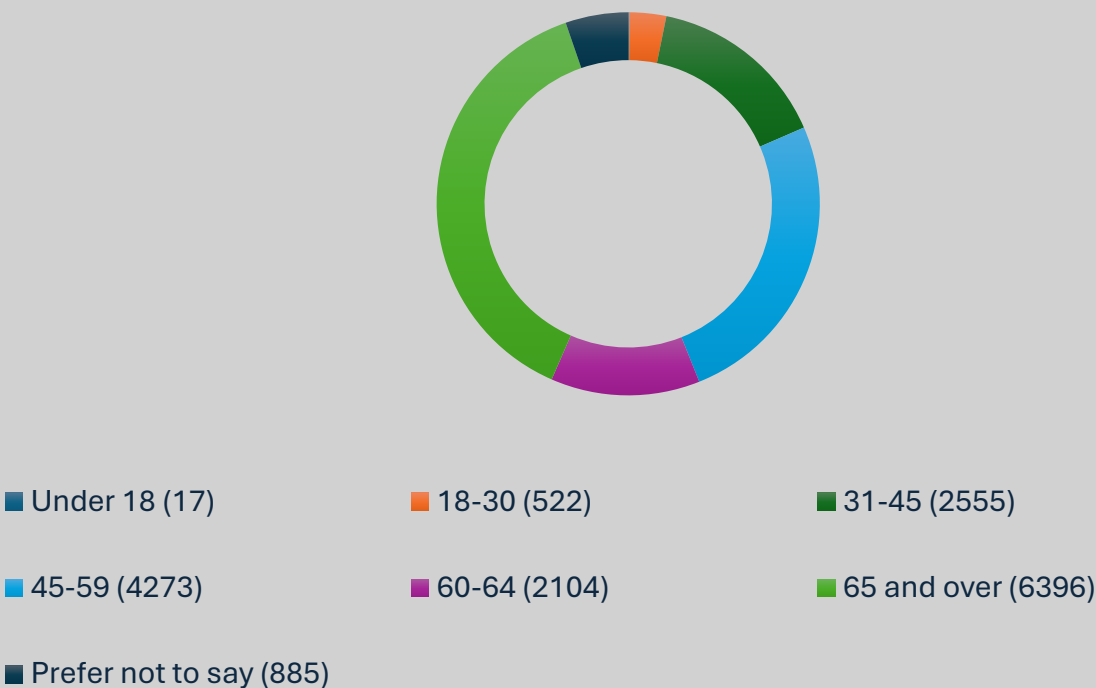
[Determining-Sample-Size.pdf](#)

