

# Local Government Reorganisation for Leicester, Leicestershire and Rutland

## Final proposal – appendices



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November 2025

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# **Appendix 1**

## **Equality impact assessment**

## Equality Impact Assessment (EIA):

<b>Title of proposal</b>	Local Government Reorganisation Equality Impact Assessment (EIA)
<b>Name of division/service</b>	Leicester City Council – corporate
<b>Name of lead officer completing this assessment</b>	Andrew Smith
<b>Date EIA assessment commenced</b>	4 September 2025
<b>Date EIA assessment completed (<i>prior to decision being taken as the EIA may still be reviewed following a decision to monitor any changes</i>)</b>	31 October 2025
<b>Decision maker</b>	Full Council
<b>Date decision taken</b>	20 November 2025



# 1. SETTING THE CONTEXT

## 1.1 English devolution and local government reorganisation proposals

The publication of the English Devolution White Paper in December 2024 reaffirmed the UK Government’s commitment to a significant shift of power from Westminster to local leaders across England. Its proposals aim to empower communities, foster economic growth and improve public services by devolving decision making and resources to regional and local authorities. Central to this commitment is the aim for all of England to be covered by strategic authorities, with a government preference for directly elected mayors to provide clear local leadership. The White Paper proposes a more systematic and consistent approach to devolution, moving away from the previous ad hoc, deals-based model. This is intended to ensure greater consistency in devolved powers, governance and accountability across all regions.

The White Paper also signalled the Government’s intention to carry out local government reorganisation to achieve a single tier of local government across England.

An invitation to submit proposals was subsequently sent in February 2025 to Leicester, Leicestershire and Rutland (LLR) councils with a deadline of 28 November 2025.

## 1.2 Local government reorganisation for Leicester, Leicestershire and Rutland (LLR)

Local government reorganisation (LGR) aims to streamline administrative structures, improve efficiency, unlock economic growth and deliver more effective public services for all residents across the LLR region. However, the process of disaggregating services carries potential risks, including the potential for disruption, inconsistent provision and reduced access, particularly for vulnerable groups. Careful consideration of the distinct needs across LLR is essential to ensure that LGR transition supports inclusive growth and fair service delivery in both urban and rural areas. Leicester City Council (LCC) is seeking to address its historically tight boundaries, which have restricted economic growth and fragmented service delivery, with provision for additional land for future growth.

Four options are considered in the council’s final submission as outlined below:

Option 1	Option 2	Option 3	Option 4
<b>Unitary 1</b> City with boundary expansion	<b>Unitary 1</b> Existing city, Oadby and Wigston, Harborough, and Blaby	<b>Unitary 1</b> Existing city	<b>Unitary 1</b> Existing city
<b>Unitary 2</b> Part Leicestershire county and Rutland	<b>Unitary 2</b> Hinckley and Bosworth, North West Leicestershire, Charnwood, Melton and Rutland	<b>Unitary 2</b> Leicestershire county and Rutland	<b>Unitary 2</b> North West Leicestershire, Charnwood, Melton and Rutland
			<b>Unitary 3</b> Oadby and Wigston, Harborough, Blaby, and Hinckley and Bosworth

This Equality Impact Assessment (EIA) provides a high-level overview of the equality implications of LGR on people residing in LLR, with regards to the four options for restructuring local government into unitary authorities. This report will be submitted alongside Leicester City Council's LGR proposal on 28 November 2025. As the LGR process is ongoing, this assessment is at an early stage, and more detailed EIA review will take place once the Government decides on a reorganisation proposal for implementation.

LGR will bring high-level benefits to service delivery:

- **Alignment to Government missions:** enabling the councils to better align with national government priorities, making it easier to implement central policies and access related funding.
- **Simplifying local government:** reducing duplication, streamlining decision making, and making services easier for residents to access and understand.
- **Supporting economic growth:** bringing new powers, flexibility and additional funding to local authorities.
- **Accelerating development:** speeding up housing and infrastructure projects, and job creation in priority sectors.
- **Standardisation of services:** policies, eligibility criteria and service standards are likely to be harmonised across the new authority area, reducing variation.
- **Integrated service planning:** opportunities to design and deliver services (such as social care and housing) in a more coordinated way, supporting holistic approaches to residents' needs.
- **Simpler points of contact:** residents and service users will have one council to contact for all local government services, making it easier to navigate of support and information.

## 2. EQUALITY IMPLICATIONS/OBLIGATIONS

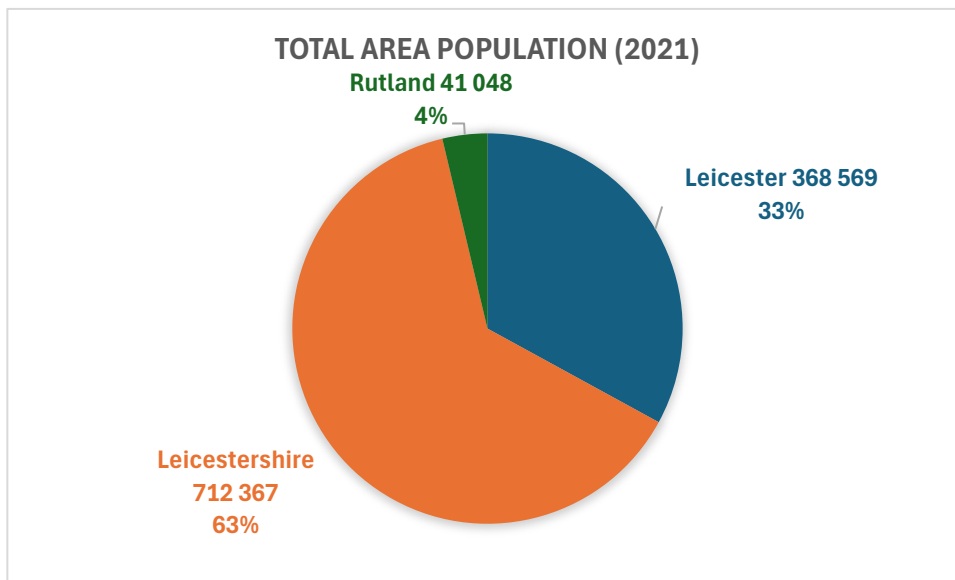
Noting the benefits highlighted above, LGR can positively support the aims of the Public Sector Equality Duty (PSED) – for example by:

- a. **eliminating unlawful discrimination, harassment, and victimisation:** this process is an opportunity for LLR to standardise policies and practices, ensure consistent compliance with equality legislation and reduce the risk of discrimination across the services provided by the local authorities
- b. **advancing equality of opportunity between different groups:** by pooling resources and expertise, LLR can provide fairer access to services and opportunities, helping close gaps and promoting social inclusion
- c. **fostering good relations between different groups:** enhanced services, such as improved transport, make it easier for residents to connect and participate in community activities, encouraging greater interaction and inclusivity.

### 3. WHO IS AFFECTED?

According to the 2021 Census, Leicester’s population increased to 368,569, up from 329,839 in 2011. Over the same period, the city’s population density rose significantly, reaching 5,027.2 residents per square kilometre in 2021, making Leicester the most densely populated local authority area in the East Midlands.

The data highlights that Leicester has a particularly young population, with a median age of 33, which is among the lowest both regionally and nationally (compared to a median age of 40 for England). In contrast, Leicestershire’s population was estimated at 712,367, with a median age of 40, reflecting an older demographic. Rutland, meanwhile, had a population of 41,048 and a median age of 46, with a higher proportion of residents aged 65 and over. The older age profile in Leicestershire and Rutland could suggest different pressures on local services, such as increased demand for adult social care, healthcare, and age-appropriate community resources, compared to areas with a younger population. Based on the 2021 Census data, LLR had a population of 1,121,984 residents.



Total population of Leicestershire, Leicester, Rutland-Source: ONS 2021 Census

It is recognised that individuals with protected characteristics across the three areas, as well as council staff, may be disproportionately affected by reorganisation and service disaggregation. Section 6 of this appendix provides an initial assessment of the potential impacts on people with protected characteristics. However, a more detailed analysis – including a specific impact assessment for staff – will be required once a preferred option is determined by Government.

### 4. INFORMATION USED TO INFORM THE EIA

#### 4.1 Data sources

1. **Demographic data:** sourced from the latest Census (2021) and ONS local authority profiles. Used to understand population breakdowns by age, disability, gender reassignment, marriage and civil partnership status, pregnancy and maternity, ethnicity and race, religion, sex, and sexual orientation.
2. **Service usage statistics:** analysis of current access and uptake of key services (housing, education, health, social care) from council records and internal reports.

3. **National and regional trends:** reference to national equality and inclusion reports (for example, EHRC, Joseph Rowntree Foundation) and regional deprivation indices.
4. **Consultation findings:** feedback from public consultation events and targeted surveys with public bodies and residents.

#### **4.2 Existing gaps in data**

- Some local authorities have less comprehensive equality monitoring data.
- The stakeholder survey had limited data on intersectional responses (such as disabled ethnic minorities or older people with gender reassignment).
- Some service usage data is historic and may not reflect current trends post-pandemic.

#### **4.3 How they were addressed**

- Used proxy data from similar districts and national datasets to estimate likely impacts.
- Supplemented with qualitative evidence from consultations and stakeholder surveys.
- Used national trends and best practice guidelines to anticipate potential challenges.

#### **4.4 Remaining limitations**

- Some groups may remain underrepresented in data (for example, undocumented migrants and transient populations).
- Ongoing equality monitoring will be needed post-reorganisation to identify and address emerging gaps.

## **5. STAKEHOLDER CONSULTATIONS**

### **a. Stakeholder sessions**

LCC conducted a series of stakeholder sessions in September and October 2025, engaging representatives from the business sector, public bodies, parish councils, and the voluntary and community sector and social enterprises (VCSE).

### **b. Public survey**

A resident survey was conducted to identify what people considered to be important regarding council-provided public services. The survey was open to all residents and included questions on respondents' protected characteristics.

The report of engagement, Appendix 6 appended to the submission document, summarised in Section 3.5 of main submission document, has been used to shape the submission.

Particular issues raised that are relevant to this EIA include, for example, the need to keep the services, partners (particularly including VCSE) and service beneficiaries involved in service reorganisation and delivery throughout the LGR process. Also to maintain good service delivery during transition, accepting there will be disruption.



## 6. POTENTIAL EQUALITY IMPACT ON PROTECTED CHARACTERISTICS

Each protected characteristic is set out in this section and considered against the LGR options outlined in the table below, with particular a focus on comparative negative and positive impacts between the options.

LGR Options for LLR			
Option 1	Option 2	Option 3	Option 4
<b>Unitary 1</b> City expansion	<b>Unitary 1</b> Existing city, Oadby & Wigston, Harborough and Blaby	<b>Unitary 1</b> Existing city	<b>Unitary 1</b> Existing city
<b>Unitary 2</b> Part Leicestershire county and Rutland	<b>Unitary 2</b> Hinckley & Bosworth, North West Leicestershire, Charnwood, Melton and Rutland	<b>Unitary 2</b> Leicestershire county and Rutland	<b>Unitary 2</b> North West Leicestershire, Charnwood, Melton and Rutland
			<b>Unitary 3</b> Oadby & Wigston, Harborough, Blaby, and Hinckley and Bosworth

### 1. Age

The combined age profile of Leicestershire, Leicester and Rutland presents a diverse demographic landscape. Rural areas such as Rutland and parts of Leicestershire tend to have ageing populations, while Leicester, as an urban centre, is characterised by a younger population. Understanding this variation is essential for assessing the potential impacts of LGR and ensuring equitable service provision across all communities in the region.

	Leicester	Leicestershire	Rutland
<b>Total population</b>	<b>368,569</b>	<b>712,367</b>	<b>41,048</b>
Aged 4 years and under	22,302 (6.1%)	36,021 (5.1%)	1,642 (4.0%)
Aged 5 to 9 years	24,808 (6.7%)	40,012 (5.6%)	1,972 (4.8%)
Aged 10 to 15	30,447 (8.3%)	48,901 (6.9%)	3,136 (7.6%)
Aged 16 to 19	23,507 (6.4%)	34,292 (4.8%)	2,165 (5.3%)
Aged 20 to 24	36,112 (9.8%)	41,191 (5.8%)	1,850 (4.5%)
Aged 25 to 34	54,784 (14.9%)	85,196 (12.0%)	4,320 (10.5%)
Aged 35 to 49	74,473 (20.2%)	132,106 (18.5%)	7,009 (17.1%)

Aged 50 to 64	58,637 (15.9%)	146,569 (20.6%)	8,570 (20.9%)
Aged 65 to 74	25,263 (6.9%)	79,443 (11.2%)	5,332 (13.0%)
Aged 75 to 84	12,844 (3.5%)	49,847 (7.0%)	3,598 (8.8%)
Aged 85 years and over	5,392 (1.5%)	18,789 (2.6%)	1,454 (3.5%)

Age distribution per area based on the 2021 ONS Census

Based on the population profiles and age distribution across the LLR region, LGR and the resulting disaggregation of services are likely to have a significant impact on age-specific provision, particularly adult social care (ASC) and children's services, as these areas are most closely aligned with the needs of different age groups in the community.

### **Adult social care**

Neighbourhood models of adult social care are being accelerated in Leicester, consistent with NHS England's national direction to expand neighbourhood-based health and care delivery. Option 1 could enable this approach to be extended across the wider urban footprint, supporting continuity of care and reducing variation in access for older residents, while other options may introduce greater complexity in aligning neighbourhood models consistently across LLR.

ASC services support adults, carers and families to live safely, independently and with dignity. These services support residents with a wide range of needs, including older adults, individuals with learning disabilities, physical or sensory impairments, dementia, substance misuse issues, long-term or terminal illnesses, and mental health conditions. Support includes assessment, care planning and safeguarding, delivered through a variety of options such as residential and nursing care, supported living, shared lives schemes, community and home-based care, and direct payments.

### **Children's services**

A comprehensive range of children's services is designed to support the wellbeing, development and safety of children and families across the region. These services include safeguarding and child protection, fostering and adoption, support for care leavers, and specialist help for children with special educational needs and disabilities (SEND). The councils also offer early help and family support, youth services, education support, and health and well-being initiatives, often working in partnership with health and community organisations.

