



# Shareholders Committee

## Committee

Tue 31 Mar  
2026  
6.30 pm

Oakenshaw Community Centre  
Castleditch Lane, B98 7YB

If you have any queries on this Agenda please contact  
Jess Bayley-Hill

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## **GUIDANCE ON FACE-TO-FACE MEETINGS**

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Please note that this is a public.

If you have any questions regarding the agenda or attached papers, please do not hesitate to contact the officer named above.

### **Notes:**

Although this is a public meeting, there are circumstances when Council might have to move into closed session to consider exempt or confidential information. For agenda items that are exempt, the public are excluded.

# Shareholders Committee

Tuesday, 31st March, 2026

6.30 pm

Oakenshaw Community Centre

## Agenda

### Membership:

Cllrs:

Sharon Harvey  
(Chair)  
Ian Woodall (Vice-  
Chair)  
Juliet Barker Smith

Bill Hartnett  
Jane Spilsbury

- 1. Apologies for Absence and Named Substitutes**
- 2. Declarations of Interest**
- 3. Support for the Council (Pages 5 - 10)**
- 4. Exclusion of the Press and Public**

Should it be necessary, in the opinion of the Chief Executive, during the course of the meeting to consider excluding the public from the meeting on the grounds that exempt information is likely to be divulged, it may be necessary to move the following resolution:

“That, under S.100 (A) (4) of the Local Government Act 1972, the public be excluded from the meeting for the following matter(s) on the grounds that it/they involve(s) the likely disclosure of exempt information as defined in the relevant paragraphs (to be specified) of Part 1 of Schedule 12 (A) of the said Act”.

These paragraphs are as follows:

Subject to the “public interest” test, information relating to:

- Para 3 – financial or business affairs;

and may need to be considered as ‘exempt’.

- 5. Minutes of the Previous Meeting (Pages 11 - 28)**
- 6. Rubicon Business Plan 2026/27 (Pages 29 - 38)**
- 7. Rubicon Budget Report 2026/27 (Pages 39 - 44)**
- 8. Quarter 3 Performance Monitoring Report 2025/26 (Pages 45 - 52)**

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**Redditch Borough Council****Shareholders Committee Report – 24 March 2026****Councillor Support Services and Financial Update Report**

Relevant Portfolio Holder	Councillor Sharon Harvey
Portfolio Holder Consulted	Yes
Relevant Head of Service	Debra Goodall
Report Author	Job Title: Debra Goodall, Assistant Director of Finance and Customer Services Email: debra.goodall@bromsgroveandredditch.gov.uk Contact Tel:
Wards Affected	N/A
Ward Councillor(s) consulted	N/A
Relevant Strategic Purpose(s)	All
Non-Key Decision	
If you have any questions about this report, please contact the report author in advance of the meeting.	

**1. SUMMARY**

The Council set up Rubicon Leisure Limited in 2018 to deliver the Council's Leisure and Cultural activities. As part of the arrangements the Council provides ongoing support services to Rubicon under service level agreements.

**2. RECOMMENDATIONS**

**Shareholders Committee are asked to note:**

- The position in terms of:
  - The budget and MTFP position for 2026/27 to 2028/29
  - The Closure of the 2023/24 Accounts and 2024/25 Accounts
  - VAT
  - The stabilisation of the Council's finance service
  - The update on Technology One ledger system

**3. KEY ISSUES****2026/27 Budget Process and Medium-Term Financial Plan (MTFP) to 2028/29**

- 3.1 The Council's Medium Term Financial Plan and annual budget for 2026/27 was approved at Full Council on 2 February 2026 following a budget setting process that included enhanced budget review and consultation by Councillors and Scrutiny Committees.
- 3.2 As part of this process a significant number of Capital bids relating to Rubicon were included, some initiated by Rubicon as potential ways to increase revenue and some by the Council's property department as a requirement to maintain the quality of the Council-owned assets. Attached at Appendix 1 is the final list of Rubicon related bids approved as part of the Council budget agreed in February.