Survey results

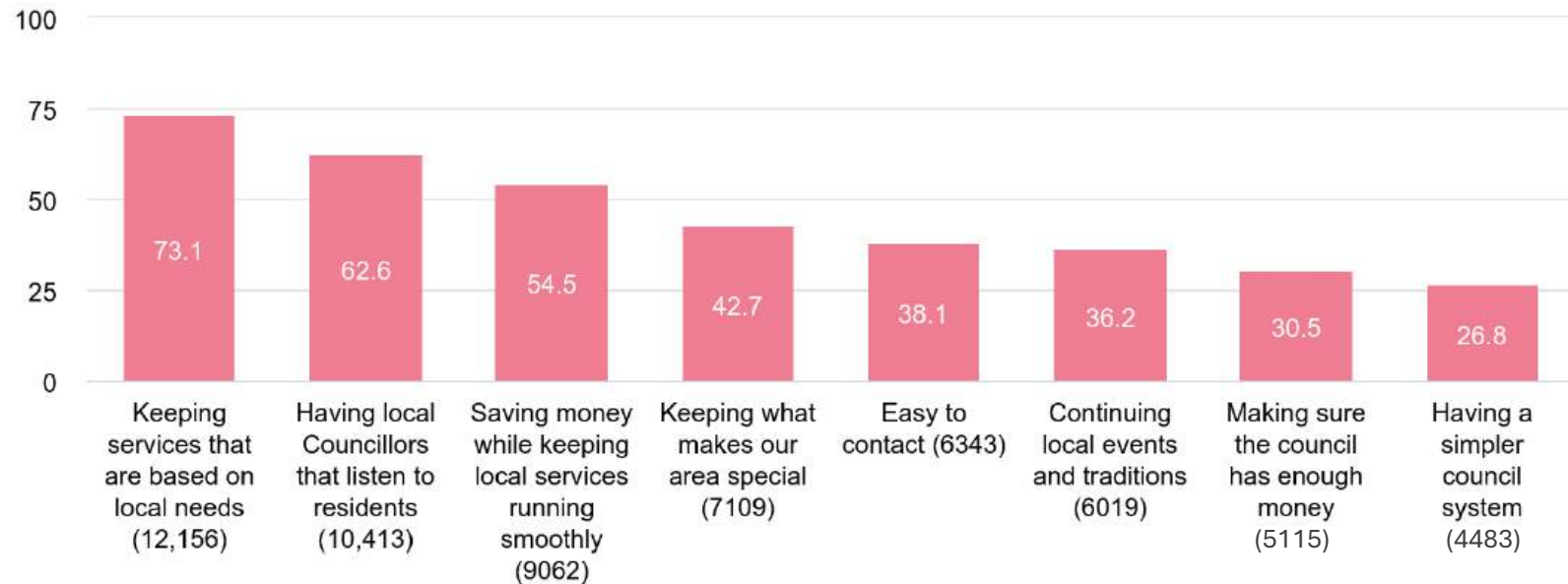
Who responded



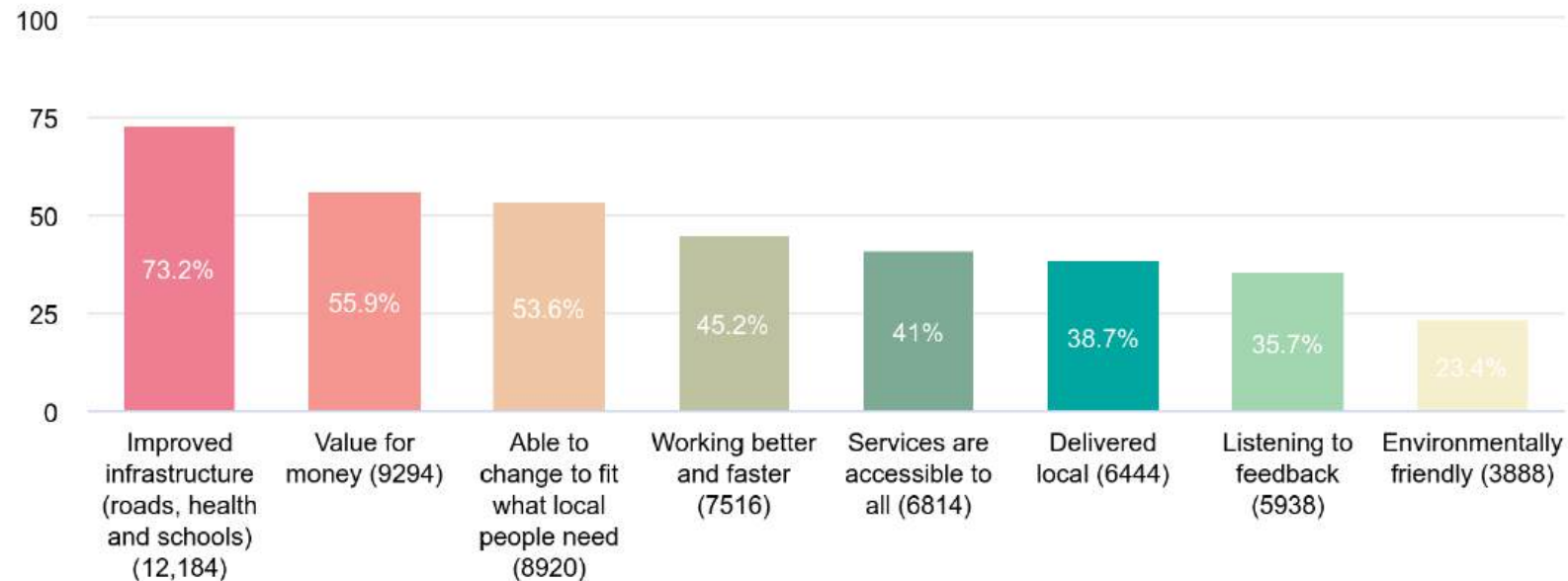
Age of respondents



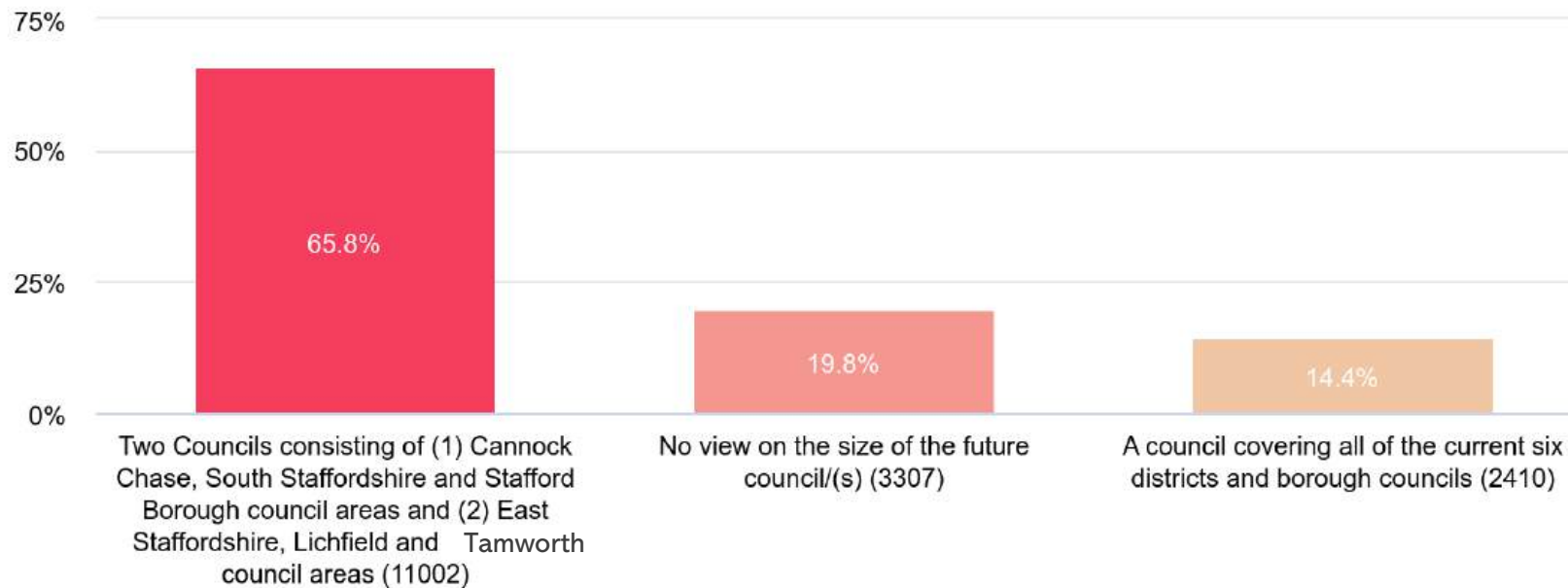