### **Potential impact of the proposals**

#### ***a. Option 1***

#### **Potential negative impacts:**

- Disruption of services during transition through disaggregation.
- Different eligibility criteria between the two authorities (Leicester and Leicestershire + Rutland) could create complexities in ensuring that newly integrated residents continue to receive the age-related support they need.

#### **Potential positive impacts:**

- Expanding Leicester's city boundary will allow the unitary councils to adopt a unified approach to service delivery across coherent geographies with similar service needs

for adults and children: i.e. urban/suburban and rural. Would help to deliver consistent, high-quality public services.

- Coherent urban area leads to stronger economic growth and more employment for younger people.
- Balanced unitary populations and cost per capita delivering greater efficiency in service delivery.

***b. Option 2***

**Potential negative impacts:**

- Disruption of services during transition through disaggregation.
- Retains fragmented approach across respective urban city and rural service areas.

**Potential positive impacts:**

- More balanced unitary populations and cost per capita.

***c. Option 3***

**Potential negative impacts:**

- Geography is incoherent and does not recognise urban/suburban and rural areas with similar service needs for adults and children. Could hinder strategic planning and service coordination for age-specific services, making it difficult to implement consistent policies and initiatives that effectively address the varying needs of both unitary areas.
- Continued confusion over who runs services in urban/suburban area
- Substantial population and cost per capita imbalance.

**Potential positive impacts:**

- Reduced disruption to service delivery during transition phase, as no disaggregation with city required. However, still need to aggregate Rutland services.

***d. Option 4***

**Potential negative impacts:**

- Disaggregation of age-specific services, particularly adult social care and children's services, across three unitary authorities leading to disruption during transition.
- Retains fragmented service delivery approach across respective urban area and rural areas.
- Three rather than two unitary councils leads to greater chance of inconsistent standards across boundaries – particularly where the three unitary come together at the city boundary.
- Continued confusion over who runs services in urban/suburban area.
- Less efficient arrangement leads to greater cost per capita.

**Potential positive impacts:**

- None apparent.

**Mitigation:**

- Options that have a coherent geography and deliver simpler service delivery arrangements are likely to deliver better, more efficient and cost-effective services
- Good governance and transition planning to minimise disruption during change
- Work closely with respective service teams to oversee transition
- Work closely with local voluntary and community organisations to maintain support for older people and children.

**2. Disability**

In 2021, every local authority in the East Midlands reported a decrease in the proportion of residents identified as disabled whose day-to-day activities were limited. Regionally, this proportion fell from 9.3% to 7.7%. Residents living with disabilities could be affected by local government reorganisation, which may impact the services they currently receive from local authorities. These services include the disabled facilities grant (DFG) for home adaptations, support for children with special educational needs and disabilities (SEND), and access to occupational therapy and assistive technology. As LGR progresses, care must be taken to ensure that the impacts on these residents are carefully managed, so that they are not disadvantaged by any changes to services or support.

**Potential impact of the proposals****a. Option 1****Potential negative impacts:**

- Expanding the city's borders could create complexities as aligning support services, eligibility criteria and accessibility standards across newly merged areas risks disruption during the transition.

**Potential positive impacts:**

- Expanding the city boundary would enable the city council to establish uniform disability service standards for a coherent urban service delivery area, ensuring all residents receive equitable support, regardless of their location.
- Balanced unitary populations and cost per capita delivering greater efficiency in service delivery.

**b. Option 2****Potential negative impacts:**

- Integrating the three neighbouring districts into Leicester city could create complexities in reassessing residents with disabilities under potentially different eligibility criteria, risking disruption to ongoing support and posing challenges to maintaining continuity of care and ensuring a smooth transition for service users.
- Retains fragmented approach across respective urban city and rural service delivery areas.

**Potential positive impacts:**

- More balanced unitary populations and cost per capita.



- A single point of contact with Leicester City Council would enable disabled residents to access all key services (social care, housing, education, transport) through one coherent system for the whole urban area, reducing confusion and administrative burden, and promoting more joined-up support.
- By offering disability services across an enlarged area, Leicester City Council can achieve economies of scale, reducing overall costs while maintaining or improving service quality. Equally, delivery across a unified rural area may deliver the opportunity for more efficient service delivery.

**c. Option 3**

**Potential negative impacts:**

- Geography is incoherent and does not recognise urban/suburban and rural areas with similar service needs. Could hinder strategic planning and service coordination for disability specific services, making it difficult to implement consistent policies and initiatives that effectively address the varying needs of both unitary areas.
- Continued confusion over who runs services in urban area.
- Substantial population and cost per capita imbalance, leading potentially to inefficiency in service delivery.

**Potential positive impacts:**

- May be some transition benefits through less disaggregation.
- Potential benefits in linking Leicestershire and Rutland in terms of consistent service delivery.

**d. Option 4**

**Potential negative impacts:**

- Disaggregation of disability related services across three unitary authorities leading to disruption during transition.
- Retains fragmented service delivery approach across respective urban area and rural areas.
- Three rather than two unitary councils leads to greater chance of inconsistent standards across boundaries – particularly where the three unitary come together at the city boundary.
- Continued confusion over who runs services in urban/suburban area.
- Less efficient arrangement leads to greater cost per capita.

**Potential positive impacts:**

- None significant.

**Mitigation:**

- Options that have a coherent geography and deliver simpler service delivery arrangements are likely to deliver better, more efficient and cost-effective services.
- Good governance and transition planning to minimise disruption during change
- Work closely with respective service teams to oversee transition.
- Maintain engagement with disabled residents and advocacy organisations to understand their concerns and ensure that disabled people are actively involved in designing new service models throughout the transition period.

- Consider putting clear protocols in place to ensure existing care packages, support services, and adaptations are maintained during and after the transition.
- Provide service updates and guidance in accessible formats (Easy Read, large print, braille, BSL, audio) to provide inclusivity for disabled people.
- Engage VCSE organisations to ensure disabled people are represented and their needs are included throughout the Local Government Reorganisation process.

### 3. Gender reassignment

Based on the 2021 Census, the majority of the residents in LLR identified with the same sex as registered at birth, providing important context for understanding the local population in relation to gender reassignment. While local authorities do not offer direct or specific services targeted at individuals undergoing gender reassignment, they provide support by signposting or connecting individuals to relevant advocacy groups and appropriate health facilities.

Gender identity	Leicestershire	Leicester	Rutland
Gender identity the same as sex registered at birth	555 731 (94.6%)	260 140 (89.4%)	32 573 (95.0%)
Gender identity different from sex registered at birth but no specific identity given	736 (0.1%)	1 649 (0.6%)	30 (0.1%)
Trans woman	373 (0.1%)	437 (0.2%)	16 (0.0%)
Trans man	361 (0.1%)	496 (0.2%)	20 (0.1%)
Non-binary	280 (0.0%)	210 (0.1%)	8 (0.0%)
All other gender identities	144 (0.0%)	119 (0.0%)	6 (0.0%)
Not answered	29 808 (5.1%)	27 963 (9.6%)	1 644 (4.8%)

Gender Identity for LLR - Source: ONS 2021 Census

#### Potential impact of the proposals

##### a. Option 1

#### Potential negative impacts:

- None significant.

#### Potential positive impacts:

- Expanding the city boundary would enable both unitary councils to focus on more coherent urban/rural service delivery.
- Balanced unitary populations and cost per capita delivering greater efficiency in service delivery.

##### b. Option 2

#### Potential negative impacts:

- None significant.

#### Potential positive impacts:

- Balanced unitary populations and cost per capita delivering greater efficiency in service delivery.

**c. Option 3**

**Potential negative impacts:**

- Potentially inefficient due to very imbalanced populations.
- Continued confusion over who runs services in urban area.

**Potential positive impacts:**

- Potential benefits in linking Leicestershire and Rutland to work better with support and advocacy groups.

**d. Option 4**

**Potential negative impacts:**

- Three rather than two unitary councils leads to greater chance of inconsistent support networks across boundaries.
- Continued confusion over who runs services in urban area.
- Less efficient arrangement leads to greater cost per capita.

**Potential positive impacts:**

- None significant.

**Mitigation:**

- During the LGR transition, ensure that clear referral pathways and signposting to gender-affirming healthcare are maintained, so that no individuals are overlooked or left without support.
- Involve relevant VCSE and other organisations in service planning and consultations.
- Implement robust protocols to safeguard sensitive information related to gender reassignment, ensuring that no data is inadvertently disclosed or leaked during the LGR transition process.

## **4. Marriage and civil partnership**

The 2021 Census collected data on the marital and civil partnership status of residents, providing insight into the diversity of relationships across LLR. For local authorities, the protected characteristic of marriage and civil partnership is most directly and legally tied to the functions as both an employer and a provider of statutory services.

As an employer, a council must ensure it does not discriminate against staff based on their marital status. Furthermore, councils are legally required to provide non-discriminatory registration services for marriage and civil partnership, including giving notice, ceremony coordination, and issuing certificates, ensuring equal access for all eligible opposite-sex and same-sex couples. The 2021 Census recorded the following:

Marriage and civil partnership status	Leicestershire	Leicester	Rutland
Never married and never registered a civil partnership	197,796 (33.7%)	125,393 (43.1%)	10,140 (29.6%)
Married or in a registered civil partnership	286,441 (48.8%)	126,202 (43.4%)	17,891 (52.2%)
Married	285,438 (48.6%)	125,597 (43.2%)	17,826 (52.0%)
In a registered civil partnership	1,003 (0.2%)	605 (0.2%)	65 (0.2%)
Separated, but still legally married or still legally in a civil partnership	12,065 (2.1%)	5,759 (2.0%)	746 (2.2%)
Divorced or civil partnership dissolved	53,477 (9.1%)	18,946 (6.5%)	3,157 (9.2%)
Widowed or surviving civil partnership partner	37,655 (6.4%)	14,712 (5.1%)	2,366 (6.9%)

Legal partnership status for LLR - Source: ONS 2021 Census

## Potential impact of the proposals

### *a. Option 1*

#### Potential negative impacts:

- Potential disruption during transition phase

#### Potential positive impacts:

- Expanding the city boundary would enable both unitary councils to focus on more coherent urban/rural service delivery.

### *b. Option 2*

#### Potential negative impacts:

- Potential disruption during transition phase

#### Potential positive impacts:

- Balanced unitary populations and cost per capita delivering greater efficiency in service delivery.

### *c. Option 3*

#### Potential negative impacts:

- Potentially inefficient due to very imbalanced populations.
- Continued confusion over who runs services in urban area.



**Potential positive impacts:**

- Potential benefits in linking Leicestershire and Rutland in terms of consistent service delivery

***d. Option 4*****Potential negative impacts:**

- Three rather than two unitary councils leads to greater chance of inconsistent support networks across boundaries.
- Continued confusion over who runs services in urban area.
- Less efficient arrangement leads to greater cost per capita.

**Potential positive impacts:**

- None significant.

**Mitigation:**

- Provide citizens with regular updates on changes to registration locations, procedures and contacts.
- Implement secure protocols for transferring and protecting sensitive marriage and civil partnership records.
- Ensure temporary or relocated registry offices remain accessible, especially for vulnerable and rural populations.
- Ensure continuous engagement with voluntary communities, couples and advocacy groups to understand their needs and concerns.

**5. Pregnancy and maternity**

According to the 2021 national census, Leicestershire, Leicester and Rutland are home to a diverse and growing population of women of childbearing age, expectant mothers and young families. The region provides a wide range of maternity services, including midwife-led units and at-home birth options delivered through University Hospitals of Leicester. In addition, comprehensive support networks and public health initiatives, such as the Healthy Together Programme led by Leicestershire Partnership NHS Trust, are in place to promote the health and well-being of mothers, babies and families.

As the LGR process evolves, it is crucial to ensure that there is no disruption to these vital services during the period of transition, so that all residents continue to receive consistent, high-quality care and support.

**Potential impact of the proposals*****a. Option 1*****Potential negative impacts:**

- Disruption of services during transition.

**Potential positive impacts:**

- Integrating minority groups into an expanded city provides greater opportunities to achieve economies of scale, allowing for more efficient and improved provision of services that support diverse beliefs and cultural practices around pregnancy, birth and maternity.
- Expanding the boundary would provide residents with a single point of contact for accessing coherent and integrated maternity services, extending support to more families who may not have previously had access and ensuring more equitable and comprehensive care across the expanded area.
- The city council would be better positioned to tailor maternity and pregnancy support to the specific needs of the urban population, enabling the design and delivery of services that reflect diverse cultural backgrounds, health challenges and access requirements.

***b. Option 2***

**Potential negative impacts:**

- Disruption of services during transition.

**Potential positive impacts:**

- Greater opportunities to achieve economies of scale, allowing for more efficient and improved provision of services that support diverse beliefs and cultural practices around pregnancy, birth and maternity.
- Provides residents with a single point of contact across the urban and rural areas respectively for accessing coherent and integrated maternity services, extending support to more families who may not have previously had access and ensuring more equitable and comprehensive care.

***c. Option 3***

**Potential negative impacts:**

- Potentially inefficient due to very imbalanced populations.
- Continued confusion over who runs services in urban area.
- Differing policies, service levels and priorities between unitary councils, resulting in variable standards of maternity and pregnancy support and potential inequalities in care for residents depending on where they live.

**Potential positive impacts:**

- None significant.

***d. Option 4***

**Potential negative impacts:**

- Greater chance of inconsistent service across boundaries.
- Continued confusion over who runs services in urban area.
- Less efficient arrangement leads to greater cost per capita.

- Greater service disaggregation and inconsistent delivery of maternity and pregnancy support across the region, increasing the risk of unequal access and variable care standards for residents.
- Option results in the creation of three organisations for health and VCSE partners to engage with, increasing the complexity of coordination and partnership working across the region.

**Potential positive impacts:**

- None significant.

**Mitigation:**

- Ensure that the transition considers the maintenance of uninterrupted access to maternity services, including antenatal, birth and postnatal care.
- Provide clear, accessible information about any changes in service locations, contact details or referral processes.
- Use the community engagement channels to provide assurance to expected mothers that reorganisation will not affect their access to services.
- Protect and strengthen links with local health visitors, midwives, voluntary sector organisations and peer support groups that play a vital role in maternity care.