**Redditch Borough Council****Shareholders Committee Report – 24 March 2026****2023/24 and 2024/25 Annual Accounts**

- 3.3 The Council has now published all the outstanding statements of accounts. It has received disclaimed opinions on the accounts up to and including financial period 2022/23.
- 3.4 The publication of the draft 2023/24 accounts has happened and these are currently being audited by the newly appointed external auditors Ernst and Young (EY). It is expected that these will also receive a disclaimed opinion with EY.
- 3.5 The 2024/25 accounts have been published in unaudited and draft format by the required deadline and EY are currently in progress with their audit of these.
- 3.6 EY have not been able to issue their opinion by the statutory backstop date of 27 February 2026 and discussions are ongoing with the Council regarding this.

**VAT**

- 3.7 The Council submitted a consolidated VAT return in December 2024 and has been submitting quarterly returns and (if required) payments since then. It has engaged external tax consultants to assist with its returns and look at any historic issues. The Council continues to maintain a dialogue with HMRC regarding any outstanding VAT issues.

**Stabilisation of the Council's finance service**

- 3.8 The Council is seeking to increase the capacity and resilience of its finance service through a number of ways, and will engage with Members as appropriate. Any immediate pressures are being addressed through a hybrid of a permanent recruitment campaign to resource the service as deemed necessary combined with an urgent need to recruit covering interim staff whilst the permanent team is established. Interim resource has successfully been recruited into key roles within the finance team.

**Technology One recovery**

- 3.11 Running concurrently with the stabilisation process is a full root and branch review of the Technology One system. It is likely that some elements of the current system can be fixed through 'patches' whilst other parts may well need a full re-instatement. There is currently a health check underway with Tech 1. Any revised implementation will be entered into with the support of Technology One and will include full interaction with end-users and a re-specification based on the feedback from user-acceptance testing. A project team has been set up to carry out work on this.

**Redditch Borough Council****Shareholders Committee Report – 24 March 2026****4. Legal Implications**

4.1 No Legal implications have been identified.

**5. Strategic Purpose Implications****Relevant Strategic Purpose**

5.1 The Strategic purposes are included in the Council's corporate plan and guides the Council's approach to budget making ensuring we focus on the issues and what are most important for the borough and our communities. Our Financial monitoring and strategies are integrated within all of our Strategic Purposes.

**Climate Change Implications**

5.2 The green thread runs through the Council plan. Every report has potential financial implications and these in term can have implications on climate change. These will be addressed and reviewed through individual reports when relevant by climate change officers will ensure the correct procedures have been followed to ensure any impacts on climate change are fully understood.

**6. Other Implications****Local Government Reorganisation (LGR)**

6.1 The Council has agreed to work on a proposal for a two unitary model for Worcestershire and will submit a final proposal to government by 28 November 2025 in accordance with the published timescale. Pending the government decision work is underway to assess the impact on the Council services and staff.

**Customer / Equalities and Diversity Implications**

6.2 None as a direct result of this report.

**Operational Implications**

6.3 Managers meet with finance officers to consider the current financial position and to ensure actions are in place to mitigate any overspends.

**7. RISK MANAGEMENT**

7.1 The financial monitoring is included in the corporate risk register for the authority

**8. APPENDIX**

**Appendix 1 – Rubicon provisional capital bids for MTFP 2026/7 to 2028/29**

Redditch Borough Council

Shareholders Committee Report – 24 March 2026

**AUTHOR OF REPORT**

Name: Debra Goodall – Assistant Director of Finance and Customer Services  
E Mail: [debra.goodall@bromsgroveandredditchbc.gov.uk](mailto:debra.goodall@bromsgroveandredditchbc.gov.uk)