Top priorities for a new council



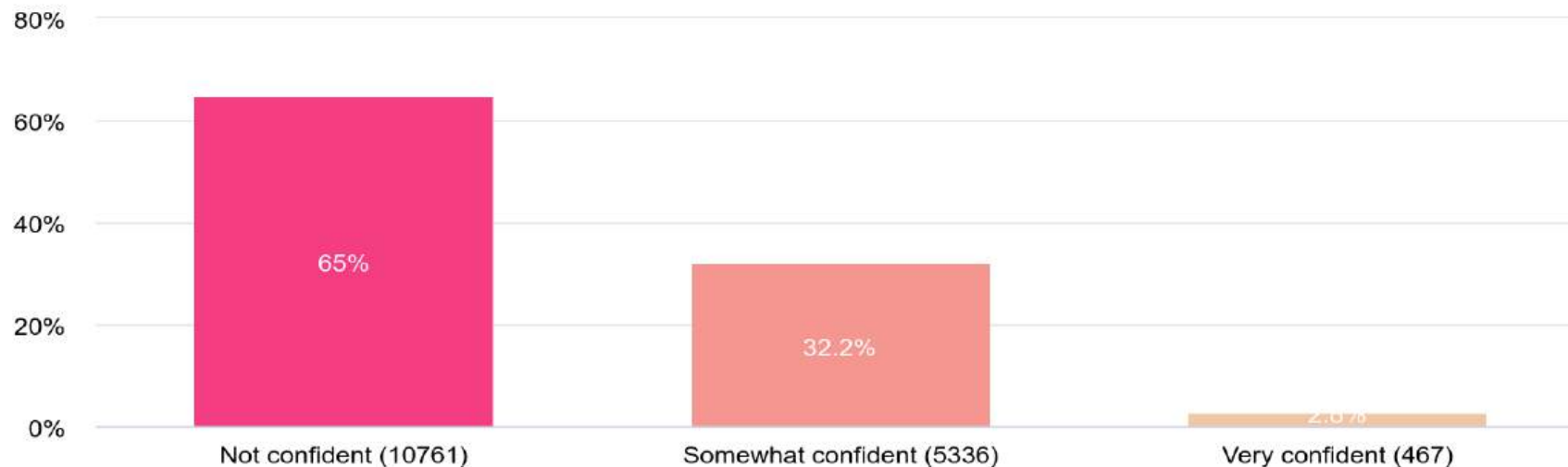
What is most important in how services are delivered in a new council