**6. Race**

Leicestershire, Leicester, and Rutland present a diverse landscape in terms of ethnicity and race. According to the 2021 census, the majority of the populations in Leicestershire and Rutland are White, with less ethnic diversity in these areas. In contrast, Leicester’s population shows a close balance between Asian and White groups, with Asian communities forming the largest ethnic group. This highlights the significant variation in community profiles across the three areas.

<b>Ethnicity</b>	<b>Leicestershire</b>	<b>Leicester</b>	<b>Rutland</b>
Asian, Asian British or Asian Welsh	58,066 (8.2%)	159,977 (43.4%)	634 (1.5%)
Black, Black British, Black Welsh, Caribbean or African	7,913 (1.1%)	28,766 (7.8%)	552 (1.3%)
Mixed or multiple ethnic groups	15,543 (2.2%)	13,899 (3.8%)	744 (1.8%)
White	623,429 (87.5%)	150,657 (40.9%)	38,909 (94.8%)
Other ethnic group	7,415 (1.0%)	15,272 (4.1%)	211 (0.5%)

Race profile for LLR - Source: ONS 2021 Census

**Potential impact of the proposals**

**a. Option 1**

**Potential negative impacts:**

- Disruption of services during transition.
- Integrating areas with different ethnic compositions may add complexity to service delivery, with different demands on services.

**Potential positive impacts:**

- Expanding the city boundary would enable both unitary councils to focus on more coherent urban/rural service delivery.
- Balanced unitary populations and cost per capita delivering greater efficiency in service delivery.
- Leicester City Council already has extensive experience serving a diverse ethnic population, so integrating residents is unlikely to present challenges in service delivery.
- Expanding the city's boundary ensures that culturally diverse areas are formally recognised as part of the urban or peri-urban footprint. This facilitates a more accurate aggregation of service needs, enabling Leicester City Council to plan and deliver services more efficiently and effectively, with targeted support that reflects the unique characteristics and requirements of these communities.
- Cultural and language diversity in the city has also led to the development of established support structures, including translation services, culturally appropriate care and community engagement programmes. Boundary changes would influence the extent to which these strengths are available more widely across LLR, with option 1 enabling their reach into adjoining areas.

***b. Option 2*****Potential negative impacts:**

- Disruption of services during transition.
- Integrating areas with different ethnic compositions may add complexity to service delivery, with different demands on services.

**Potential positive impacts:**

- Whole area could benefit from Leicester City Council already having extensive experience serving a diverse ethnic population.

***c. Option 3*****Potential negative impacts:**

- Potentially inefficient due to very imbalanced populations.
- Continued confusion over who runs services in urban area.
- Differing policies, service levels and priorities between unitary councils, resulting in variable standards of support across urban area.

**Potential positive impacts:**

- None significant.

***d. Option 4*****Potential negative impacts:**

- Greater chance of inconsistent service across boundaries. Fragmented approaches to racial inclusion, with inconsistent policies potentially widening inequalities and limiting the effectiveness of support.
- Continued confusion over who runs services in urban area.



- Less efficient arrangement leads to greater cost per capita.

**Potential positive impacts:**

- None significant.

**Mitigation:**

- Involve Voluntary Community and Social Enterprise (VCSE) organisations in planning and consultation processes to understand specific needs and concerns related to reorganisation and service delivery.
- Proactively consult and involve ethnic minority groups in planning and service redesign, ensuring their voices are heard throughout the transition.
- Maintain robust systems to collect, monitor and publish data on service access and outcomes by ethnicity, enabling targeted interventions where disparities arise.

**7. Religion or belief**

Leicestershire, Leicester and Rutland are home to a rich variety of religious and belief communities, reflecting both long-standing traditions and newer patterns of migration and settlement. The region encompasses a diverse range of faiths, including significant Christian, Hindu, Muslim, Sikh, Buddhist, Jewish and other religious populations, as well as a growing number of residents identifying with no religion. Understanding this diversity is essential for LGR to ensure that local policies, service provision and community engagement are inclusive, respectful and responsive to the needs of all residents.

Religion	Leicestershire	Leicester	Rutland
No religion	287,394 (40.3%)	84,607 (23%)	15,239 (37.1%)
Christian	325,889 (45.7%)	91,161 (24.7%)	22,728 (55.4%)
Buddhist	1,981 (0.3%)	1,181 (0.3%)	150 (0.4%)
Hindu	26,256 (3.7%)	65,821 (17.9%)	125 (0.3%)
Jewish	530 (0.1%)	326 (0.1%)	53 (0.1%)
Muslim	16,071 (2.3%)	86,443 (23.5%)	258 (0.6%)
Sikh	11,892 (1.7%)	16,443 (23.5%)	67 (0.2%)
Other religion	3,275 (0.5%)	2,075 (0.6%)	201 (0.5%)
Not answered	39,078 (5.5%)	20,509 (5.6%)	2,231 (5.4%)

Religion and belief profile for LLR - Source: ONS 2021 Census

**Potential impact of the proposals**

**a. Option 1**

**Potential negative impact:**

- Disruption of services during transition.

**Potential positive impact:**

- Expanding the city boundary would enable both unitary councils to focus on more coherent urban/rural service delivery.
- Balanced unitary populations and cost per capita delivering greater efficiency in service delivery.
- Leicester City Council already has extensive experience serving a population with diverse religious beliefs, so integrating residents with varied faiths could improve service delivery in those areas.

***b. Option 2***

**Potential negative impact:**

- Disruption of services during transition.

**Potential positive impact:**

- Leicester City Council and partners already have extensive experience serving a diverse faith population which could benefit the wider area

***c. Option 3***

**Potential negative impact:**

- Potentially inefficient due to very imbalanced populations.
- Continued confusion over who runs services in urban area.
- Differing policies, service levels and priorities between unitary councils, resulting in variable standards of service support across urban area.

**Potential positive impact:**

- Efficiencies in combining county authorities.

***d. Option 4***

**Potential negative impact:**

- Continued confusion over who runs services in urban area.
- Less efficient arrangement leads to greater cost per capita.
- Greater service disaggregation and inconsistent delivery of maternity and pregnancy support across the region, increasing the risk of unequal access and variable care standards for residents.

**Potential positive impact:**

- None significant.

**Mitigation:**

- Involve faith leaders and Voluntary Community and Social Enterprise (VCSE) organisations in LGR planning and consultation processes to understand specific needs and concerns related to reorganisation and service delivery.
- Ensure continuity of essential services during transition, such as faith-based burial provisions, dietary accommodations in schools and care homes, and access to places of worship.
- Offer clear, accessible guidance about any changes to services, facilities or contacts, particularly around key religious events and needs.
- Maintain robust systems to collect, monitor and publish data on service access and outcomes by faith, enabling targeted interventions where disparities arise.

## 8. Sex

According to [UK Women's Budget Group](#), women and girls are more significantly affected by government spending cuts and changes in local authority services, as they rely more heavily on council services such as social care, education, domestic violence support, transport, housing and public health. As LGR progresses, it is essential to consider the potential impact on both men and women in LLR.

Sex	Leicestershire	Leicester	Rutland
Females	360,613 (50.6%)	186,460 (50.6%)	19,977 (48.7%)
Male	351,753 (49.4%)	182,112 (49.4%)	21,072 (51.3%)

Gender profile for LLR - Source: ONS 2021 Census

### Potential impact of the proposals

#### *a. Option 1*

##### Potential negative impacts:

- Disruption of services during LGR transition.

##### Potential positive impacts:

- Expanding the city boundary would enable both unitary councils to focus on more coherent urban/rural service delivery.
- Balanced unitary populations and cost per capita delivering greater efficiency in service delivery.

#### *b. Option 2*

##### Potential negative impacts:

- Disruption of services during transition.

##### Potential positive impacts:

- economies of scale in delivering services for both men and women, reducing costs and improving efficiency while maintaining high service standards across the larger area.

#### *c. Option 3*

##### Potential negative impacts:

- Potentially inefficient due to very imbalanced populations.
- Continued confusion over who runs services in urban area.
- Differing policies, service levels and priorities between unitary councils, resulting in variable standards of service support across urban area.
- Lack of coherent planning and inconsistent services for women depending on where they live.

##### Potential positive impacts:

- Efficiencies in combining Leicestershire and Rutland councils.

#### **d. Option 4**

##### **Potential negative impacts:**

- Greater chance of inconsistent service across boundaries limiting the effectiveness of support.
- Continued confusion over who runs services in urban area.
- Less efficient arrangement leads to greater cost per capita.
- Greater service disaggregation and inconsistent delivery of maternity and pregnancy support across the region, increasing the risk of unequal access and variable care standards for residents.

##### **Potential positive impacts:**

- None significant.

##### **Mitigation:**

- Consider staff training on gender-sensitive service delivery to recognise and address the distinct needs of males and females, particularly in early years, health and social care.
- Collaborate with local voluntary, community, and specialist gender-focused organisations to maintain and enhance support services during the transition.

## **9. Sexual orientation**

Leicestershire, Leicester and Rutland local authorities promote sexual orientation diversity by supporting the Leicester LGBT Centre, which provides counselling, support groups and advice for LGBTQ+ individuals across the region. According to the 2021 Census by the Office for National Statistics, the following data was recorded for the three areas:

<b>Sexual orientation</b>	<b>Leicestershire</b>	<b>Leicester</b>	<b>Rutland</b>
Straight or heterosexual	535,086 (91.1%)	250,153 (86.0%)	31,470 (91.8%)
Gay or lesbian	7,028 (1.2%)	3,291 (1.1%)	381 (1.1%)
Bisexual	5,942 (1.0%)	5,303 (1.8%)	292 (0.9%)
Pansexual	470 (0.1%)	280 (0.1%)	25 (0.1%)
Asexual	322 (0.1%)	172 (0.1%)	16 (0.0%)
Queer	86 (0.0%)	84 (0.0%)	4 (0.0%)
All other orientations	445 (0.1%)	880 (0.3%)	25 (0.1%)
Not answered	38,055 (6.5%)	30,847 (10.6%)	2,083 (6.1%)

Sexual orientation for LLR - Source: ONS-2021 Census

##### **Potential impact of the proposals**

#### **a. Option 1**

##### **Potential negative impacts:**

- Disruption of services during LGR transition.

**Potential positive impacts:**

- Since statistics show that the city and county have similar profiles regarding sexual orientation, expanding the city's boundary would not pose additional complexities for Leicester City Council. This allows the council to seamlessly continue its existing approach to supporting residents with diverse sexual orientations across the expanded area.

**b. Option 2****Potential negative impacts:**

- Disruption of services during LGR transition.

**Potential positive impacts:**

- Since statistics show that the city and county have similar profiles regarding sexual orientation, integrating the three districts would not pose additional complexities for Leicester City Council. This allows the council to seamlessly continue its existing approach to supporting residents with diverse sexual orientations across the expanded area.

**c. Option 3****Potential negative impacts:**

- Potentially inefficient due to very imbalanced populations.
- Uneven service quality for people of diverse sexual orientations, as access to inclusive services and safe spaces may vary depending on where you live.
- Continued confusion over who runs services in urban area.
- Differing policies, service levels and priorities between unitary councils, resulting in variable standards of service support across urban area.

**Potential positive impacts:**

- Efficiencies in combining county authorities.

**d. Option 4****Potential negative impacts:**

- Greater chance of inconsistent service across boundaries limiting the effectiveness of support for residents of diverse sexual orientations, increasing the risk of unequal access to inclusive services.
- Continued confusion over who runs services in urban area.
- Less efficient arrangement leads to greater cost per capita.

**Potential positive impacts:**

- None significant.

**Mitigation:**

- Collaborate closely with LGBTQ+ groups and other VCSEs to co-design services, ensure community voices are heard and provide ongoing feedback on service delivery.

- Consider providing training for council staff on LGBTQ+ inclusion, cultural competency and anti-discrimination practices to ensure respectful and effective support.
- Share transparent, accessible information about service changes with LGBTQ+ communities, and uphold strict data privacy standards to reduce anxiety and maintain trust and continuity of care.
- Maintain robust systems to collect, monitor and publish data on service access and outcomes by sexual orientation, enabling targeted interventions.

## **6. SUMMARY OF PROTECTED CHARACTERISTICS**

As the reorganisation process is still in its early phases, the current EIA has proactively considered all nine protected characteristics as outlined in the Equality Act 2010. At this stage, certain protected groups may experience a greater impact from the proposed changes than others. However, due to the preliminary nature of these proposals, the assessment remains broad in scope.

Once a final option has been identified, a more comprehensive and detailed EIA will be undertaken. This subsequent assessment will focus on evaluating which protected characteristics are most affected by the changes and determining the specific level and nature of impact on each group.

## **7. ARMED FORCES COVENANT DUTY**

Following the approval of the LGR options, careful monitoring of the impacts of any changes to healthcare, education, and housing services on the Armed Forces community will be undertaken in accordance with the Covenant Duty. All relevant decisions and service developments will be made with due regard to the unique obligations, potential disadvantages, and possible need for special provision for service personnel, veterans, and their families. Where necessary, mitigations and additional support will be considered to ensure that any disadvantages arising from the reorganisation are addressed, maintaining the principles of the Covenant throughout the implementation process.

## **8. OTHER GROUPS THAT COULD BE IMPACTED BY LGR**

### **8.1 Care experienced people**

People who have spent time in local authority care could also be impacted by LGR. It is essential to consider how changes to service structures and responsibilities may affect the support and opportunities available to these individuals. Ensuring continuity of care, safeguarding their rights, and maintaining high standards of provision will be key priorities throughout the LGR process.

### **Potential impact of the proposals**

#### ***a. Option 1***

### **Potential negative impacts:**

- Disruption of services during transition through disaggregation.
- Changes in service boundaries and care teams may interrupt established relationships and support arrangements, making it harder for care experienced young people to maintain stable connections with key workers or carers.



**Potential positive impacts:**

- Care experienced people from newly integrated districts may benefit from Leicester's potentially broader range of specialist services, support programmes and dedicated resources.

**b. Option 2:**

**Potential negative impacts:**

- Disruption of services during transition.
- Differences in policies, resources or support levels between existing Leicester and the newly incorporated districts may lead to variations in the quality or type of care experienced people receive, creating inequity in their opportunities and outcomes.

**Potential positive impacts:**

- Integration into a larger authority may bring access to more educational, employment and housing opportunities, as well as expanded networks and partnerships aimed at supporting care leavers.