## Redditch Borough Council

### Shareholders Committee Report – 24 March 2026

#### Appendix 1

#### Rubicon provisional capital bids for MTFP

Type	Project Title	Project Brief	Capital Costs
<b>Buildings</b>	Forge Mill - Sluice, Launder and Sluice	Make single sluice operational by installing new winding mechanism, plus associated enabling work. Remedials to cast iron launder and sluice.	£20,000
<b>Buildings</b>	Forge Mill - Window Replacement	Replacement of original windows to due H&S risk	£60,000
<b>Buildings</b>	Arrow Valley lakeside Slipway and landing area replacement	To replace Slip way and adjoining landing areas into the lake	£120,000
<b>Buildings</b>	AVVC Reconfiguration of upstairs space	Reconfiguration of the upstairs space to allow direct public access from the lift to mezzanine and potential increased storage facilities	£25,000
<b>Buildings</b>	Arrow Valley Visitors centre Replacement windows	to replace timber windows in the centre	£75,000
<b>Buildings</b>	AVVC External Shelter	To design and install permanent shaded / covered all weather seating area	£40,000
<b>Buildings</b>	AVVC permanent external storage facilities	To design and install multi functional external storage facilities	£60,000
<b>Buildings</b>	Arrow Valley Visitors Kitchen Extension	Extraction	£30,000
<b>Buildings</b>	Palace theatre Refurbishment of Auditorium Seating	To refurbish Auditorium seating	£50,000
<b>Buildings</b>	Buggy storage area	Provide storage and recharge area for buggies	£20,000
			<b>£500,000</b>

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# Shareholders Committee

Monday, 1st December,  
2025

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## MINUTES

### Present:

Councillor Sharon Harvey (Chair), Councillor Ian Woodall (Vice-Chair) and Councillors Juliet Barker Smith, Bill Hartnett and Jane Spilsbury

### Officers:

Debra Goodall

### Guests:

Ben Clawson-Chan (Managing Director, Rubicon Leisure Limited)

### Democratic Services Officers:

Jess Bayley-Hill and Eve Davies

## 8. APOLOGIES FOR ABSENCE AND NAMED SUBSTITUTES

Apologies were received on behalf of Councillor Matthew Dormer who had been invited to attend the meeting in his capacity as a group leader, in line with the terms of reference for the Committee, although he was not a member of the Committee.

## 9. DECLARATIONS OF INTEREST

Councillor Jane Spilsbury declared a registerable interest in respect of Minute Item No. 10 - Rubicon Leisure Council Funding and Support. She informed Members that her son was employed by Rubicon Leisure Limited.

## 10. RUBICON LEISURE COUNCIL FUNDING AND SUPPORT

The Assistant Director of Finance and Customer Services presented the report on Council Funding and Support for Rubicon Leisure.

Chair

# Shareholders Committee

Monday, 1st December, 2025

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In doing so, Members were updated on the Medium-Term Financial Plan, 2023/24 and 2024/25 annual accounts, stabilisation of the Council's Finance service and TechOne recovery.

Members were informed that the Council was progressing through the 2026/27 budget setting process, which involved consultation with Councillors, including through the Scrutiny process. Any relevant actions from the Chancellor's autumn budget on 26th November 2025 would be factored in as well as the provisional Local Government Settlement which was due to be announced before Christmas. Following this, the Council was due to set its annual budget for 2026/27 at its meeting scheduled for 23rd February 2026.

As part of the budget setting process, a significant number of Capital bids relating to Rubicon Leisure Limited had been included. A number of these bids were initiated by Rubicon Leisure Limited with the aim to increase revenue while other bids were related to the maintenance of Council-owned assets. The Capital bids totalled approximately £4.4 million. It was highlighted that the Council was currently considering the bids, but it was not possible to say whether they would be affordable at this point.

It was confirmed that the Council had published all the outstanding statements of accounts. The draft 2023/24 accounts had been published and were being audited by Ernst and Young (EY), the newly appointed external auditors for the Council. It was expected that the accounts would receive a disclaimed opinion from EY.

It was reported that the 2024/25 accounts had also been published in a draft format in compliance with the June 2025 deadline. It was anticipated that EY would complete their audit with the issuance of an opinion by the statutory backstop date of 27th February 2026. Members were advised it was expected that those accounts would also be disclaimed. A value for money assessment was ongoing.

The Council was up to date in terms of VAT returns. Engagement had been carried out with external tax consultants to assist with returns and review any historic issues. Members were reassured that ongoing dialogue with HM Revenue and Customs (HMRC) was continuing regarding any outstanding historical problems.