Preferred option



Confidence that Local Government Reorganisation will provide good public services that last and meet your needs



Question 7: What matters most to you in your local area?




Roads and Infrastructure: Every council group emphasized the need for **better roads, pothole repairs, and improved transport.**

Local Services: Words like “*services*”, “*local*”, and “*better*” were dominant, reflecting a shared desire for **accessible, high-quality public services.**

Community and Town Centres: Many mentioned the importance of **vibrant town centres, support for local businesses, and community identity.**


Question 9: What concerns do you have about the proposed changes?



Loss of Local Identity: Frequent use of “*local*”, “*areas*”, and “*needs*” shows concern about **losing community focus** in a larger council structure.

Service Dilution and added Bureaucracy: Respondents worry that **services will become less responsive** and **inefficient**, especially in rural or smaller areas.

Question 10: What opportunities do you see in the proposed changes?



Efficiency and Cost Savings: Common terms include “*money*”, “*opportunity*”, “*better*”, and “*more*”, indicating hopes for **streamlined services** and **financial benefits**.

Improved Services: Many see potential for **joined-up services**, **modernisation**, and **better resource allocation**.

Local Empowerment: Some respondents envision **stronger local engagement** and **more strategic planning**.

Open Ended Feedback

Key differences by council

This analysis was done by AI and confirmed by officers



Q7: Emphasizes **road conditions, local services,** and **community needs.**

Q9: Worries about **being overshadowed** in a larger structure and **fair distribution of services.**

Q10: Sees potential for **cost savings** and **more efficient councils,** but with reservations.



Q7: Prioritises **social care, roads,** and **resident needs.**

Q9: Worries about **being too large** and **losing local responsiveness**

Q10: Sees opportunities for **better services,** but wants **local focus maintained.**



Q7: Highlights **roads, transport,** and **planning** as key issues.

Q9: Strong concern about **losing local voice,** especially for **Lichfield-specific needs.**

Q10: Sees **opportunities for integration,** but wants **local identity preserved.**

Open Ended Feedback

Key differences by council

This analysis was done by AI
and confirmed by officers



Q7: Strong focus on **Tamworth-specific issues**, especially the **town centre, roads,** and **local pride**.

Q9: Concerns about **Tamworth losing influence** in a larger council and **service quality**.

Q10: Optimism about **local improvements** and **better services**, but cautious about **representation**



Q7: Focus on **bus services, road repairs,** and **rural service access**.

Q9: Concerned about **fairness**, especially for **rural areas**.

Q10: Interested in **opportunities**, but cautious about **implementation**.



Q7: Very high concern for **roadworks, town centre regeneration,** and **service quality**.

Q9: Fears about **bureaucracy, service dilution,** and **loss of local control**.

Q10: Optimistic about **efficiency, cost savings,** and **strategic opportunities**.

ANNEX 2 – FINANCIAL TECHNICAL APPENDICES

This section provides the comprehensive technical evidence base that underpins the financial analysis presented in earlier sections of the proposal. It consolidates all supporting data, calculations, and assumptions used in constructing the financial model for the assessed local government reorganisation options, ensuring that the analysis is both transparent and auditable. The content here has been developed in close collaboration with finance teams from each existing council, reflecting shared understanding of local data and a jointly agreed methodology.

The purpose of this section is to serve as the detailed reference layer that supports the narrative and conclusions reached in the main body of this document. Each appendix clearly documents its source data, allocation approach, assumptions, and any material judgement applied in the modelling process. This ensures a clear audit trail from base data through to headline findings.