**c. Option 3:**

**Potential negative impacts:**

- Potentially inefficient due to very imbalanced populations.
- Continued confusion over who runs services in urban area.
- Differing policies, service levels and priorities between unitary councils, resulting in variable standards of service support across urban area.
- Integrating services across Leicestershire county and Rutland may disrupt existing relationships and support structures for care experienced people, potentially causing instability during the transition.

**Potential positive impacts:**

- LGR provides an opportunity to harmonise policies, procedures, and support standards across Leicestershire and Rutland.

**d. Option 4:**

**Potential negative impacts:**

- Greater chance of inconsistent service across boundaries, limiting the effectiveness of support for care experienced residents increasing the risk of unequal access to inclusive services
- Continued confusion over who runs services in urban area.
- Less efficient arrangement leads to greater cost per capita.

**Potential positive impacts:**

- None significant.

**Mitigation:**

- Ensure timely and accurate transfer of care records, history and care plans between authorities to prevent gaps in provision and maintain personalised support.

- Actively involve care experienced people, carers, and advocacy groups in planning and decision making, and provide clear, accessible information about changes and available support.
- Maintain robust systems to collect, monitor and publish data on service access and outcomes enabling targeted interventions.

## **8.2 Children in poverty**

Children living in poverty remain a significant concern across Leicester, Leicestershire and Rutland. Growing up in low-income households can have far-reaching effects on children's health, education and overall well-being. The local authorities are committed to ensuring that these children are not left disadvantaged by reorganisation and will closely monitor any impact on them throughout the process.

### **Potential impact of the proposals**

#### ***a. Option 1***

##### **Potential negative impacts:**

- Disruption of services during transition.
- The reorganisation of service boundaries and structures could disrupt established support for children living in poverty, including access to free school meals, early help and family support programmes.

##### **Potential positive impacts:**

- Children living in poverty in the newly integrated district areas may benefit from Leicester's broader range of support services, such as free school meals, targeted early help and family support programmes.

#### ***b. Option 2***

##### **Potential negative impacts:**

- Transitioning families and children to new systems from county to city oversight may introduce delays in the delivery of support, confusion over entitlements or gaps in provision, particularly for those most in need.

##### **Potential positive impacts:**

- Application of experience across wider area from the city in tackling child poverty, such as holiday hunger programmes, after-school clubs and community projects.

#### ***c. Option 3***

##### **Potential negative impacts:**

- Potentially inefficient due to very imbalanced populations.
- Continued confusion over who runs services in urban area.
- Differing policies, service levels and priorities between unitary councils, resulting in variable standards of service support across urban area.
- The process of merging services across Leicestershire and Rutland may interrupt established family support programmes, school partnerships and community networks that many children living in poverty rely on.

**Potential positive impacts:**

- Combining resources from Leicestershire and Rutland may enable greater investment in anti-poverty initiatives, such as free school meals, early help and family support programmes, benefiting a wider range of children.

**d. Option 4****Potential negative impacts:**

- Greater chance of inconsistent service across boundaries limiting the effectiveness of support for children in poverty, increasing the risk of unequal access to inclusive services.
- Continued confusion over who runs services in urban area.
- Less efficient arrangement leads to greater cost per capita.

**Potential positive impacts:**

- None significant.

**Mitigation:**

- Consider resource allocation areas with higher concentrations of child poverty, ensuring that the most vulnerable children continue to receive adequate support.
- Consult regularly with families, schools, community organisations and advocacy groups to understand local needs, communicate changes and co-design effective interventions.
- Provide accessible and timely information to families about changes to services, entitlements and points of contact, reducing confusion and anxiety, especially during transition.

**9. OTHER SOURCES OF POTENTIAL NEGATIVE IMPACTS**

In addition to the ongoing LGR process, a range of external factors, such as evolving government policies and proposed changes to current provision by public agencies, may also have the potential to negatively impact residents. These factors are routinely monitored by the councils through EIAs to ensure that any adverse effects are identified and appropriately addressed.

**Government policies****a. National immigration policy:**

- Changes that affect the rights or entitlements of migrant and refugee communities, possibly impacting their ability to access services.

**b. Social and political climate:**

- Potential for increased community tensions or changes in national attitudes toward equality, diversity, or inclusion, which may affect service users' sense of belonging and safety.

**c. NHS and healthcare provision:**

- National or regional policy changes, such as NHS restructuring or changes to commissioning, may affect access to health services.

**d. Welfare and benefits reform:**

- Upcoming or recent changes to universal credit, housing benefit, disability allowances, or other welfare arrangements may reduce financial support for low-income households.

In addition to the above changes triggered by the Government, there are external economic impacts that could further disadvantage service users.

**Economic factors:**

**a. Economic downturn or recession:**

- Uncertainty in the national or regional economy may lead to higher unemployment, reduced household incomes, and increased demand for council support.

**b. Inflation and cost-of-living increases:**

- Rising costs for food, fuel, housing and other essentials may disproportionately affect service users on low or fixed incomes.

## **10. HUMAN RIGHTS IMPLICATIONS**

This section considers whether the proposal gives rise to any human rights implications that need to be identified and addressed as part of the reorganisation process. Following approval of the options and as changes to service provision become more defined, a more detailed assessment of the impact of LGR on human rights will be undertaken.

### **1. Right to liberty and security:**

- **Community safety and crime prevention:** changes may affect how crime prevention, safeguarding, and security services are managed, especially in transition.
- **Mitigation:** integrated crime prevention strategies, clear jurisdiction and public information.

### **2. Right to a fair trial:**

- **Timeliness of proceedings:** transition periods may cause delays in hearings, case processing, or administrative decisions.
- **Legal certainty and clarity:** Residents may be unclear about which authority is responsible for legal disputes, appeals or enforcement.
- **Mitigation:** provide residents with up-to-date information about procedures, jurisdictions and support services. Stakeholder engagement with legal professionals, advocacy groups and affected communities.

### **3. Right to no punishment without law:**

- **Consistency in enforcement:** different districts may have had different local rules and penalty structures (for example: parking fines, licensing, public order). Authorities must not punish residents for breaching rules they could not have known about or that did not apply at the time of the alleged offence.

- **Mitigation:** consider grace periods or phased introduction of new local rules to allow residents to adjust.

#### 4. Right to freedom of expression:

- **Local policies affecting speech:** new or harmonised local by-laws (for example: public order, protest regulations, social media policies) must be proportionate and not used to silence dissent or legitimate criticism.
- **Equality and minority voices:** voices from minority, migrant or vulnerable communities must not be marginalised or excluded in the new governance structure.
- **Mitigation:** protection for whistleblowers: maintain or strengthen policies protecting those who raise concerns about public services or governance. Review policies: assess new or harmonised by-laws to ensure they do not unduly restrict freedom of speech or assembly.

#### 5. Right not to be discriminated against:

- **Access to services:** changes in service boundaries, eligibility criteria, or local policies could result in unequal access to services or support, particularly for people with protected characteristics.
- **Mitigation:** harmonise service standards, policies and eligibility criteria across new boundaries to prevent “variable standards” in access to support.

#### 6. Protection of property/peaceful enjoyment:

- **Security and stability:** individuals leasing property from local authorities may face changes to their terms, conditions or security of tenure.
- **Mitigation:** respect existing rights and tenancies to the greatest extent possible, avoiding unnecessary disruption to individuals’ enjoyment of their homes or community assets.

## 11. MONITORING IMPACT

Monitoring the impacts of reorganisation on residents of Leicester is an ongoing priority. While the process is still at an early stage, monitoring strategies will be developed and implemented as options are approved and changes become clearer. In the meantime, the council continues to actively engage with stakeholders to ensure their voices are heard.

## 12. EIA ACTION PLAN

Following the reorganisation decision, Leicester City Council will develop a detailed EIA action plan outlining specific equality objectives, actions and targets. This plan will address any identified impacts from the assessment, set clear measures to promote equality and mitigate disadvantage, and include mechanisms for ongoing monitoring and review to ensure that equality objectives are achieved throughout the implementation process.

This EIA report will be submitted alongside the final LGR proposal to the government by 28 November 2025. A decision from Government on a proposal is expected in summer 2026, after which a more comprehensive EIA and a detailed action plan will be developed for service beneficiaries and staff.

## **Appendix 2**

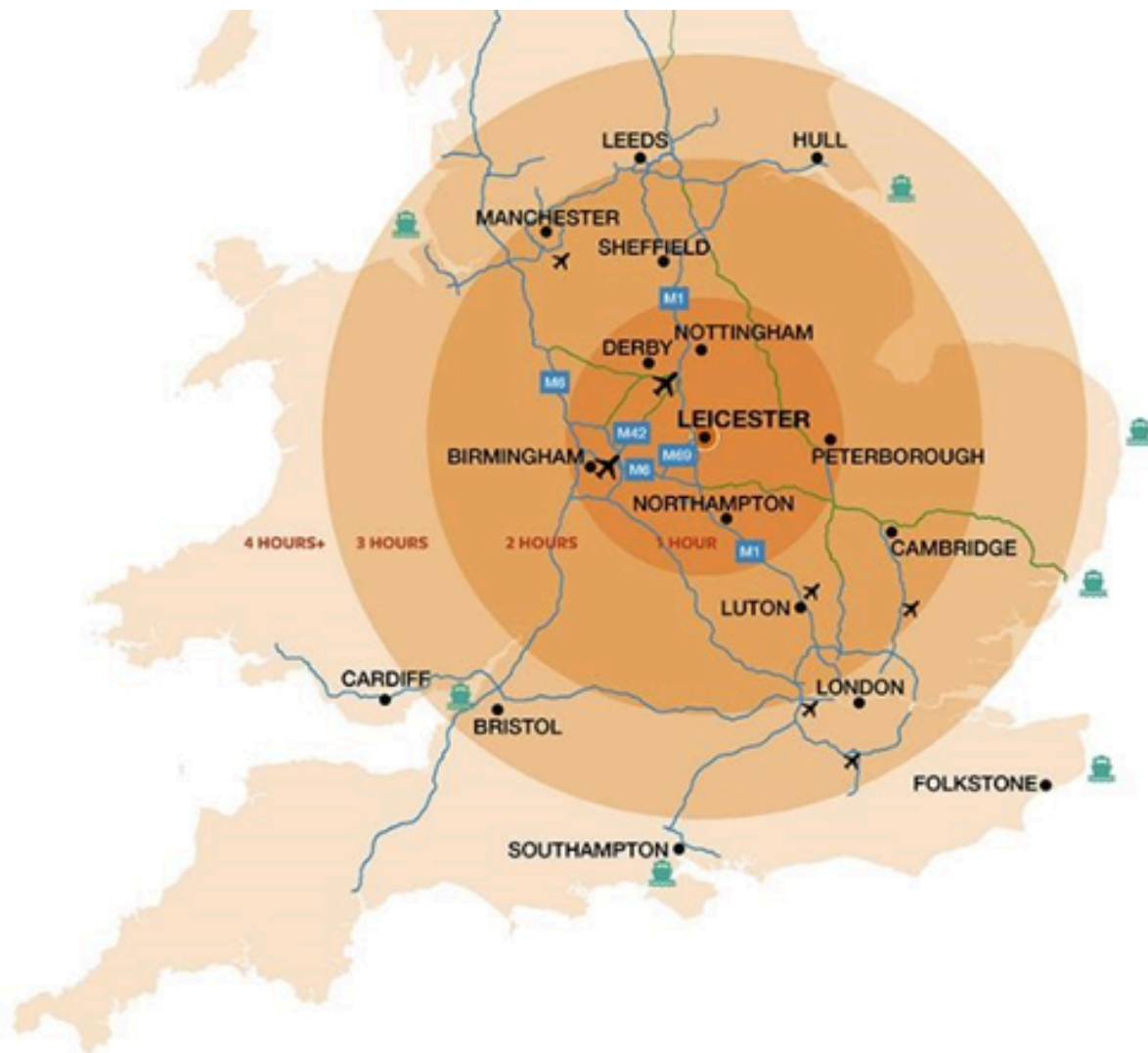
# **Description of place – Leicester, Leicestershire and Rutland**

## 1.1 Place description

Leicester, Leicestershire and Rutland (LLR) have a combined area of 982 square miles (2,543 square kilometres) which is formed by a central city surrounded by a supporting hierarchy of towns, villages and countryside areas. Leicester and its suburbs (including built-up areas beyond the current administrative boundary) form the main urban conurbation as the central economic, education and cultural hub for LLR. Beyond the core urban area, lie rural areas with market towns, numerous villages and countryside, with some exceptional landscapes such as the National Forest, Bradgate Park and Rutland Water.

Leicester, Leicestershire and Rutland benefit from a key strategic location in central England with excellent connections by road and rail across the Midlands, and to London and the North. East Midlands Airport is located to the north of Leicestershire. As well as being a regional passenger airport, it is the second largest freight airport in the UK and the only inland freeport. The LLR area is well placed and well connected as an economic hub for the country.

