



# TAMWORTH'S APPROACH TO LOCAL GOVERNMENT REORGANISATION

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# Introduction

What we will cover:

- **Context and positioning**
  - Tamworth's role within Staffordshire and the LGR landscape
- **Our approach to readiness**
  - Governance, leadership, engagement, delivery and legacy
- **How we are delivering**
  - Maintaining BAU alongside transformation
  - A structured, three phase approach
- **Organisational grip and pace**
  - Programme management, communication and engagement
- **What good looks like**
  - Key takeaways on governance, capacity and communication



# Tamworth's landscape in Staffordshire



- **Five LGR proposals across Staffordshire**
  - Councils are supporting different options, creating a complex landscape
  - Tamworth is part of the three-unitary option with Lichfield and South Staffordshire
  - We are part of Tranche 3 LGR decision-making
- **Strong links to the West Midlands and Staffordshire**
  - Staffordshire and Stoke-on-Trent have a strong track record in economic growth
  - Taking a proactive role with partners to shape outcomes
- **Capacity constraints of small district councils**
  - Limited capacity to respond to change

👉 *Balancing local identity with wider regional opportunities requires strong alliances*

# Context about Tamworth

- **Strong local identity**
  - Community pride and heritage
- **Political change**
  - Recent local elections changed the political landscape, with the council under no overall control



■ Labour ■ Conservative ■ Reform ■ Independent ■ Independent Green



81,000  
Population



34,000+  
Homes



83%  
Employment rate



40 years  
Median age



4,400+  
Council stock



2,400  
Active businesses

👉 *Maintaining high quality services for residents while preparing for LGR at pace*





# Tamworth's Strategic Positioning

- **Clear priorities**
  - Maintaining statutory service continuity and BAU
  - Ensuring a safe and legal position
  - Remaining flexible and adaptable to change
- **Risk management and governance**
  - Managing capacity and deadlines without service compromise
- **Staffordshire Foundation Strategic Authority**
  - Tamworth's voice and interests are represented in regional-decision making

👉 *Tamworth is proactively positioning itself to influence regional decisions and shape the future structure, not just respond to it*

# Introduction to Tamworth's Approach

- **Tamworth's approach centres on**

- Governance
- Leadership
- Engagement
- Delivery
- Legacy

👉 *Underpinned by strong governance, active programme management, and a focus on maintaining service continuity alongside transformation*



# Governance

- **Our focus**

- Strong leadership structures
- Regular oversight and risk management
- Collaboration across workstreams
- Accountability and transparency



👉 *Strong governance grip ensures risks, capacity and delivery are actively managed, not just monitored*

# Leadership

- **Executive Leadership Team demonstrate**
  - Proactive and distributed leadership
  - Authentic communication
  - Role modelling behaviours
  - Inclusive approach



👉 *Visible and proactive leadership is creating confidence and momentum across the organisation*

# Engagement

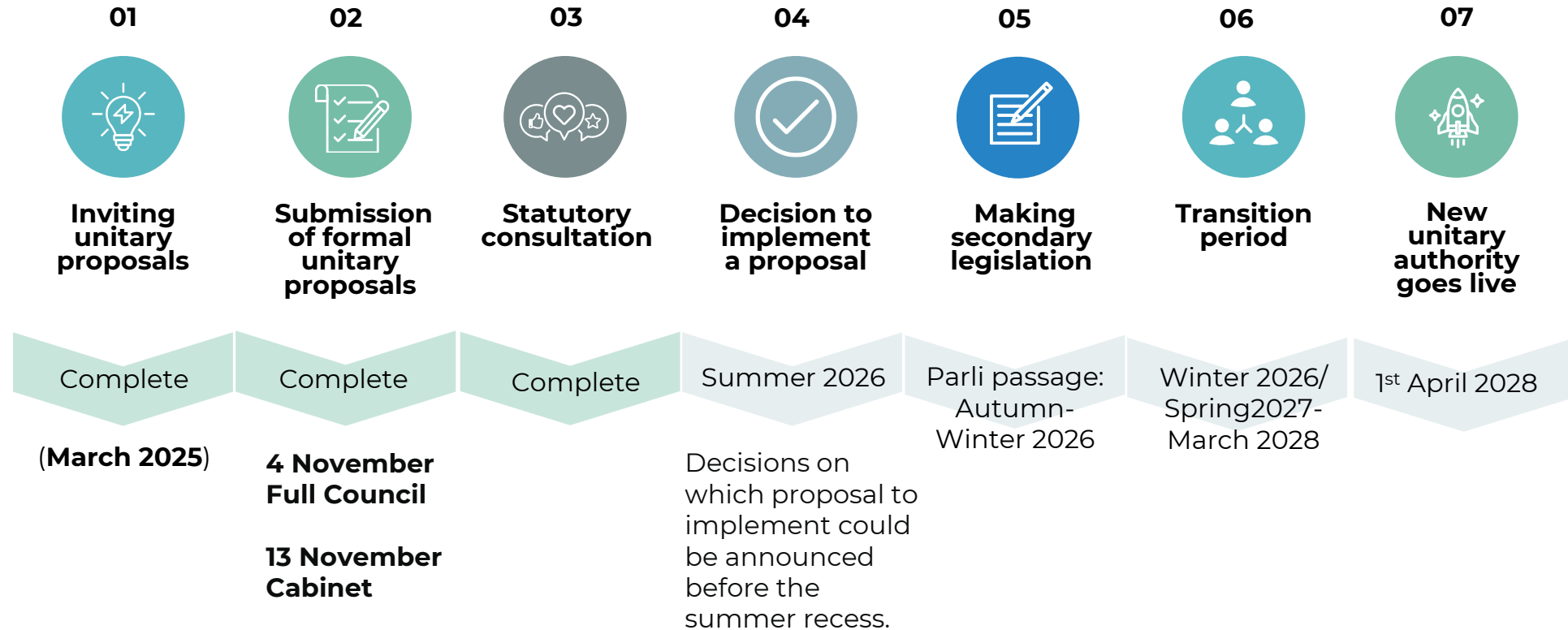
- **Engagement is how we build confidence and improve decisions**
  - LGR Engagement Strategy
  - Data-led and feedback-driven decision making
  - Stakeholder collaboration
  - Bringing new members up to speed
  - Agile approach

👉 *Engagement is fully integrated into governance, ensuring feedback directly informs risk management, decision-making and programme delivery*



# Phased Delivery Approach

- Pre-decision
- Post-decision
- Shadow authority



👉 *A structured and phased approach ensures Tamworth can plan effectively while maintaining service continuity*

# Grip and Pace

- **Prioritisation of**

- Transparent communication
- Engagement initiatives (i.e. Chat with the Chief)
- Temperature checks
- Collaboration with Trade Unions

👉 *A constant drumbeat of communication ensures clarity, builds trust, and maintains organisational confidence throughout change*





# Tamworth's Legacy

- **Local regeneration**
  - Future High Streets Fund
  - Ankerside
  - Pride in Place
- **Community Governance Review**
  - Ensures fit for purpose governance and services
  - Reflects community identities and local representation
- **Balancing change and legacy**
  - Building a Better Tamworth

👉 *Tamworth is continuing to deliver for residents today while preparing for the future*

# Key Takeaways



## **Governance grip**

Robust governance structures ensure progress oversight, accountability, and effective risk management during change initiatives



## **Realistic capacity planning**

Identifying delivery priorities and capacity limitations helps prevent overextension and supports sustainable transformation



## **Consistent communication**

Regular updates and accessible communication channels keep stakeholders informed and engaged throughout the process

# Any questions?

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