To support clarity and usability, the section is structured into four technical appendices, each aligned with a core element of the financial analysis:

- **Appendix A – Methodology and Assumption Log:** Captures the overarching modelling approach, data sources, macro assumptions, and the engagement steps taken to validate inputs with local finance leads.
- **Appendix B – Savings Assumptions:** Sets out the savings estimates in full, including baseline costs, percentage reductions, and rationale by category, as well as the modelling behind the base and high scenarios.
- **Appendix C – Implementation Cost Breakdown:** Breaks down one-off transition costs by year and type, with cost drivers and any contingency assumptions clearly noted.
- **Appendix D – Other Considerations:** Consideration of other financial factors alongside the impact of transformation.

Each section is structured for ease of navigation and aligned to the relevant sections of the main report. Where appropriate, appendices are supplemented with footnotes, citations, and version tracking to ensure reproducibility and clarity for external reviewers, auditors, and government stakeholders.

This section acts as the technical foundation upon which the financial case is built. It allows readers, particularly finance professionals, Section 151 Officers, and programme sponsors, to interrogate the detail behind each modelling decision and to have confidence in the robustness, transparency, and evidential basis of the conclusions drawn.

Appendix A – Methodology and Assumption Log:

The phased model has been prepared in three sections – assumptions, calculations and outputs. The outputs include the calculation of payback period, individual year impact of LGR and a cumulative impact of LGR. These outputs help in assessing the viability of the LGR options being assessed.

The model is based on the following two key assumptions:

1. Savings
2. One-off implementation costs

The phased model projects the above across thirteen years, including three pre-implementation years (*Base Year*, *Year -1* and *Shadow Year*) and ten post-implementation years.

The model is, however, based on 2025/26 prices and does not include any adjustment for future inflation for both costs as well as savings. The phased model also does not include the impact of any Council Tax Harmonisation due to uncertainty of implementation.

The inputs as well as outputs have been prepared and validated with Section 151 officers. These reflect the best estimates as of the writing of this case.

Appendix B – Savings Assumptions:

The overall savings assumptions have been prepared using a mix of top down and bottom-up savings approaches, as outlined below.

Top-down approach:

The overall savings assumptions for the current reorganisation have been calculated based on the outlined savings of unitary authorities as outlined within previous local government reorganisation documentation. These included 14 previous cases for change across England ranging from cases submitted between 2009 and 2023. The data included Base Case and Stretch Case savings.

For each individual previous case, an average savings per population base was calculated for Base Case and Stretch Case savings, with the average of these reflecting the Mid Case savings. These were subsequently indexed up from the relevant transition year (per the previous case for change) to April 2025 prices. A simple arithmetic average of indexed savings per population base informed the overall average indexed saving per population, which was used to calculate the total 'top-down' savings. The savings were reduced by 5% to reflect the erosion of benefits of having two unitaries (Northern Staffordshire and Southern and Mid Staffordshire).

The top-down savings were split into underlying savings categories (as reflected in table below) using a percentage allocation mix based on internal discussions and experience.

Saving Name	Description	Rationale and Assumptions	% of Total Savings
Optimising Leadership	Reviewing the number of managerial roles to eliminate duplication and enhance operational efficiency, by merging similar responsibilities into fewer and more impactful positions.	Assumes a single senior leadership team for each new unitary replaces multiple councils' executives (Chief Execs, Directors, S151s, Monitoring Officers). Assumes no significant delays from legal/TUPE or governance negotiations.	7%
Right Sizing the Organisation	Determining the right size of the organisation, proportionate to the services that are being delivered, offset by the costs of new technology and upskilling individuals. Reducing overall workforce through role consolidation and automation.	Assumes c. 3% of workforce (primarily back-office/admin roles) reduced through consolidation, automation and voluntary redundancy. Realisation depends on culture change, system integration and union engagement.	30%
Centralising Corporate Services	Consolidating back-office functions, such as Human Resources (HR), Finance and Information Technology (IT) to streamline operations, enhance efficiencies and unlock savings.	Merger of finance, HR, payroll, legal and comms into centralised functions for each new unitary. Requires effective digital systems, unified policies and process harmonisation.	6%
Service Contract Consolidation	Understanding current and joint service arrangements between Councils, and what savings (or costs) may be	Assumes merging of contracts (waste, highways, care) and renegotiation over time. Dependent on contract cycles, procurement	35%

