

Enquiries to:
Democratic Services

Direct Dial: 024 7637 6204

Direct Email:
committee@nuneatonandbedworth.gov.uk

Date: 30th March 2026

**INDIVIDUAL CABINET
MEMBER DECISION**

Dear Sir/Madam,

The Cabinet Member for Resources and Central Services (Councillor S. Hey) is to consider the following report and make a decision on **Thursday, 9th April 2026** at **11.00am** in Council Chamber, Town Hall, Nuneaton.

Yours faithfully,

TOM SHARDLOW

Chief Executive

A G E N D A

PART 1

PUBLIC BUSINESS

1. EVACUATION PROCEDURE

A fire drill is not expected, so if the alarm sounds, please evacuate the building quickly and calmly. Please use the stairs and do not use the lifts. Once out of the building, please gather outside Lloyds Bank on the opposite side of the road.

Exit by the door by which you entered the room or by the fire exits which are clearly indicated by the standard green fire exit signs.

If you need any assistance in evacuating the building, please make yourself known to a member of staff.

Please also make sure all your mobile phones are turned off or set to silent.

2. PUBLIC CONSULTATION - Members of the public will be given the opportunity to speak on specific agenda items if notice has been received.

Members of the public will be given three minutes to speak on a particular item and this is strictly timed. The chair will inform all public speakers that: their comments must be limited to addressing issues raised in the agenda item under consideration: and that any departure from the item will not be tolerated.

The chair may interrupt the speaker if they start discussing other matters which are not related to the item, or the speaker uses threatening or inappropriate language towards Councillors or officers and if after a warning issued by the chair, the speaker persists, they will be asked to stop speaking by the chair. The chair will advise the speaker that, having ignored the warning, the speaker's opportunity to speak to the current or other items on the agenda may not be allowed. In this eventuality, the chair has discretion to exclude the speaker from speaking further on the item under consideration or other items of the agenda.

3. DECLARATIONS OF INTEREST - To receive declarations of Disclosable Pecuniary and Other Interests, in accordance with the Members' Code of Conduct.

Declaring interests at meetings

If there is any item of business to be discussed at the meeting in which you have a disclosable pecuniary interest or non-pecuniary interest (Other Interests), you must declare the interest appropriately at the start of the meeting or as soon as you become aware that you have an interest.

Arrangements have been made so that interests that are declared regularly by members can be viewed in a schedule on the Council website ([Councillor Declarations of Interests](#)) Any interest noted in the schedule on the website will be deemed to have been declared and will be minuted as such by the Democratic Services Officer. As a general rule, there will, therefore, be no need for those Members to declare those interests as set out in the schedule.

There are, however, TWO EXCEPTIONS to the general rule:

1. When the interest amounts to a Disclosable Pecuniary Interest that is engaged in connection with any item on the agenda and the member feels that the interest is such that they must leave the room. Prior to leaving the room,

the member must inform the meeting that they are doing so, to ensure that it is recorded in the minutes.

2. Where a dispensation has been granted to vote and/or speak on an item where there is a Disclosable Pecuniary Interest, but it is not referred to in the Schedule (where for example, the dispensation was granted by the Monitoring Officer immediately prior to the meeting). The existence and nature of the dispensation needs to be recorded in the minutes and will, therefore, have to be disclosed at an appropriate time to the meeting.

Note: Following the adoption of the new Code of Conduct, Members are reminded that they should declare the existence and nature of their personal interests at the commencement of the relevant item (or as soon as the interest becomes apparent). If that interest is a Disclosable Pecuniary or a Deemed Disclosable Pecuniary Interest, the Member must withdraw from the room.

Where a Member has a Disclosable Pecuniary Interest but has received a dispensation from Audit & Standards Committee, that Member may vote and/or speak on the matter (as the case may be) and must disclose the existence of the dispensation and any restrictions placed on it at the time the interest is declared.

Where a Member has a Deemed Disclosable Interest as defined in the Code of Conduct, the Member may address the meeting as a member of the public as set out in the Code.

Note: Council Procedure Rules require Members with Disclosable Pecuniary Interests to withdraw from the meeting unless a dispensation allows them to remain to vote and/or speak on the business giving rise to the interest.

Where a Member has a Deemed Disclosable Interest, the Council's Code of Conduct permits public speaking on the item, after which the Member is required by Council Procedure Rules to withdraw from the meeting.