The Finance Stabilisation programme was reported to be underway. Interim resources had successfully been recruited into key roles

# Shareholders Committee

Monday, 1st December, 2025

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within the Finance team to resolve immediate pressures. The process had been initiated to evaluate posts for permanent team members, such as a Financial Services Manager.

In terms of support for Rubicon Leisure Limited, conversations had taken place regarding an additional resource with a small element of the role to assist with Spadesbourne in Bromsgrove. It was hoped this would ease pressures and an appointment would be made during the current financial year.

An update was provided on the TechOne system. Members were informed that there had been a full review of the system and the results from a health check had been received. It was confirmed that the Council would move forward with the re-installation of parts of the system that had not been in use.

It was noted that there were challenges when the system had originally been installed but functionality was now much better. The Council would look forward in terms of re-installation with a fully resourced plan; this would incorporate the unique requirements that Rubicon Leisure Limited had. It was confirmed that a Project Manager would be appointed to ensure the appropriate resources were in place. Input would also be sought from those who would be using the system as well as the incorporation of lessons learned from the previous installation of the system.

Members were advised that a further update was due to be provided at the following Shareholders Committee meeting.

In discussing the item, Members commented on the following points:

- Members queried whether a test run of the TechOne system could be completed as part of the project management process before it was rolled out to service users and staff. Officers confirmed that the new elements of the system would run concurrently with the old system before moving forward. Members were reassured that if concerns were raised that the new system was not operational, officers would advise that the full re-instatement should not go ahead. Members further queried how long the systems would be running simultaneously to ensure the new system was performing properly. Officers advised that the time

# Shareholders Committee

Monday, 1st December, 2025

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period would be set out in advance as well as the key criteria for measuring performance.

- Queries were raised around the costs involved in re-installation of parts of the TechOne system and what the Council would be expected to pay. It was confirmed that a meeting with TechOne was scheduled to be held on the following day, 2<sup>nd</sup> December 2025, and clarity would be sought around resourcing. Officers advised the expectation was that TechOne would meet the required costs. However, the Council would be liable for some of the costs, including funding a Project Manager and back filling staff in the Finance team.
- Members asked how the Capital bids would be assessed as the Council did not have the funds to grant all the bids that had been applied for. Officers informed Members that the Capital bids received from Rubicon Leisure Limited had been prioritised accordingly by the relevant service areas, and Health and Safety had also been taken into consideration. It was confirmed that the successful bids were scheduled to be announced after Christmas.
- A query was raised about the impact of the delays with TechOne on Rubicon Leisure Limited as a commercial business. It was clarified that Rubicon Leisure Limited was currently having to use their own income reports for financial management and didn't always have access to accurate information through TechOne. It was noted that the current situation was impacting on Rubicon Leisure Limited's resources as they were having to manually process data which was not time efficient.

**RESOLVED that**

**the report be noted.**

## 11. MINUTES OF THE PREVIOUS MEETING

**RESOLVED that**

**the minutes of the meeting of the Shareholders Committee held on 21<sup>st</sup> August 2025 be confirmed as a true and correct record and signed by the Chair.**

# Shareholders Committee

Monday, 1st December, 2025

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## 12. EXCLUSION OF THE PRESS AND PUBLIC

**RESOLVED that:**

**Under S100 A (4) of the Local Government Act 1972, as amended by the Local Government (Access to Information) (Variation) Order 2006, the public be excluded from the meeting for the following matters on the grounds that they involve the likely disclosure of exempt information as defined in paragraph 3 of Part 1 of Schedule 12 of the said act, as amended.**

- **Minute Item No 13 – Quarter 2 Performance Monitoring Outturn Report 2025/26**

## 13. RUBICON LEISURE QUARTER 2 PERFORMANCE MONITORING REPORT 2025-26

The Managing Director of Rubicon Leisure Limited presented the Quarter Two Performance Monitoring Report 2025-26.

In doing so, he began by outlining the key risks that impacted on Rubicon Leisure Limited.

In discussing the risks, Members commented on the following points:

- As Local Government Reorganisation (LGR) was approaching and Rubicon Leisure Limited was an arm's length business of the Council, Members questioned whether this was on the risk register. It was confirmed that it did feature.