	<p>incurred on consolidation.</p> <p>Determining the optimum sourcing arrangements for contracts that are either currently outsourced or could be outsourced. This will need to consider both financial and operational efficiency and will consider existing arrangements with third parties.</p>	capacity and provider cooperation.	
Proportionate Democratic Services	<p>Reviewing the costs of democratic services (elections, committee support, etc.) to be proportionate to the new authorities.</p> <p>Reducing the number of councillors and governance costs (e.g. committees, elections).</p>	<p>Assumes reduction in number of councillors and associated committee and democratic support costs.</p> <p>Assumes new governance models implemented immediately post-reorganisation.</p>	5%
Improved Digital & IT Systems	<p>Implementing unified digital platforms, automating repetitive tasks, streamlining workflows, and eliminating manual processes, can lead to significant time and cost savings. Unified platforms and systems rationalisation reduce licensing, support, and admin overheads.</p>	<p>Streamlining systems and licenses, introducing self-service platforms, rationalising IT estate.</p> <p>Dependent on investment in digital infrastructure and culture shift to online services.</p>	3%
Asset & Property Optimisation	<p>Reviewing property portfolio to ensure alignment with the council's overall</p>	<p>Release of surplus office space, lease terminations, or revenue from letting/disposals.</p>	6%

	objectives and community needs.	Contingent on lease terms, capital receipt strategy and local market conditions.	
Customer Engagement	Enhancing customer contact facilities, determining the needs of citizens in the new authorities and developing proportionate customer contact centres, where appropriate including self-service through digital channels, to improve customer engagement, satisfaction and drive operational efficiencies and cost savings.	Channel shift to digital, contact centre consolidation, and automation of transactions. Assumes digital access for residents, workforce reskilling, and strong comms.	2%
Consolidating Fleets & Optimising Routes	Exploring consolidation of fleets and any route efficiencies, to reduce costs and minimise environmental impact. Reducing fleet size and improving vehicle routing to lower transport costs.	Integration of transport assets across services (e.g. waste, social care, facilities). Benefits depend on fleet management tools, depot locations and service redesign.	8%
Total			100%

Savings by category as calculated from the top-down approach was subsequently compared with the savings calculated using the bottom-up approach.

Bottom-up approach:

To estimate the potential savings using the bottom-up approach, an overall spend against each of the savings' categories (as per above table) was identified and a corresponding high-level saving against spend (in percentage terms) was made against each of the categories.

The total savings were then aligned across the bottom-up and top-down approaches to ensure a realistic savings assumption by category. The alignment continued to assume a 5% saving erosion due to Staffordshire's local government reorganisation migrating to two new unitaries. The savings were then allocated to individual unitaries based on the unitary's share of total population.

No savings from LGR have been assumed to be realised in Base Year and Shadow Year. However, they start to ramp up in Year 1 and build up to be fully realised per annum by Year 3. The savings have then been phased based on expected realisation as per the below table:

	Shadow Year	Year 1	Year 2	Year 3
Optimising Leadership		50%	50%	
Right Sizing the Organisation		30%	40%	30%
Centralising Corporate Services		20%	40%	40%
Service Contract Consolidation		45%	35%	20%
Proportionate Democratic Services		80%	20%	
Improved Digital & IT Systems		15%	35%	50%
Asset & Property Optimisation		40%	40%	20%
Customer Engagement		33%	33%	33%
Consolidating Fleets & Optimising Routes		30%	40%	30%

Appendix C – Implementation Cost Breakdown:

The overall implementation cost assumptions have been prepared using a top-down approach only, based on the implementation costs as outlined within previous case for change documentation. These included the same previous cases for change used to inform the top-down savings assumptions, to ensure consistency. The data included Base Case and Stretch Case implementation costs.

These were calculated as one-off implementation costs.

One-off implementation costs:

For each individual previous case, an average one-off implementation cost per population base was calculated for both the Base Case and Stretch Case, with the average of the two informing the Mid Case. These were subsequently indexed up from the relevant transition year (per the previous case for change) to April 2025 prices. A simple arithmetic average of indexed one-off implementation cost per population base informed the overall average indexed one-off implementation per population.

The final figure was then apportioned across the cost categories underpinning the one-off implementation costs (see below table).