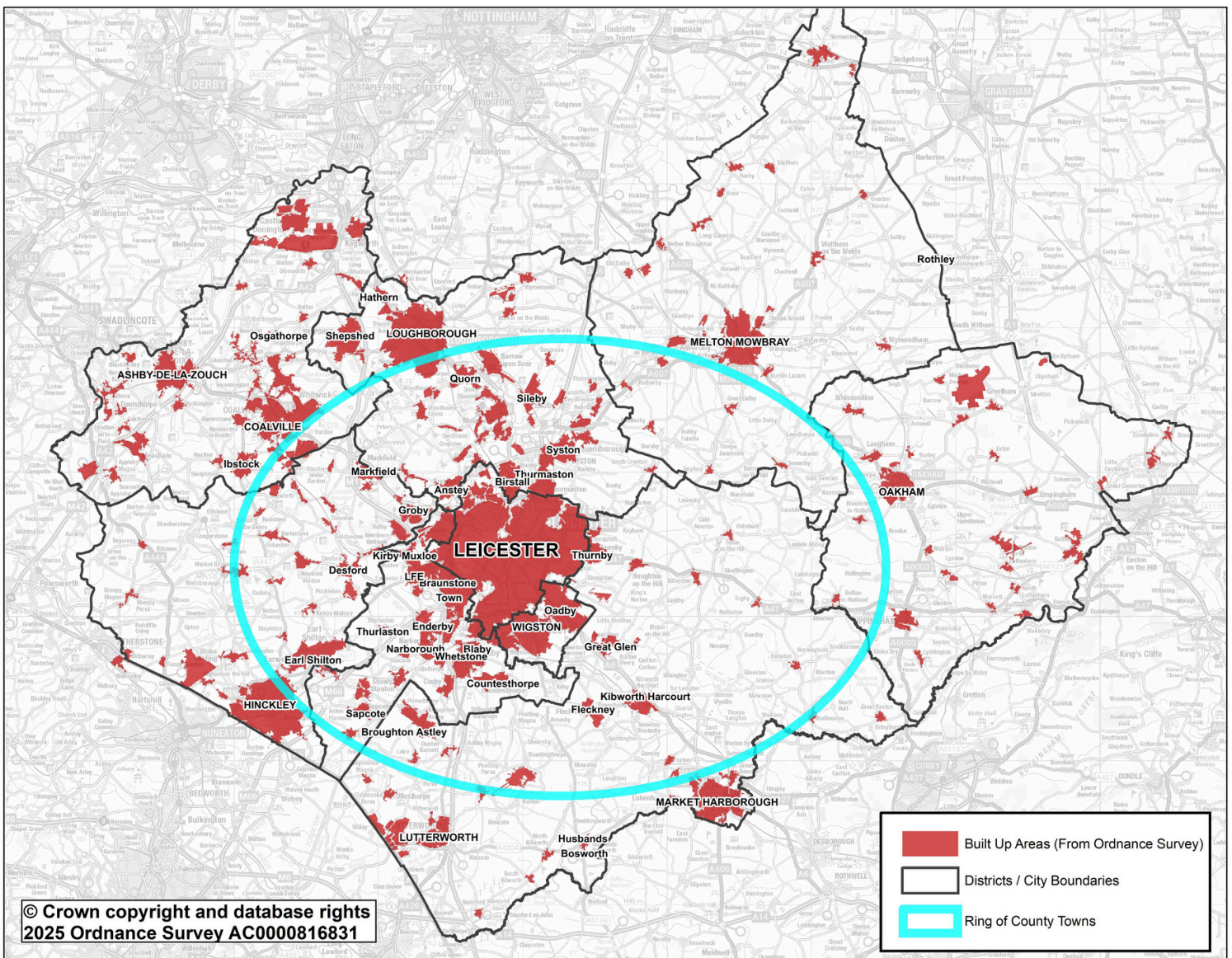
Nottinghamshire and Derbyshire lie to the north of LLR, Lincolnshire to the east and Northamptonshire and Warwickshire to the south and west.





## 1.2 Settlement pattern

The spatial distribution of LLR settlements can be characterised by a “wheel and spoke” pattern, with the core city of Leicester centrally located and a ring of market towns in the neighbouring districts, directly connected to Leicester via main radial roads as shown on the map below. Between the market towns and the city the area is largely rural in nature, interspersed with villages.



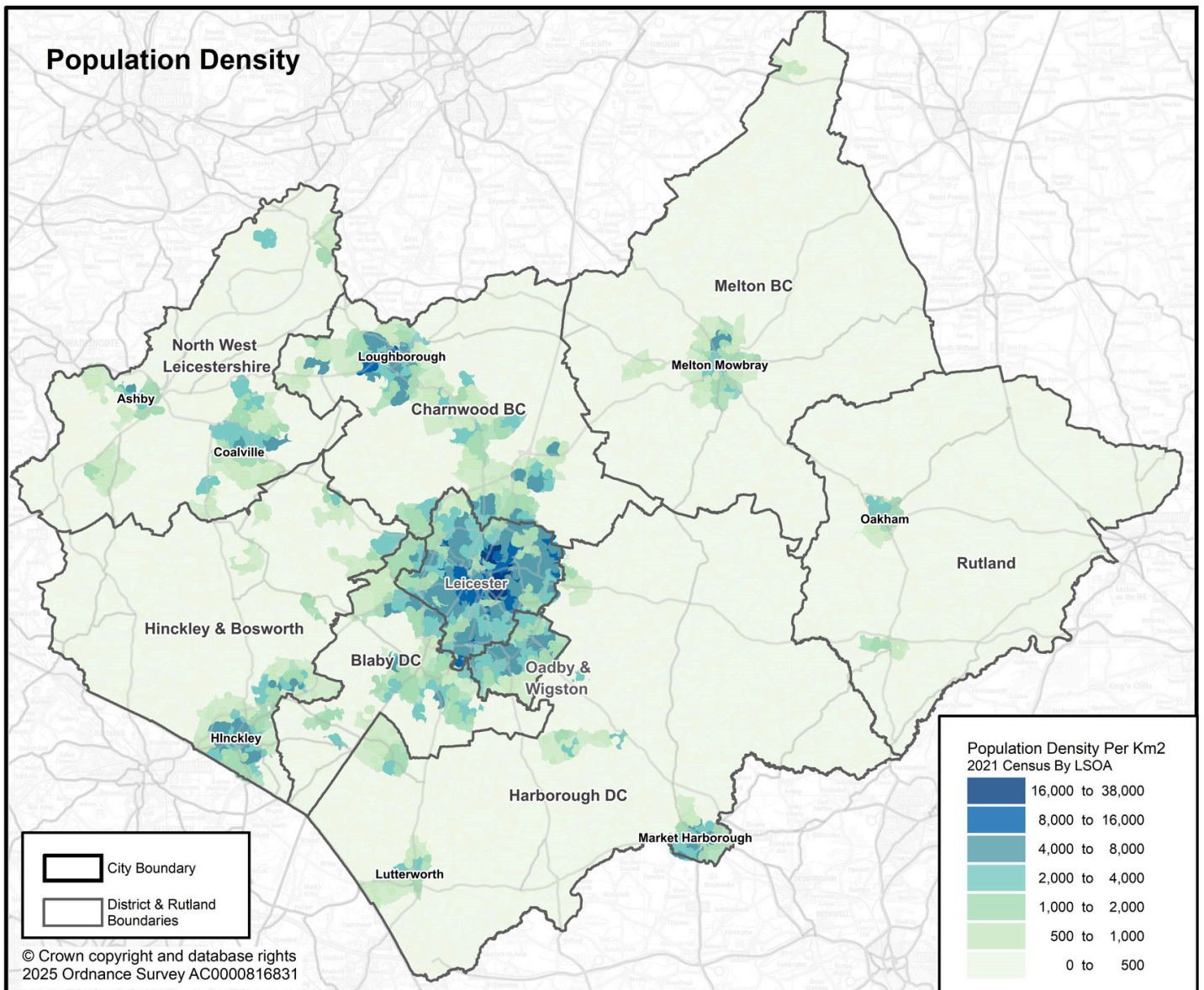


### 1.3 Population profile

The population of LLR was estimated to be 1,175,364 in 2024 (ONS, 2025 release), with Leicester’s population estimated to be 388,348; Leicestershire 745,573; and Rutland 41,443.

Leicester is one of England’s largest and fastest growing cities. Including the adjacent suburbs, outside its current administrative boundaries, which form part of the wider built-up conurbation, the population is around 650,000 (Leicester Local Plan 2020-36). This represents some 56% of the total LLR population. Leicester is the third most densely populated area in the country outside London, with just over 5,000 residents per km<sup>2</sup>.

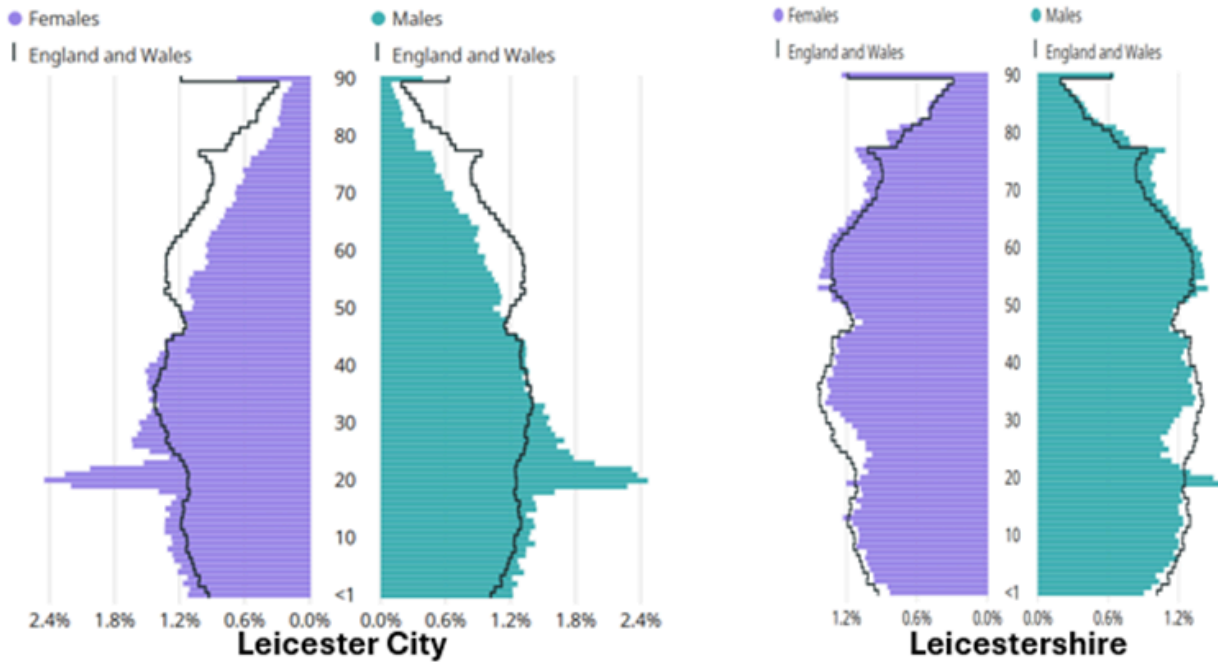
The plan below illustrates the density of population across LLR, showing the main concentration in the Leicester built-up conurbation, extending out into the surrounding districts including Blaby, Oadby and Wigston, and Charnwood, with other concentrations in the market towns.



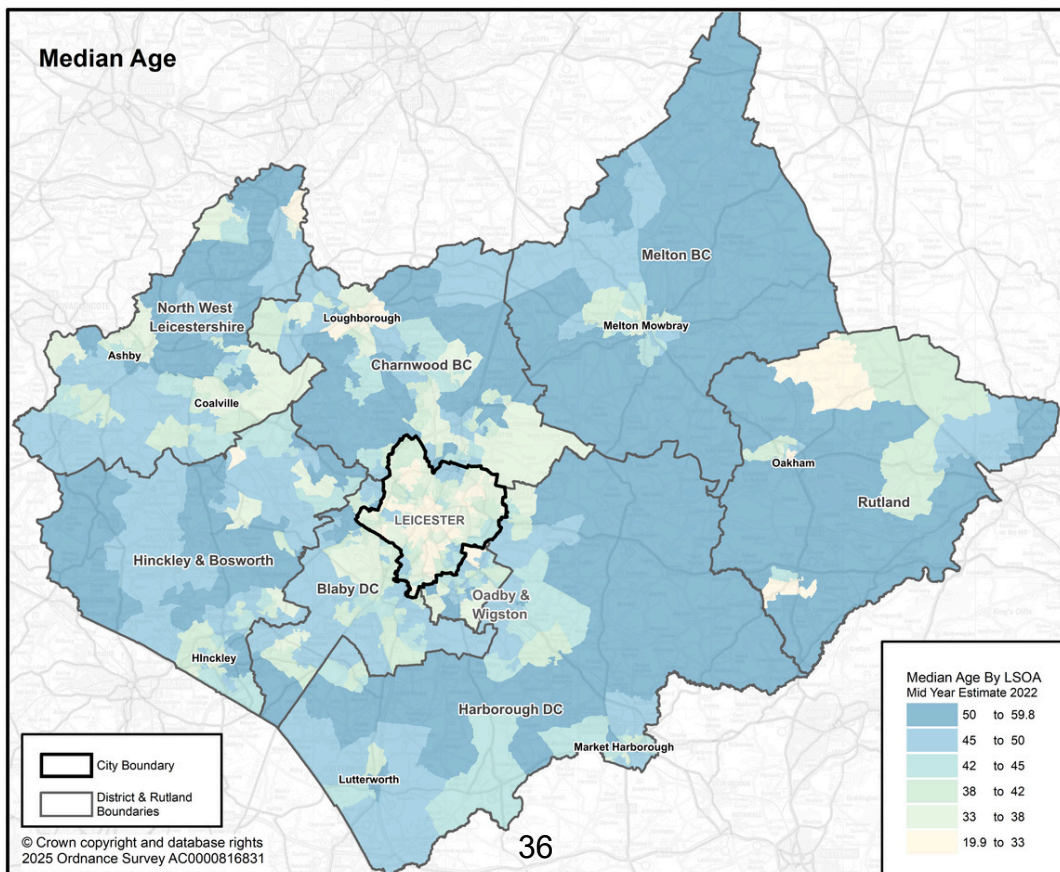
Leicester is a young city with a median age of 33, compared to 40 for England as a whole. In comparison, Leicestershire – with a median age of 43 – and Rutland – with 48 – have an above average median age. The diagram below shows the differing age structure between the city and the county, with the city

having more people in the younger age ranges and the county having more people in the older age ranges. In particular the city has a large population of 20 to 24 year olds, mainly due to students attending the city’s two universities, University of Leicester and De Montfort University.

### Population age structure by single year of age and sex, 2024 (ONS)



The map below also shows the younger age profile of the city and surrounding urban areas with older median ages in the rural county and Rutland.