It was reported that Abbey Stadium was on budget for Quarter Two. Public Health had funded support for health and fitness (H&F) vouchers to tackle obesity.

A number of Health and Well-being events had been attended to support partners including Heart of Worcestershire (HOW) College's Careers and Fresher fair, and Redditch Borough and Bromsgrove District Councils' staff events.

In discussing the update on Abbey Stadium, Members commented on the following points:

# Shareholders Committee

Monday, 1st December, 2025

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- Members welcomed the new furniture which had been installed in the café to increase capacity. It was felt this was a positive step and further supported resident's health and wellbeing as it encouraged parents to take their children to sports clubs.
- The Holiday Activities and Food (HAF) programme was welcomed, and Members were pleased with the number of children attending.

In terms of the Arrow Valley Countryside Centre site, Members were informed that there had been an outstanding first half of the year. Food and beverage performance had been very positive.

The Committee was advised that water activities had been impacted by the bloom of blue green algae which resulted in a reduction in income for August.

Members were very pleased to hear that Arrow Valley Countryside Centre had been shortlisted for the Worcestershire Tourism Award in the category for best new tourism business.

In discussing the update on the Arrow Valley Countryside Centre, Members commented on the following points:

- Thanks were given to everyone involved in the Redditch Commonwealth Link event.
- Members raised a query regarding the sluice gate inlet being closed and the impact this had on the growth of blue green algae. It was confirmed that this would be followed up with the Council's Parks team.
- Members welcomed Rubicon Leisure Limited's partnership with HOW College and praised the team for the excellence award they received at a West Midlands Supported Internships awards event.
- A query was raised regarding work taking place with the Renew Team. The Managing Director advised that he sat on the Steering Group and that Rubicon Leisure Limited would play a part as this was a direct business objective.

# Shareholders Committee

Monday, 1st December, 2025

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In terms of the Palace Theatre, there had been several sell out shows in Quarter Two including the Drifters, ELO Experience, the Phantom starring Lee Mead, and Jonny Cole.

It was reported that customer satisfaction (NPS) was 74 against national average of 34, and the Palace Theatre had been crowned Business of the Year at the Redditch Business Awards.

The Chair praised the diverse range of events at the theatre and the work which was being done to ensure continued success.

Pitcheroak Golf Course was reported to be up on budget and had hosted the Kingfisher Open and two junior county golf tournaments.

Members were also informed that capital works had been completed to fix a drainage issue on the second green and the refurbishment of the male changing room and toilets had been programmed.

In regard to Forge Mill Needle Museum, there had been several successful exhibitions including the Titanic: Honour and Glory Exhibition.

The events programme had been strong. The children's trail guide was launched in July 2025.

Forge Mill Needle Museum had scored an outstanding 83 on the NPS compared to an industry average of 43.

Members praised the staff for their work in improving engagement at the site.

Finally, an update on community centres was provided to Members. The Committee was informed that as a whole, they were performing on target.

**RESOLVED that**

**the report be noted.**

# Shareholders Committee

Monday, 1st December, 2025

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[During consideration of this item, Members discussed matters that necessitated the disclosure of exempt information. It was therefore agreed to move to exclude the press and public prior to any debate on the grounds that information would be revealed that included information relating to the financial or business affairs of any particular person (including the authority holding that information).]

14. **TO CONSIDER ANY URGENT BUSINESS, DETAILS OF WHICH HAVE BEEN NOTIFIED TO THE ASSISTANT DIRECTOR OF LEGAL, DEMOCRATIC AND PROCUREMENT SERVICES PRIOR TO THE COMMENCEMENT OF THE MEETING AND WHICH THE CHAIR, BY REASON OF SPECIAL CIRCUMSTANCES, CONSIDERS TO BE OF SO URGENT A NATURE THAT IT CANNOT WAIT UNTIL THE NEXT MEETING**

There was no urgent business for consideration on this occasion.