Category	Description	Rationale and Assumptions	% of Total Costs
Workforce - Exit	Compensation paid to employees as a result of restructuring/redundancies, including redundancy payments, pension strain, TUPE, salary harmonisation, and other contract termination fees.	Redundancy and termination costs reflect staff length of service.	46%
Workforce - Development	Additional costs to upskill and reskill employees to adapt to new roles and responsibilities.	Cost allowed for retraining through redeployment of workforce.	5%
Transition - Team	Implementation programme team including Legal, Contract Negotiation, Project and Programme Management, and specialist support.	A significant transition team required for each unitary authority. Includes legal, HR, project support, public consultation. Some benchmarks include change management and creation of new councils.	11%
Transition - Culture and Communications	Costs to develop communications, branding, training, and public information in relation to new authorities. This should inform the public, stakeholders, and employees of proposed changes and address concerns.	Cost allowed for other culture and comms change. Includes all rebranding, change, and engagement.	4%
Transition - Processes	Work required to harmonise processes and facilitate effective service transition. This includes specific constitutional changes and developments, democratic transition, and new policies and procedures.	Cost allowed for efforts to harmonise processes and procedures as part of the transition.	6%

Consolidation - Systems	Alignment of systems and digital infrastructure, including merging systems, data migration, commonality of cyber security, and training for new systems.	Costs reflect previous examples of system implementation. Some benchmarks do not include allowance for ERP and data migration, cleansing and interface development.	12%
Consolidation - Estates and Facilities	Reconfiguration of buildings, costs of disposal, and termination fees on leases.	Some benchmarks do not include capital receipts, which can be used to fund, for example transformation or regeneration.	8%
Contingency	Additional 10% contingency to allow for prudence in estimates.	Standard across Cases to build out contingency.	10%
Total			100%

One-off implementation costs have been assumed to start ramping-up from Base Year and build up by Year 3. These have then been phased as per the below table:

	Base Year	Year -1	Shadow Year	Year 1	Year 2	Year 3
Workforce - Exit			10%	20%	30%	40%
Workforce - Development			40%	40%	20%	
Transition - Team		50%	40%	10%		
Transition - Culture and Communications		50%	40%	10%		
Transition - Processes		50%	40%	10%		
Consolidation - Systems		20%	60%	20%		
Consolidation - Estates and Facilities			15%	35%	50%	
Contingency	5%	15%	20%	20%	20%	20%

Appendix D – Other Considerations

Impact of Fair Funding 2.0 on Gross Budget Gap

The financial analysis assumes that all existing councils (including the County) will manage their ongoing gross budget gaps regardless of local government reorganisation. The forecasted total gross budget gap for all councils by 2028/29 of **£40.9m** (including the County Council of **£24.2m**), has therefore not been included within the breakeven analysis of transformation. However, there is recognition that Fair Funding 2.0 may have an impact on councils' financial positions.

The table below outlines the anticipated impact of Fair Funding 2.0 in the year 2028/29.

FY28/29, £m	Gross Budget Gap	Fair Funding Impact (FF)	Gross Budget Gap after FF
Mid and South Staffordshire	16.7	-0.5	16.2
Staffordshire County	24.2	0.4	24.6
Total	40.9	-0.1	40.8

Dedicated Schools Grants

The financial analysis assumes that all existing councils will manage their Dedicated Schools Grants (DSG) positions regardless of local government reorganisation, therefore DSG surplus or deficits (if any) have not been included within the breakeven analysis of transformation. It will be the decision of each new authority to determine how to use its resources to fund the cost of reorganisation against any funding pressures observed from DSG.

ANNEX 3 - FINANCIAL MODELLING

LGR Southern and Mid
Staffordshire

21 October 2025

FINANCE METHODOLOGY

One-off Implementation Costs

1. Top-Down Modelling:

- Estimates the one-off transition costs of moving to a new unitary model
- Calculations are based on the level of costs identified and incurred in comparable local government reorganisation programmes, adjusted for the respective sizes of the Councils on a population basis



- Based on 14 comparable Cases for Change
- Projected one-off costs of implementation per capita
- Cost per capita indexed to April 2025
- Cost applied to each proposed unitary based on population
- Total costs split into cost levers based on previous cases for change and experience delivering change programmes

2. Bottom-Up / Localisation:

- Total implementation costs and its apportionment between each cost lever updated to be aligned with Staffordshire



- Updated based on experience of consultants
- Updated based on working sessions held with Section 151s
- Feedback from Chief Executives and Leaders

Step 1
Identified the key categories of implementation costs:

1. Workforce;
2. Transition;
3. Consolidation;
4. Contingency (10%).

Step 2
Collated the ‘total implementation cost’ on a base and a stretch case, from similar unitary cases for change.