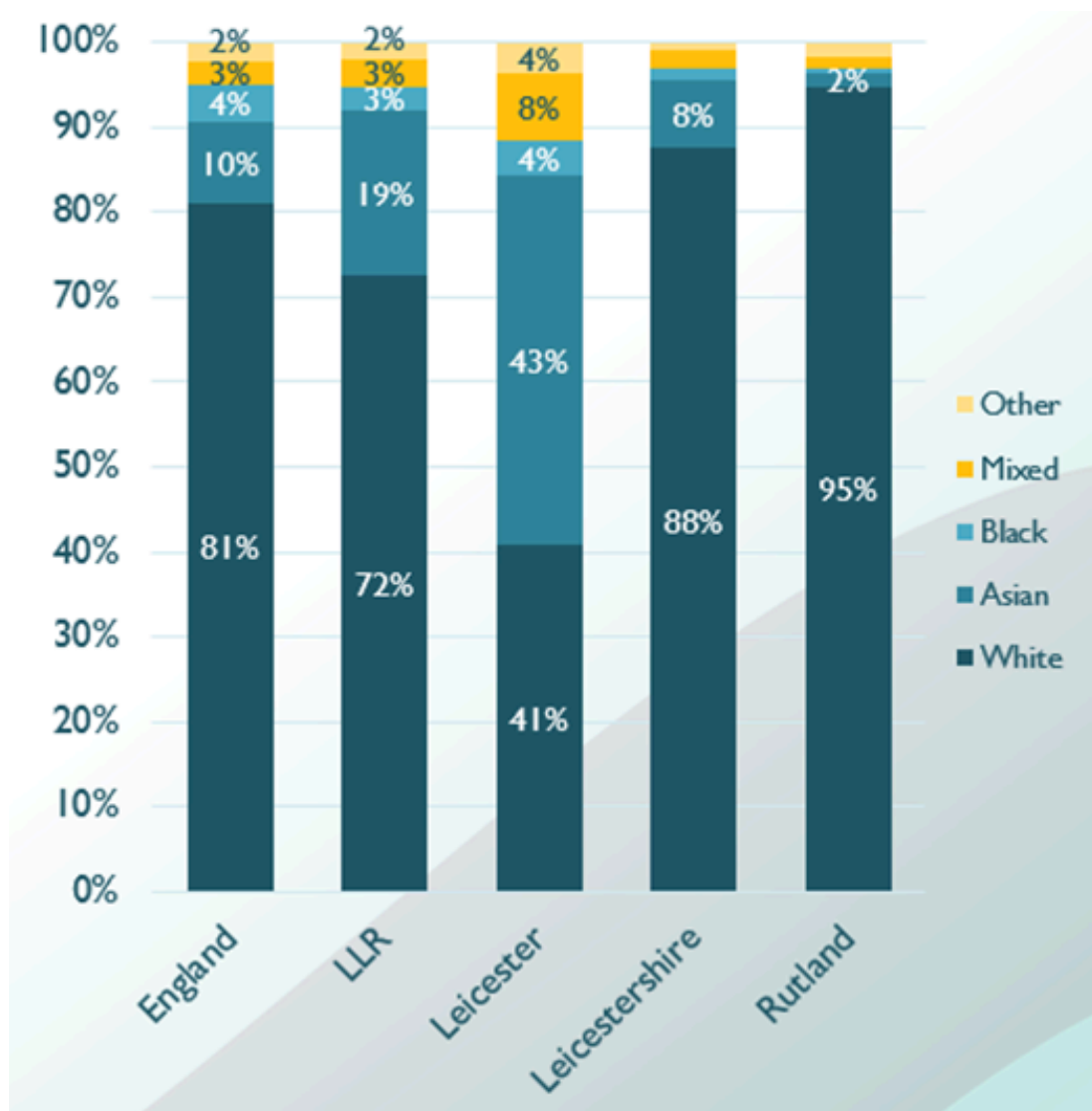
In terms of ethnicity, language and religion, Leicester is one of the most diverse cities in England and considerably more diverse than Leicestershire and Rutland.

In Leicester, Asian and white are the broadest ethnic groups, representing 43% and 41% of the population respectively.

In terms of religion, Christianity is still the largest religion in Leicester.

Whilst Leicester is more ethnically diverse than Leicestershire and Rutland as a whole, areas of the county also have significant concentrations of diversity, in particular parts of the urban conurbation including Oadby and Wigston, and areas of Blaby and Charnwood, including Birstall. Also, Loughborough is more diverse.

**Ethnic breakdown**





## 1.4 Deprivation

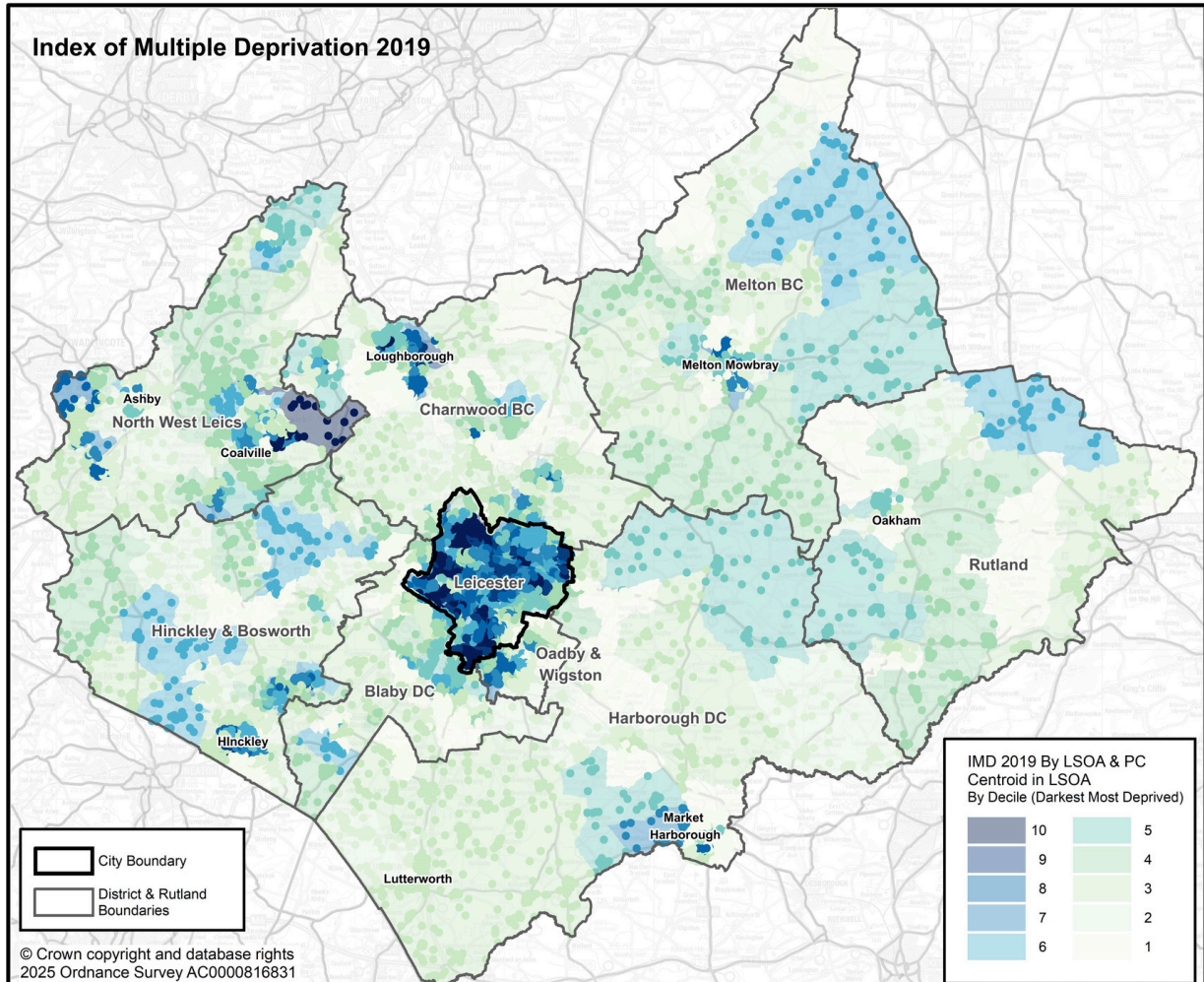
The map below shows the levels of deprivation in 2019 across LLR – Index of Multiple Deprivation (IMD) by Lower Super Output Area (LSOA). Levels of deprivation are shown ranging from a pale green to a dark blue, highlighting low to high levels of deprivation. The most deprived areas are predominantly located in urban areas, across the city and some market towns. The more rural locations are notably the least deprived areas across LLR.

The areas with the very highest levels of deprivation are mainly located within the city’s administrative boundary. Leicester was ranked the 32nd most deprived local authority in England. There is a stark difference between the current Leicester administrative area, where 80% of LSOAs fall within the bottom half most deprived LSOAs in the country, compared with only 20% in Leicestershire and Rutland.

In strong contrast to the city, all seven Leicestershire districts fall within the least deprived half of all local authority districts within England. Rutland is noted for its very low levels of deprivation (the lowest in the East Midlands at 303th out of 317 nationally).

Around 35% of Leicester's population live in the most deprived 20% of areas nationally. These are spread throughout the city, with the most deprived areas being:

- Beaumont Leys
- Glen Parva and Eyres Monsell
- Thurncourt and areas of Humberstone and Hamilton
- New Parks and Braunstone
- some central areas in North Evington and Highfields.



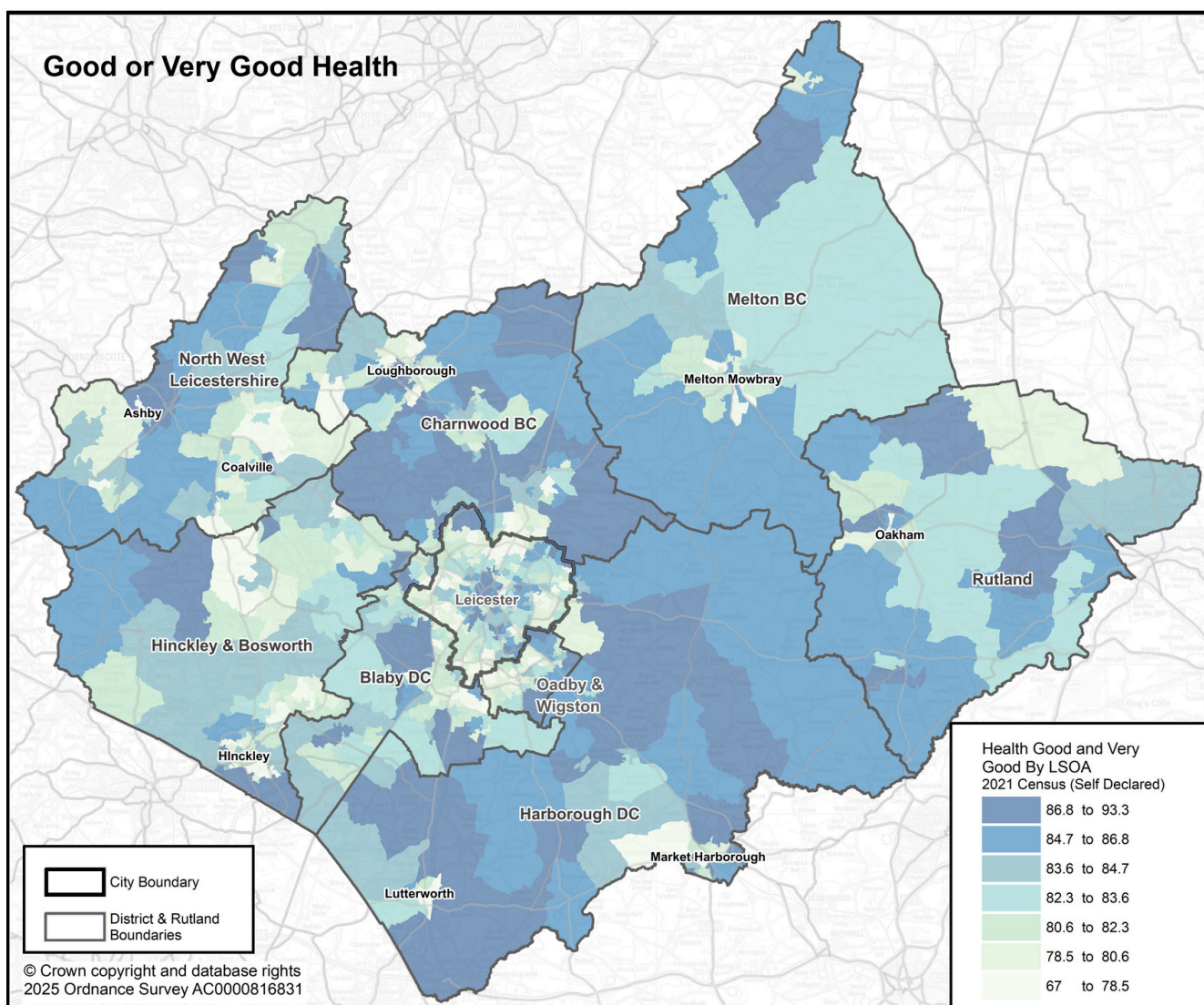
Outside the city’s boundary, only small pockets of the very highest deprivation levels (top 20%) are found in the towns of Loughborough and Hinckley, with a few more areas falling within the top 30% in the market towns of Market Harborough, Coalville and Melton, and smaller towns and suburban areas including Earl Shilton, Shepshed, Syston and Wigston.

People living in Leicester’s administrative boundary are noted for having shorter lives, with more ill health than the average in Leicestershire, Rutland, the East Midlands and across England as a whole. Within Leicester itself, the health gap between the more deprived and affluent communities continues to remain substantial.

## 1.5 Health

The health of people in Leicester is generally mixed compared with Leicestershire, Rutland and further afield.