4. WEST MIDLANDS EMPLOYERS – LEAVE PARTNERSHIP -a report of the Strategic Director – Corporate Resources attached (**Page 4**)

AGENDA ITEM NO. 4

NUNEATON AND BEDWORTH BOROUGH COUNCIL

Report to:	Individual Cabinet Member Decision
Date of Meeting:	9 April 2026
Subject:	West Midlands Employers – Leave Partnership
Portfolio:	Resources and Central Services
Responsible Officer:	Strategic Director for Corporate Resources
Corporate Plan – Theme:	N/A
Corporate Plan – Aim:	N/A
Ward Relevance:	N/A
Public or Private:	Public
Amendment to Budget:	No
Council Tax Related:	No
Forward Plan:	No
Subject to Call-in:	Yes

1. Purpose of report

- 1.1. The Council is a long-standing member of the West Midlands Employers (WME) partnership, a regional HR and organisational development body wholly owned by local authorities. WME provides a range of services including workforce development, employment law support, and organisational development programmes.

- 1.2. The purpose of this report is to seek approval from the Cabinet Member for Resources and Central Services to validate the decision to serve notice and leave the West Midlands Employers partnership.

2. Recommendations

- 2.1. The Cabinet member for Resources and Central Services, validates the decision to leave West Midlands Employers.
- 2.2. That delegated authority be given to the Strategic Director for Corporate Resources to;
 - i) undertake the necessary administration to manage the relationship during the notice period; and
 - ii) complete all actions required to support and implement the Council's exit from the partnership.

3. Background

- 3.1. The Council has historically maintained a positive and constructive relationship with WME and has benefitted from its support over many years.
- 3.2. However, as the Council's relationships with other sector bodies have strengthened, it has become evident that a number of WME's services are now duplicated through alternative networks, subscriptions, and in-house capability.
- 3.3. In the context of sustained financial pressures, all areas of expenditure have been subject to rigorous review. The Council's contribution to WME in 2025/26 was £20,000.
- 3.4. Exiting the partnership will generate an ongoing annual saving, which has been factored into the 2026/27 budget planning assumptions.

4. Body of report and reason for recommendations

- 4.1. An evaluation of the Council's ongoing membership has identified that WME's offer no longer provides distinct value when compared to services already available to the authority through other partnerships and internal resource.

On this basis, a recommendation has been formed to exit the partnership.

4.2. The Council is required to provide an extended notice period. Notice has been served and, subject to approval, the Council will exit the partnership in 2027. The Council retains the option to withdraw the notice at any time should circumstances materially change.

4.3. Officers understand that several other local authorities in the region are undertaking similar reviews of their membership.

5. Consultation with the public, members, officers and associated stakeholders

5.1. Consultation has taken place with the Corporate Leadership Team and Cabinet Members.

6. Financial Implications

6.1. Exiting the partnership will deliver an ongoing annual saving of approximately £20,000 at the point of exit, contributing to the Council's medium-term financial strategy.

7. Legal Implications

7.1. The Council is required to serve notice in accordance with the WME partnership agreement. Notice has been issued and the exit will take effect in 2027, subject to validation of the decision.

8. Equalities implications

8.1. A review has been undertaken and no equalities implications have been identified.

9. Health implications

9.1. No specific health implications have been identified.

10. Climate and environmental implications

10.1. No direct climate and/or environmental implications have been identified.

11. Section 17 Crime and Disorder Implications

11.1. No direct Section 17 crime and disorder implications have been identified.

12. Risk management implications

12.1. No direct risk management implications have been identified.

13. Human resources implications

13.1. No direct human resource implications have been identified.

14. Options considered and reason for their rejection

14.1. In formulating this report and recommendations, the following other options were identified. Reasons for their rejection or why the option and recommendation proposed in section 2 of the report has been selected are outlined below.

Option Ref	Option Title	Reason for rejection or why the option and recommendation proposed in section 2 of the report has been selected
A	Do nothing	The Council could remain a member and continue to receive services. This option has been rejected due to duplication of support and cost.
B	The Council could pause its exit, pending Government Reform. Local	Although the notice can be withdrawn at any point, delaying the process would extend the exit timeline and potentially defer savings. The option remains available if required but is not recommended at this time.

15. Conclusion

15.1. The Council has determined that membership of West Midlands Employers no longer provides sufficient unique value to justify the annual cost. The partnership's services increasingly overlap with support available through other

professional networks and internal capability. Exiting the partnership will secure an ongoing annual saving of approximately £20,000, contributing to the Council's financial sustainability.

15.2. Given the extended notice period already underway and the flexibility to reverse the decision if required, it is recommended that the Cabinet Member validates the decision to leave the partnership and approves the associated delegations needed to manage the transition.

16. Appendices

16.1. Please note there are no appendices attached to this report.

17. Background papers

17.1. Please note there are no background papers attached to this report.

18. Report Writer Details:

Officer Job Title: Chief Executive

Officer Name: Tom Shardlow