Calculate the estimated implementation cost per capita.

Step 3
Applied the percentage of implementation costs per population head for the base and stretch case to the total population of the proposed unitary authorities. Applying an uplift for total costs for multiple authorities due to diseconomies of scale.

Step 4
Apportioned costs (from step 3) to the total estimated costs per category (calculated in Step 1).

Step 5
Implementation costs assessed by Section 151s and Chief Executives to apply localisation based on Staffordshire.

FINANCE METHODOLOGY

Recurring Disaggregation Costs

1. Top-Down Modelling:

- Estimate the additional recurring expenditure that results from dividing upper tier (i.e. county level) services into new upper tier authorities. County data is a key source of information driving this calculation.
- These costs are essential to understand the full financial implications of structural change and need to be considered alongside implementation costs.



- Methodology uses national benchmarking data, public reports, and local government budget data to calculate likely uplifts in service costs based on the number and scale of new authorities created
- Recurring disaggregation costs have been estimated as a percentage uplift on core service budgets (Adults, Childrens, Place and Corporate Services)
- Service budgets split into costs levers (e.g. management, ICT)

2. Bottom-Up / Localisation:

- Total disaggregation costs and apportionment between each cost lever updated to be aligned with Staffordshire



- Cost lever breakdown of service budget obtained from county
- Updated based on working sessions held with Section 151s
- Feedback from Chief Executives and Leaders

Step 1

Identify core service categories where disaggregation will drive cost increases:

- Adult Social Care
- Children’s Social Care
- Public Health
- Place services
- Corporate/Support Services

Step 2

Establish baseline budgets for these services.

Then, apply a base-case and stretch-case percentage uplift to each category based on research and benchmarking.

These reflect the range of inefficiencies anticipated in multi-unitary models.

Step 3

Apply the percentage uplifts from Step 2 to the total baseline service budgets to calculate recurring disaggregation cost per year.

The percentages used are scaled based on the number of new authorities.

This reflects increasing diseconomies of scale and overhead duplication.

Step 4

Combine uplifted costs across all categories to calculate the total estimated annual disaggregation cost.

Step 5

Disaggregation costs assessed by Section 151s and Chief Executives to apply localisation based on Staffordshire.

FINANCE METHODOLOGY

Recurring Savings

1. Top-Down Modelling:

- Estimates the annual high-level savings potential from efficiencies that can be unlocked through reorganisation
- Calculations are based on the savings identified in comparable local government reorganisation programmes, adjusted for the respective sizes of the Councils on a population basis



2. Bottom-Up / Localisation:

- Total savings and its apportionment between each savings lever updated to be aligned with Staffordshire



- Based on 14 comparable Cases for Change
- Projected annual savings per capita post reorganisation
- Savings per capita indexed to April 2025
- Savings applied to each proposed unitary based on population
- Savings split into savings levers based on previous cases for change and experience delivering change programmes
- Updated based on experience of consultants
- Updated based on working sessions held with Section 151s
- Feedback from Chief Executives and Leaders

Step 1

Defined the savings categories based on evidence from previous LGR cases and known cost drivers, i.e.:

- Workforce & Leadership;
- Democratic services & Governance;
- Support services;
- Fleet & Estates;
- Procurement;
- Digital & Service Improvement.
- Customer Engagement & Wider Transformation

Step 2

Applied savings percentage ranges to relevant baseline spend.

These were drawn from national modelling and detailed case studies (e.g. Somerset, Cumbria, Dorset).

Each percentage reflects low and high scenarios.

Scaling factor applied to total savings to reflect the number of new Unitary authorities as splitting into more authorities will dilute benefit realisation.

Step 3

Calculated savings values using both base and stretch scenarios.

The relevant service budget was multiplied by the benchmark % for each savings category.

This resulted in a savings value per category, which was totalled across all levers.

Step 4

Summed the total savings across all categories, to give a range of estimated annual savings. These figures can be used to inform:

- Payback period calculations
- Net savings after implementation costs
- Scenario testing between options.

Step 5

Recurring savings assessed by Section 151s and Chief Executives to apply localisation based on Staffordshire.