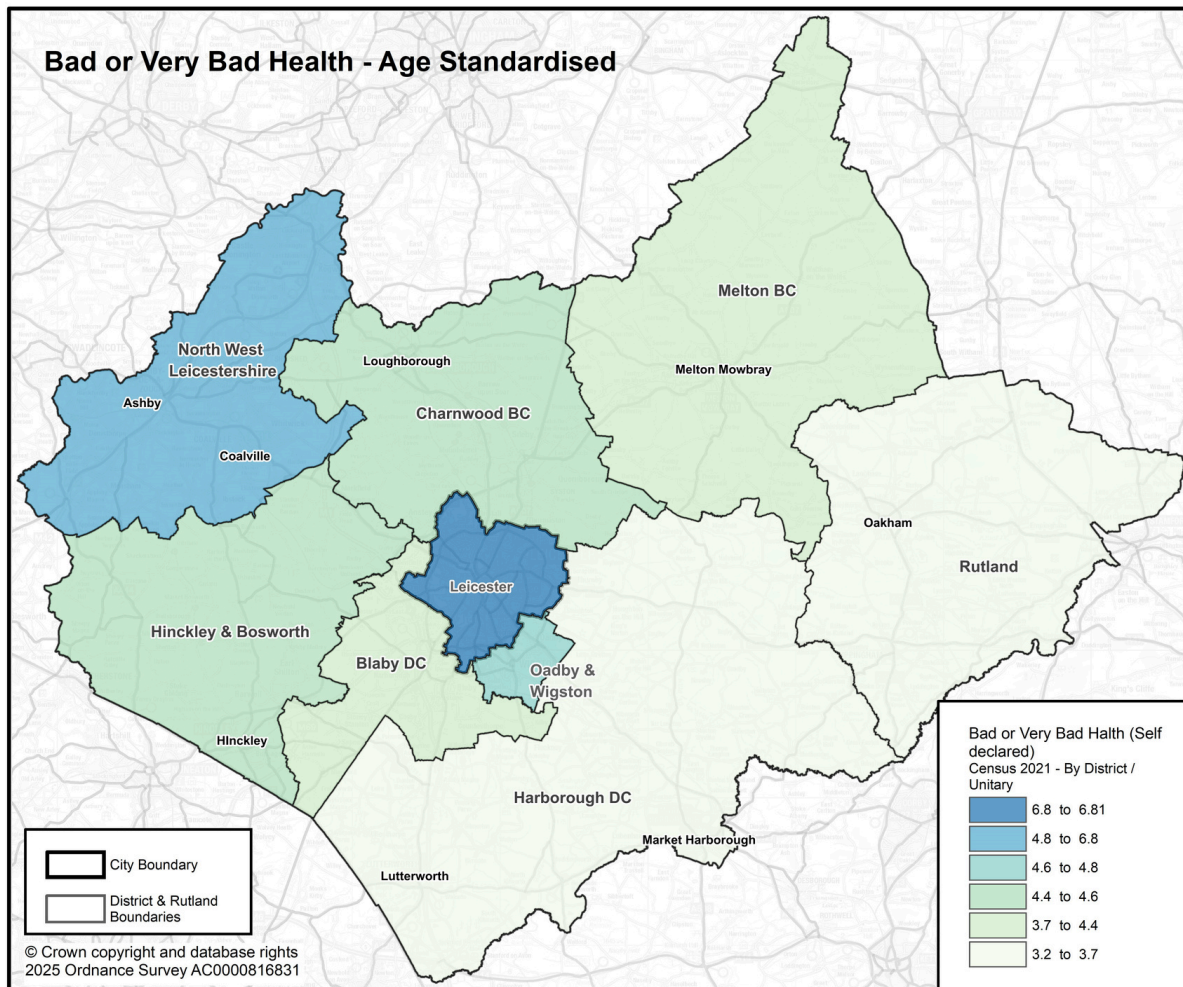
The map below shows a mixed picture of health across LLR. The city and areas around generally have lower levels of good health than areas of Rutland and the county, but there are also areas such as Hinckley, Coalville and Loughborough with poorer health.





Whilst measures of general health are useful, to see where need for health services may be the greatest in a broad sense, it is also useful to consider age generalised health measures.

By council area this shows higher rates of poor health in the city and North West Leicestershire. Better health is evident in Harborough and Rutland, when age has been taken into account.



As demonstrated in the table below, Leicester had the highest mortality rate, in 2023, at 414.2 per 100,000, also in heart conditions at 105.7 per 100,000. In comparison, Leicestershire and Rutland have relatively low mortality rates which are both significantly below the East Midlands and England averages.

On average, 2024 figures shows that obesity rates are higher in both the county and Rutland than in the city. This ranges from 62.9% in Leicester to 67.3% in Rutland, with the average in England being 64.5%. However, LLR areas are all within the 25<sup>th</sup> to 75<sup>th</sup> percentile authorities, in relation to this factor.

The percentage of active adults in Leicester in 2024 was 55.8%, which is significantly below England's average (at 67.4%). Leicestershire and Rutland are both above the national average at 68.6% and 71.9% respectively.

This is partly attributable to these areas being primarily rural, as opposed to cities which are more constrained in terms of access to open spaces and other factors which encourage more physical activity. Activity levels are also strongly linked to deprivation with physical activity decreasing as deprivation levels increase.

Area	Under 75 mortality rates from all causes per 100,000
Leicester	414.2
Leicestershire	295.2
Rutland	251.4
East Midlands	357.3
England	341.6

Source: Local Authority Health Profiles, Office for Health Improvement and Disparities, 2023

Area	Under 75 mortality rates from cardiovascular disease per 100,000
Leicester	105.7
Leicestershire	65.6
Rutland	72.8
East Midlands	80.3
England	77.4

Source: Local Authority Health Profiles, Office for Health Improvement and Disparities, 2023

Area	Overweight (including obesity) prevalence in adults, (using adjusted self-reported height and weight) (18+ years) (%)
Leicester	62.9
Leicestershire	65.8
Rutland	67.3
East Midlands	67.1
England	64.5

Source Local Authority Health Profiles, Office for Health Improvement and Disparities, 2023/24

Area	Percentage of physically active adults (%)
Leicester	55.8
Leicestershire	68.6
Rutland	71.9
East Midlands	66.7
England	67.4

Source: Local Authority Health Profiles, Office for Health Improvement and Disparities, 2023/24

## 1.6 Economy, skills and education

Leicester and Leicestershire contribute significantly to England's economic growth. GVA is a measure of productivity of an area to the economy, considering the value of goods and services produced, less the costs involved in production. The LLR area is the largest economy within the East Midlands region, with a GVA of over £31 billion (2022). Of this figure, approximately 30%, around £10 billion, originated from Leicester. The city and Leicestershire's strong manufacturing base has helped enable this economic contribution.

Leicester shows a lower GVA per head of population than Leicestershire and England as a whole, although it is higher than some of the surrounding district areas. Rutland has a similarly high GVA per head, having a much smaller population, but its overall contribution was much smaller.

Area	Gross value added in £s million (2022)	GVA per head of population (2022 MYE) £s
England	1,940,267	32,210
Leicester	9,996	26,835
Leicestershire	20,547	28,421
Leicestershire districts		
Blaby	4,037	38,712
Charnwood	4,468	24,117
Harborough	2,374	23,610
Hinckley and Bosworth	2,817	24,642
Melton	1,514	28,891
NW Leicestershire	4,445	41,285
Oadby and Wigston	892	15,259
Rutland	1,024	24,839

Source: ONS UK small area gross value-added estimates

The area of Leicester and Leicestershire is a strong economic hub characterised by a large manufacturing sector and a strong community of diverse smaller businesses. Large companies such as Samworth Brothers, Walkers, IBM and Next have been attracted to key strategic links and major transport hubs. There are also major employment parks in the built-up area, outside but immediately adjacent to the city's administrative boundary, such as Optimus Point, Grove Park and Meridian. Nearby medium sized employment parks include Genesis Park (Wigston), Stoney Stanton (Blaby), Bardon Hill (North West Leicestershire) and Beauchamp Business Park (Harborough).

Within Leicestershire, there are major logistics developments at Bardon Hill and East Midlands Gateway (North West Leicestershire) and Magna Park (Harborough). In general, development is private sector and market-led, which contrasts with the more often public sector-led investment which has supported delivery of business sector facilities in the city.

There is a particularly strong representation of businesses in agriculture in Melton and Harborough. Manufacturing and production businesses are strongly represented in Hinckley and Bosworth, and Oadby and Wigston. Finance and insurance are strongly represented in Leicester and Blaby district. There is a concentration of businesses in the health sector in Oadby and Wigston.

Rutland has a largely rural economy, except for its market towns of Oakham and Uppingham. The east of Rutland is well connected through its proximity to the A1, giving it direct access to London and other major employment centres. This is complemented by the A47 corridor providing east-west connectivity.

Data from the 2021 census shows a significantly higher level of unemployment in the city compared with the county and Rutland. Also, only just over half of Leicester's population were in employment, which is below the average for England and Wales and that of Leicestershire and Rutland.

Area	% unemployed	% employed
Leicester	3.58%	50.35%
Leicestershire and Rutland	1.92%	56.98%
England and Wales	3.40%	57.20%

Source: 2021 census



The table below shows the difference in earnings within LLR, and the wider picture regionally and nationally, with both Leicestershire and Rutland having higher average earnings than the East Midlands as a whole, and Leicester being considerably lower in the region. Rutland has the highest median earnings, 35% higher than the city, the county being nearly 22% higher and the East Midlands 17% higher than the city.

Local authority	Median earnings 2024 (£s)
Leicester	29,839
Blaby	35,842
Charnwood	38,004
Harborough	40,600
Hinckley and Bosworth	33,069
Melton	30,789
North West Leicestershire	38,302
Oadby and Wigston	32,084
Rutland	40,227
Leicestershire	36,428
East Midlands	34,862
England	37,617

Median gross annual residence-based earnings 2024 (£)  
 - ONS ([House price to residence-based earnings ratio - Office for National Statistics](#))

The most recent employment related claimant data from 2024 shows the very significant difference between the city (250% higher) and district / county areas, as well as the high rate in Leicester compared to regional and national figures (nearly 50% higher).

Area	Value (%)
<b>Leicester</b>	<b>5.9</b>
Blaby	2.3
Charnwood	2.4
Harborough	1.8
Hinckley and Bosworth	2.4
Melton	3.0
North West Leicestershire	2.1
Oadby and Wigston	3.0
Rutland	1.8
Leicestershire	2.4
East Midlands	3.9
England and Wales	4.1

Source: (ONS) % people aged 16 to 64 who are claiming unemployment-related benefits

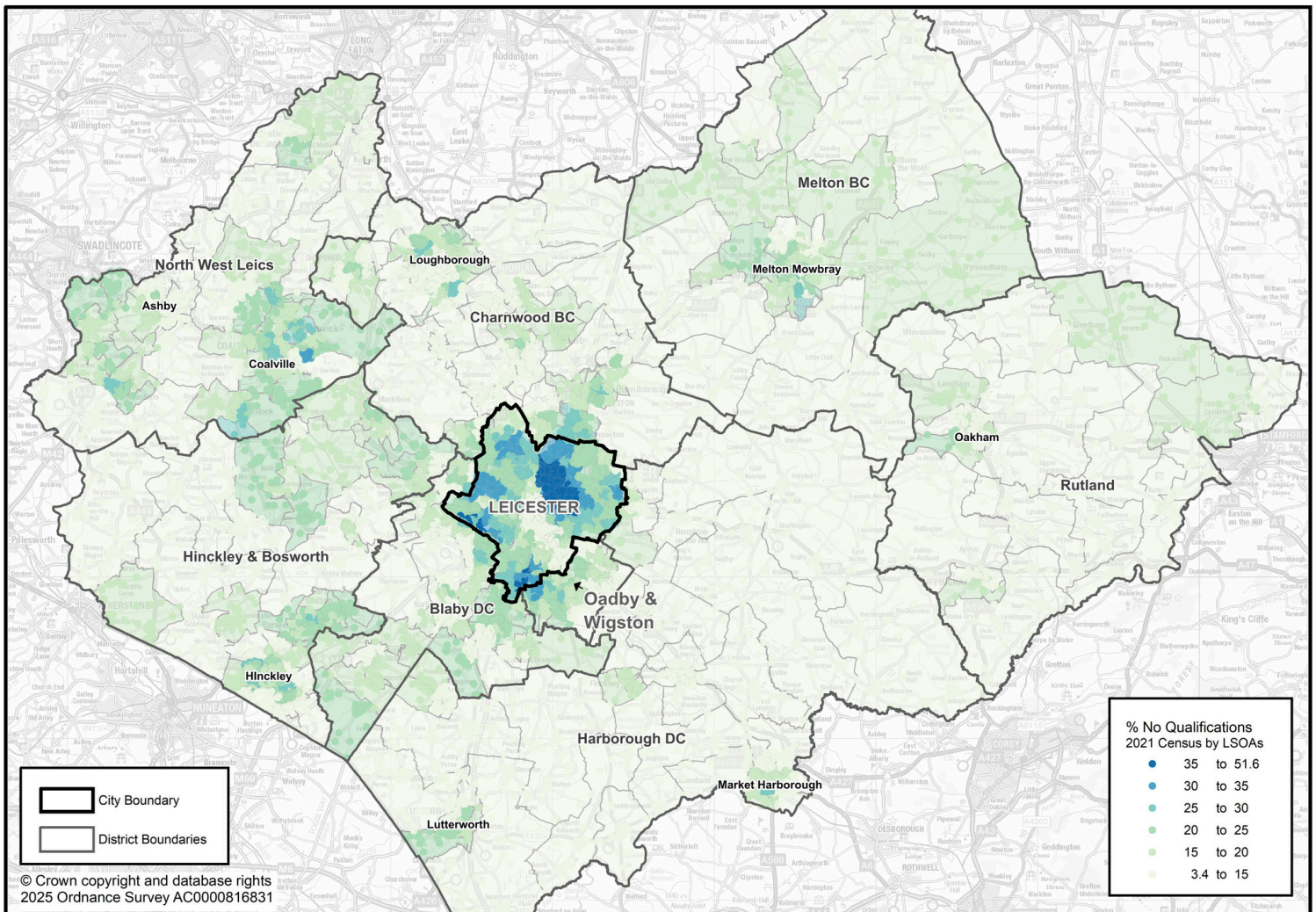
Levels of educational attainment in Leicester are lower than in Leicestershire and Rutland. The map showing 2021 census data illustrates the significant disparities in levels of qualifications held in the city and some adjoining districts, compared with other areas in the county and Rutland.

Significant efforts have been made to improve job opportunities within the city to address the issues around low earnings. The city council has led on the delivery of innovative and attractive workspaces for smaller businesses, such as LCB Depot and Dock phases 1-5. ([LCC Managed work spaces](#)). The council has worked with important partners such as the University of Leicester on Space Park. Future job creating redevelopment opportunities are also being delivered at Space Park, [Waterside](#) and [Ashton Green](#).

Significant business and employment support activity has been delivered across Leicester and Leicestershire through the former LLEP and Growth Hub. Work is underway across LLR to deploy the Government’s Connect to Work and Get Britain Working initiatives.

The city is home to the three acute hospitals in the University of Leicester NHS Trust area. These serve the wider LLR area, perform a teaching hospital function and are a major centre for employment.