The Meeting commenced at 6.30 pm  
and closed at 7.50 pm

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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**Shareholders Committee  
2026**

31st March

**Rubicon Leisure Annual Business Plan 2026/27**

Relevant Portfolio Holder	Councillor Juliet Barker Smith
Portfolio Holder Consulted	
Relevant Head of Service	Ruth Bamford, Assistant Director of Planning, Leisure and Culture
Report Author Jess Bayley-Hill	Job Title: Principal Democratic Services Officer Contact email: jess.bayley-hill@bromsgroveandredditch.gov.uk Contact Tel: (01527) 64252 Ext: 3072
Wards Affected	All wards
Ward Councillor(s) consulted	N/A
Relevant Strategic Purpose(s)	Living independent, active and healthy lives
Non-Key Decision	
If you have any questions about this report, please contact the report author in advance of the meeting.	
This report contains exempt information as defined in Paragraph 3 of Part I of Schedule 12A to the Local Government Act 1972, as amended	

**1. RECOMMENDATIONS**

**The Shareholders Committee is asked to RESOLVE that:-**

**The Rubicon Leisure Annual Business Plan 2026/27 be approved.**

**2. BACKGROUND**

- 2.1 The Rubicon Leisure Limited Board have already considered the Rubicon Leisure Annual Business Plan 2026/27 and endorsed the content.
- 2.2 The Shareholders Committee is responsible for approving the final business plan for Rubicon Leisure Limited. This report provides Members with an opportunity to do this.

**3. OPERATIONAL ISSUES**

- 3.1 The Rubicon Leisure Annual Business Plan 2026/27, at Appendix 1 to this report, details plans for the company for 2026/27. These plans have implications for how the company will operate during the period in which the plan will apply.

**4. FINANCIAL IMPLICATIONS**

**Shareholders Committee**  
202631st March

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4.1 The financial implications are detailed in the appendix.

**5. LEGAL IMPLICATIONS**

5.1 Final approval of the business plan for Rubicon Leisure Limited is a reserved matter for the Shareholders Committee to determine on behalf of the Council.

**6. OTHER - IMPLICATIONS****Local Government Reorganisation**

6.1 There are no implications for Local Government Reorganisation.

**Relevant Council Priority Purpose**

6.2 The services delivered by Rubicon Leisure Limited support the Council Priority 'Community and Housing'.

**Climate Change Implications**

6.2 There are no specific climate change implications.

**Equalities and Diversity Implications**

6.3 Any equalities and diversity implications are detailed at Appendix 1 of the report.

**7. RISK MANAGEMENT**

7.1 The risks are detailed in the appendix.

**8. APPENDICES and BACKGROUND PAPERS**

Appendix 1 – Rubicon Leisure Annual Business Plan 2026/27.

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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## Shareholders Committee 2026

31<sup>st</sup> March

### Rubicon Leisure Budget Report 2026/27

Relevant Portfolio Holder	Councillor Juliet Barker Smith
Portfolio Holder Consulted	
Relevant Head of Service	Ruth Bamford, Assistant Director of Planning, Leisure and Culture Services
Report Author Jess Bayley-Hill	Job Title: Principal Democratic Services Officer Contact email: jess.bayley-hill@bromsgroveandredditch.gov.uk Contact Tel: (01527) 64252 Ext: 3072
Wards Affected	All wards
Ward Councillor(s) consulted	N/A
Relevant Strategic Purpose(s)	Living independent, active and healthy lives
Non-Key Decision	
If you have any questions about this report, please contact the report author in advance of the meeting.	
This report contains exempt information as defined in Paragraph 3 of Part I of Schedule 12A to the Local Government Act 1972, as amended	

#### 1. RECOMMENDATIONS

**The Shareholders Committee is asked to RESOLVE that:-**

**The Rubicon Leisure Budget Report 2026/27, and its underlying assumptions be approved.**

#### 2. BACKGROUND

- 2.1 The Rubicon Leisure Limited Board have already considered the Rubicon Leisure Budget Report 2026/27 and endorsed the content. The budget report is part of the wider business plan.
- 2.2 The Shareholders Committee is responsible for approving the final business plan for Rubicon Leisure Limited. This report provides Members with an opportunity to understand the budget plan for the year and how potential risks and issues are to be mitigated.

