

What does LGR mean for Bereavement Services

APSE Seminar – 20th November 2025

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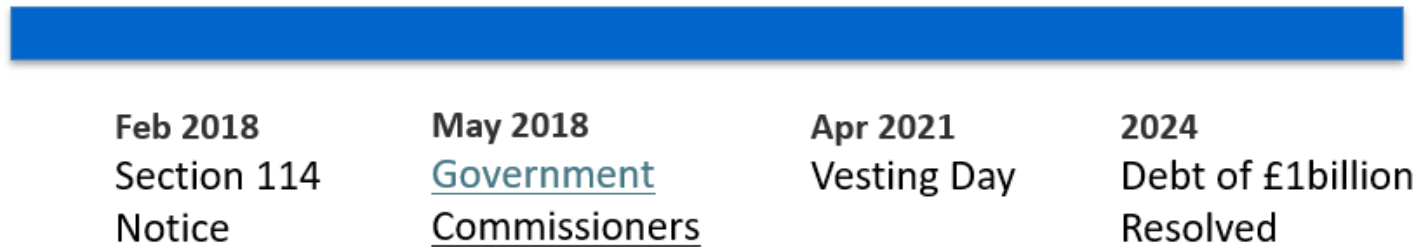
Jayne Blanchard – Bereavement Services Manager



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Historical Background

Financial Background Timeline



- Other authorities should start in a much sounder footing on vesting day.



Structure

- Bereavement Services is within the Place and Economy Directorate as part of Regulatory Services
- Regulatory Services in North Northamptonshire is comprised of the following Services



Pre Vesting Day - 01/04/2021

- Impacts on the delivery of services.
 - Positives or negatives are influenced by which tier of sovereign authority service was.
 - County services; the impacts are apparent immediately, disaggregation of officers and equipment, relocation to new bases
 - District services, the changes are slower to fully impact as aggregation is a complex process.
- Budget inevitably is critical with LGR.
 - The base position
 - historical decisions

Governance

- A sound reputation for trust and transparency was crucial given the history of the formation.
 - NNC has a committee structure.
 - A new Chief Executive was appointed in January 2024.
 - The One Council Vision outlines future objectives and route to an exemplary organisation.
 - The One Council Programme focuses on six key areas or workstreams that will help NNC evolve structurally, culturally and operationally into an exemplary organisation.



First steps

- Safe and Legal
 - This was the mantra for 'must have' requirements to create a 'safe and legal' service from day one.
 - West Northamptonshire reported 500 actions across the LA services to be considered 'safe and legal'.
 - Budget
 - Depends on whether aggregating, disaggregating and extent of new scope of service
 - Corporate Vision
 - Depends on the make up of the shadow authority and how aligned this is to the individual authorities
-

First steps continued

- Structure
 - How services are grouped
 - How services are provided in each sovereign authority
- Policies
 - Nuances across different services



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Operational Challenges

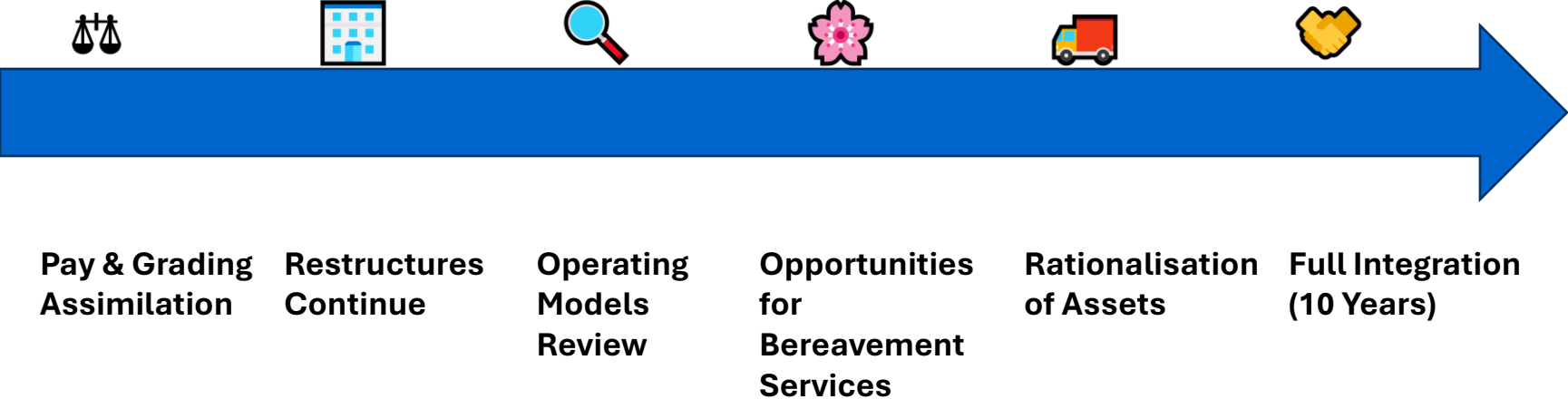
- Strengths include
 - the officers striving to deliver the best service
 - Opportunity to write a new chapter
- Challenges included the
 - continued operation of aggregating services on 3 different IT systems,
 - increase in scope with a single area team,
 - new systems
 - the churn of staff and difficulties in retaining and recruiting officers to a new authority compounded by vesting day following the Covid pandemic.

Four years In

- Operational issues include
 - how to best bring together services and records within the authority,
 - consolidating the policies, e.g. burial reservation policy in 2024, NNC Cemetery Regulations in 2025.
- Organisational issues
 - How the authority can work more efficiently and make the money go further.
 - Restructuring is a given and savings are expected from this.
 - Governance can be a challenge



The Future – Roadmap



Postscript

- Tier of Council
 - Unitary council
 - services have a home within Regulatory Services
 - organisation is smaller than the county council
 - breadth of services is of course much wider
 - some district colleagues are used to working much more closely with their local communities
 - County –
 - previously aligned with various services including estates, fire, and libraries.
 - Less involved with council as a whole



Contact Details

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