#### 3. OPERATIONAL ISSUES

- 3.1 The Rubicon Leisure Budget Report 2026/27, at Appendix 1 to this report, details financial plans and key assumptions for the company for 2026/27. These plans have implications for how the company will operate during the period in which the plan will apply.

**Shareholders Committee**  
202631<sup>st</sup> March

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**4. FINANCIAL IMPLICATIONS**

4.1 The financial implications are detailed in the appendix.

**5. LEGAL IMPLICATIONS**

5.1 Final approval of the business plan for Rubicon Leisure Limited is a reserved matter for the Shareholders Committee to determine on behalf of the Council. The Budget Report is a subset of the business plan.

**6. OTHER - IMPLICATIONS****Local Government Reorganisation**

6.1 There are no implications for Local Government Reorganisation.

**Relevant Council Priority**

6.2 The services delivered by Rubicon Leisure Limited support the Council priority of 'Community and Housing'.

**Climate Change Implications**

6.3 There are no specific climate change implications.

**Equalities and Diversity Implications**

6.4 Any equalities and diversity implications are detailed at Appendix 1 of the report.

**7. RISK MANAGEMENT**

7.1 Financial and Budget monitoring is included in the corporate risk register for the authority.

**8. APPENDICES and BACKGROUND PAPERS**

Appendix 1 – Rubicon Leisure Budget Report 2026/27

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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REDDITCH BOROUGH COUNCIL**SHAREHOLDERS COMMITTEE****31<sup>st</sup> March 2026****RUBICON LEISURE QUARTER 2 PERFORMANCE MONITORING REPORT 2026-27**

<b>Relevant Portfolio Holder</b>	Councillor Juliet Barker Smith
<b>Relevant Head of Service</b>	Ruth Bamford, Assistant Director of Planning, Leisure and Culture Services
<b>Ward(s) Affected</b>	N/A
<b>Ward Councillor(s) Consulted</b>	N/A

This report contains exempt information as defined in Paragraph 3 of Part I of Schedule 12A to the Local Government Act 1972, as amended

**1. SUMMARY OF PROPOSALS**

To update Shareholders on the operational performance of Rubicon Leisure Limited for the period October – December 2025.

**2. RECOMMENDATIONS**

**The Committee is asked to RESOLVE that**

**the report be noted.**

**3. KEY ISSUES**

- 3.1 The performance monitoring report for the third quarter of 2025/26 is attached at Appendix A. This report details the work that has been undertaken by Rubicon Leisure Limited during this quarter.

**4. Financial Implications**

- 4.1 There are no specific financial implications detailed in this report.

**5. Legal Implications**

- 5.1 The Council must retain control over the company to ensure that the company continues to benefit from the Teckal exemption. This allows the Council to contract with it for the delivery of leisure services without conducting an open procurement exercise.
- 5.2 The contractual documentation in place between the Council and Rubicon Leisure Limited contains the necessary mechanisms, checks and balances to incentivise good performance and to ensure compliance with the Teckal exemption.

**SHAREHOLDERS COMMITTEE****31<sup>st</sup> March 2026**

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**6. Customer / Equalities and Diversity Implications**

- 6.1 As can be seen in the performance monitoring report, Rubicon Leisure Limited continues to provide opportunities across leisure and culture to help inspire the communities of Redditch to live healthier and happier lives. By reviewing the performance update, the Shareholders can help to ensure that the community and local partners are supported by the leisure and cultural offer, and that Rubicon Leisure continues to deliver on the Council's corporate priorities.

**7. RISK MANAGEMENT**

- 7.1 Rubicon Leisure maintains risk registers in relation to both service delivery and Health and Safety compliance. These are regularly monitored, and any updates reported to the Rubicon Board at each meeting.

**8. APPENDICES**

- 8.1 Appendix A - Quarter 3 Performance Monitoring Report (2026-27)

**9. BACKGROUND PAPERS**

- 9.1 Service Specification as reported to the Executive Committee and Council in September 2018.

**AUTHOR OF REPORT**

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Email: [jess.bayley-hill@bromsgroveandredditch.gov.uk](mailto:jess.bayley-hill@bromsgroveandredditch.gov.uk)  
Tel: (01527) 64252 Ext 3072

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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