### People with no formal qualifications



## 1.7 Retail and Leisure

### Retail

Leicester city centre remains the main retail hub in LLR, enabling residents of both the city, its suburbs and the market towns to obtain a range of goods and services. With a rise in online shopping, there is recognised pressure on the city's retail centre. The city council continues to support the enhancement of Highcross and Haymarket shopping centres, Leicester Market and the independent shops at The Lanes and St Martin's Square as key features of the city's shopping offer.

Fosse Park in Blaby district, is a thriving retail park that benefits from access to the M1, ample parking and a strong retail presence. It provides direct competition in some retail areas to the city centre.

These are supported by local shopping areas across the city and in the surrounding market towns.

### Leisure

Leicester, Leicestershire and Rutland contain a number of vibrant and attractive leisure facilities. Centrally, Leicester benefits from a wide and growing range of leisure activities, including bowling alleys, mini golf, cinemas and activity centres such as Lane 7. It also includes the historic streets and museums that make the city so unique. Council projects such as the King Richard III Visitor Centre and Jewry Wall Museum are exemplars of Leicester's internationally significant heritage leisure offer. The visitor centre explores the life and death of King Richard III and the search for his body (found buried under a Leicester car park in 2012), which has increased tourism and the national and international profile of Leicester. Every year over a quarter of a million people visit the city's multi award-winning National Space Centre.

Adjacent to the city's administrative boundary is Meridian leisure complex with a bowling alley, cinema and restaurants. Further afield, the neighbouring counties provide outdoor spaces for relaxation including the National Forest, Bradgate Park, the Great Central Railway, Rutland Water, Bosworth Battlefields and Foxton Locks. Leicester is well connected to unique towns in both Leicestershire and Rutland. Melton Mowbray is home to the first pork pie; Oakham and Uppingham in Rutland boast stunning stone-built villages; and Market Harborough is a quintessential market town. All of these are well connected via Leicester's railway and bus network and provide opportunities for leisure in the local area.

## 1.8 Universities

Leicester has two highly acclaimed universities, the University of Leicester and De Montfort University.

Around 46,000 students attend these universities, an upward trend since last recorded statistics in 2017/18. Loughborough in Charnwood is home to Loughborough University, which is one of the top performing universities in the country and has a student population of 19,451 (2023/24).

## 1.9 Housing

### Housing growth and need

Leicester's population continues to grow beyond the figure of 368,581 from the last ONS census data in 2021. Latest projections put the population of Leicester at around 388,348 (ONS mid-2024 estimate) which shows that between 2021 and 2024, there was an increase of around 5.4% in the city's population. Current projections suggest that growth will not continue at this rate, which is likely to be due to the limited opportunities for future development due to the heavily constrained nature of the city's boundary.



Recent changes to the Government’s standard housing methodology have reduced the housing need for the city council area to around 1,557 per annum. The current housing delivery trajectory for Leicester is projected to be around 1,550 homes per annum (2024-2036), with delivery predicted to slow to around 550 dwellings per annum after 2036 as Local Plan sites are built out and development site options within the city are exhausted.

Housing delivery has slowed down nationally in recent years, as a result of a number of factors including the Covid-19 pandemic and Brexit. Even with the increase shown in the most recent data, the city still trails behind other authorities on housing delivery. This is partly attributable to the lack of viable land across the current administrative boundary, together with a heavy reliance on expensive or difficult to assemble/develop brownfield land sites in multiple ownerships. In comparison, the majority of districts continue to exceed their targets.

The city has worked, and will continue to work, very closely with its Housing Market Area (HMA) district and county partners to agree a balanced and deliverable approach to plan for housing need within the area. This proves extremely complex given the various authorities’ different planned timescales for growth and the need to secure a negotiated agreement on redistribution with eight authorities. However, the approach as set out in the agreed HMA [L&L Strategic Growth Plan](#) focuses development on Leicester as the central city with the various market towns of Leicestershire being areas for managed growth.

This indicates that at least 25% of future growth will be located within the urban area, in Leicester and on its edge in surrounding districts. The focus of housing growth is on developments in strategic locations. The development of urban extensions is almost exclusively focused on available land in the county.

## House price ratios and affordability

The median house price in Leicester is lower at £235,000 than in the county at £270,000, but with median earnings being lower in the city, houses are less affordable in general for city than county residents. Rutland is considerably higher on all counts. Affordability between the districts varies with Charnwood and North West Leicestershire being the most affordable and Melton the least.

Area	Median earnings (£) 2024	Median house price (£) year ending 09/24	Ratio of house price to earnings
<b>Leicester</b>	<b>29,839</b>	<b>235,000</b>	<b>7.88</b>
Blaby	35,842	272,500	7.60
Charnwood	38,004	265,000	6.97
Harborough	40,600	334,950	8.25
Hinckley and Bosworth	33,069	250,000	7.56
Melton	30,789	263,000	8.54
North West Leicestershire	38,302	260,000	6.79
Oadby and Wigston	32,084	268,000	8.35
Rutland	40,227	355,000	8.82
Leicestershire	36,428	270,000	7.41
East Midlands	34,862	240,000	6.88
England and Wales	37,617	289,995	7.71

Source: ONS Ratio of median house price to median gross annual (where available) residence-based earning, 2024 ([House price to residence-based earnings ratio - Office for National Statistics](#))

Nearly 30% of properties in Leicester are privately rented (ONS Census 2021). The cost of renting has grown at a high rate in recent years with an increased demand and limited supply of rental properties. Prices in the city are higher than surrounding districts and have risen at a higher rate than all but one of the districts and a higher rate than nationally. When these costs are combined with the lower average earnings in the city, the affordability of renting is

46 more pressured than home ownership.

Leicester is the least affordable area to rent across LLR, with the average annual rent taking nearly 38% of median earnings compared with only 25% in North West Leicestershire and less affordable than the East Midlands as a whole.

### Average rental prices and annual change by local authority area

Area	Average rental price (£s)	Sept 24 (annual change)
<b>Leicester</b>	<b>941</b>	<b>12.1%</b>
Blaby	877	10.4%
Charnwood	853	9.6%
Harborough	916	15.5%
Hinckley and Bosworth	852	14.2%
Melton	759	17.8%
North West Leicestershire	800	7.5%
Oadby and Wigston	917	10.4%
Rutland	854	10.4%
East Midlands	840	8.8%

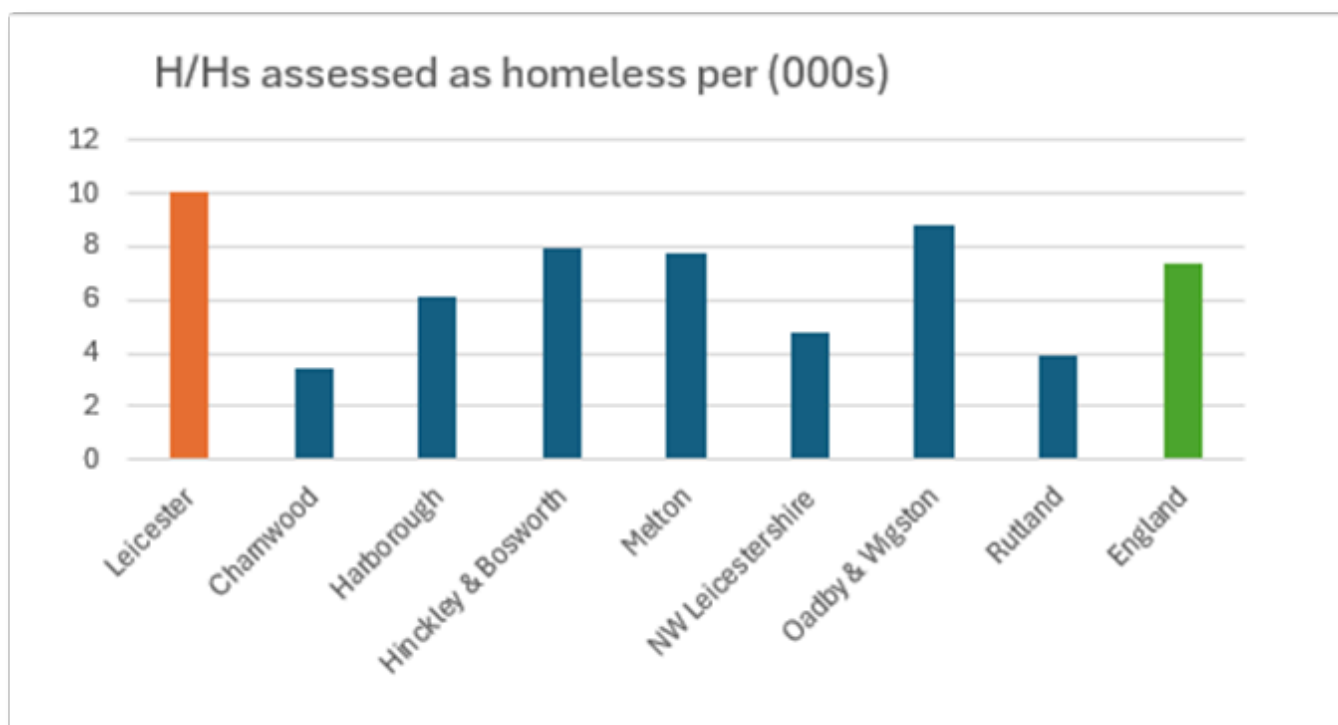
Source: price index of private rents PIPR from Office for National Statistics (ONS)

### Homelessness

Homelessness figures show the very significant pressures in terms of homeless households in the city, compared with surrounding districts (in some cases with rates three times higher) and 30% higher than nationally. The cost of rental properties and affordability of houses in general will contribute to this problem.

Area	Households assessed as homeless per (000s)
<b>Leicester</b>	<b>10.08</b>
Blaby	No Data
Charnwood	3.43
Harborough	6.15
Hinckley and Bosworth	7.91
Melton	7.71
North West Leicestershire	4.75
Oadby and Wigston	8.81
Rutland	3.87
<b>England</b>	<b>7.38</b>

Source: statutory homeless statistics – number of households by initial assessment of homelessness circumstances and needs – April 2023 to March 2024



## 1.10 Transport

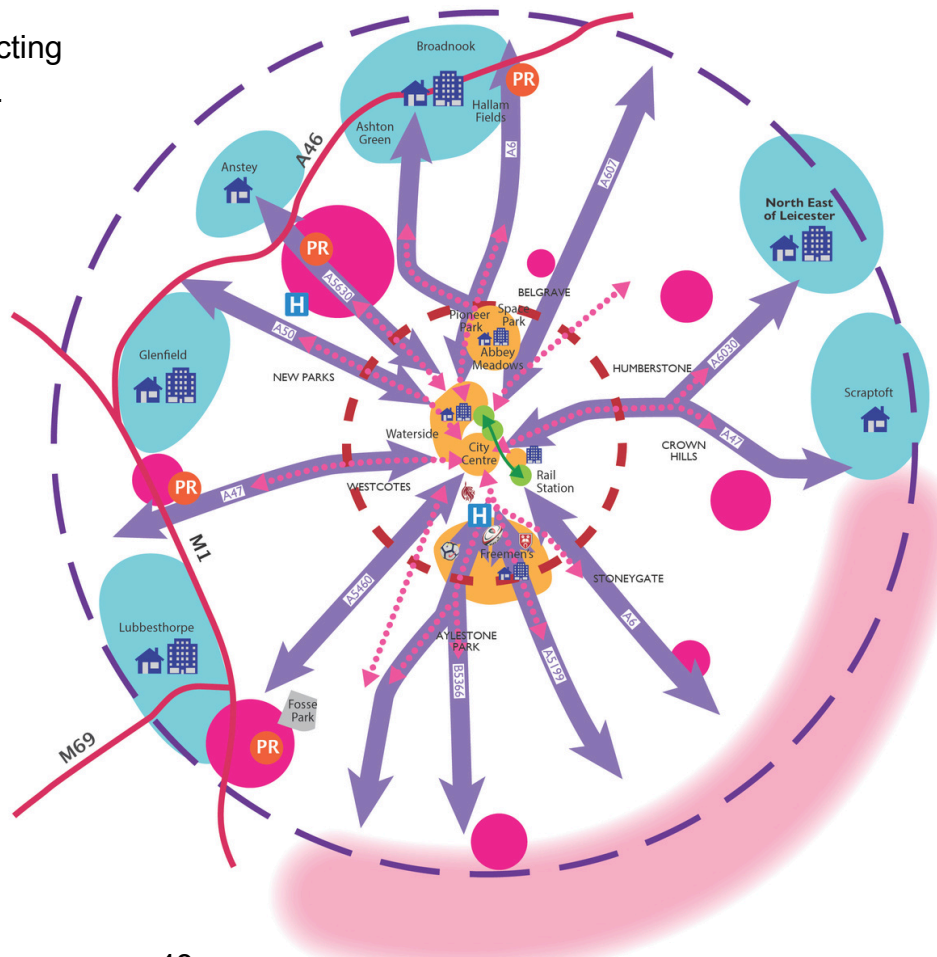
Leicester, Leicestershire and Rutland are well connected from a transport perspective. The city acts as a central transport hub for the area. The county and Rutland are served by important national road connections such as the M1, M6, M69, A42, A46 and A1. This allows direct road connections to all major parts of the UK including important cities such London, Birmingham, Nottingham, Manchester and Leeds, as well as Scotland and major freight destinations such as Felixstowe.

The city and county have three mainline railway stations – Leicester, Loughborough and Market Harborough – all of which allow connections to London in around an hour. Local train services serve a selection of towns and villages to the north, south west and east of the area, providing connections to the west and across the rest of the East Midlands.

The city council has invested heavily with Government funding support to provide new, high quality public transport, cycling and walking infrastructure under both the Transforming Cities (DfT) and Connecting Leicester programmes (see diagram).

The city council's enhanced partnership with bus operators and Bus Service Improvement Plan sets out an ambitious programme of transformation projects. The council has made substantial progress towards full electrification of the bus network, built two new bus stations and provided comprehensive bus ticketing, integration and bus priority enhancements to support future housing and employment growth, and deliver significant air quality benefits. Improvements such as bus stopping posts and real time information overlap into the city suburbs within Leicestershire County Council.

Extensive cycling and other active travel infrastructure provided has given the city a national profile. Transport improvements in the county have focused on improving the centre of market towns and major road infrastructure such as the Melton by-pass. A joint scheme with the city council delivered transport infrastructure linking strategic routes across the city and county border.

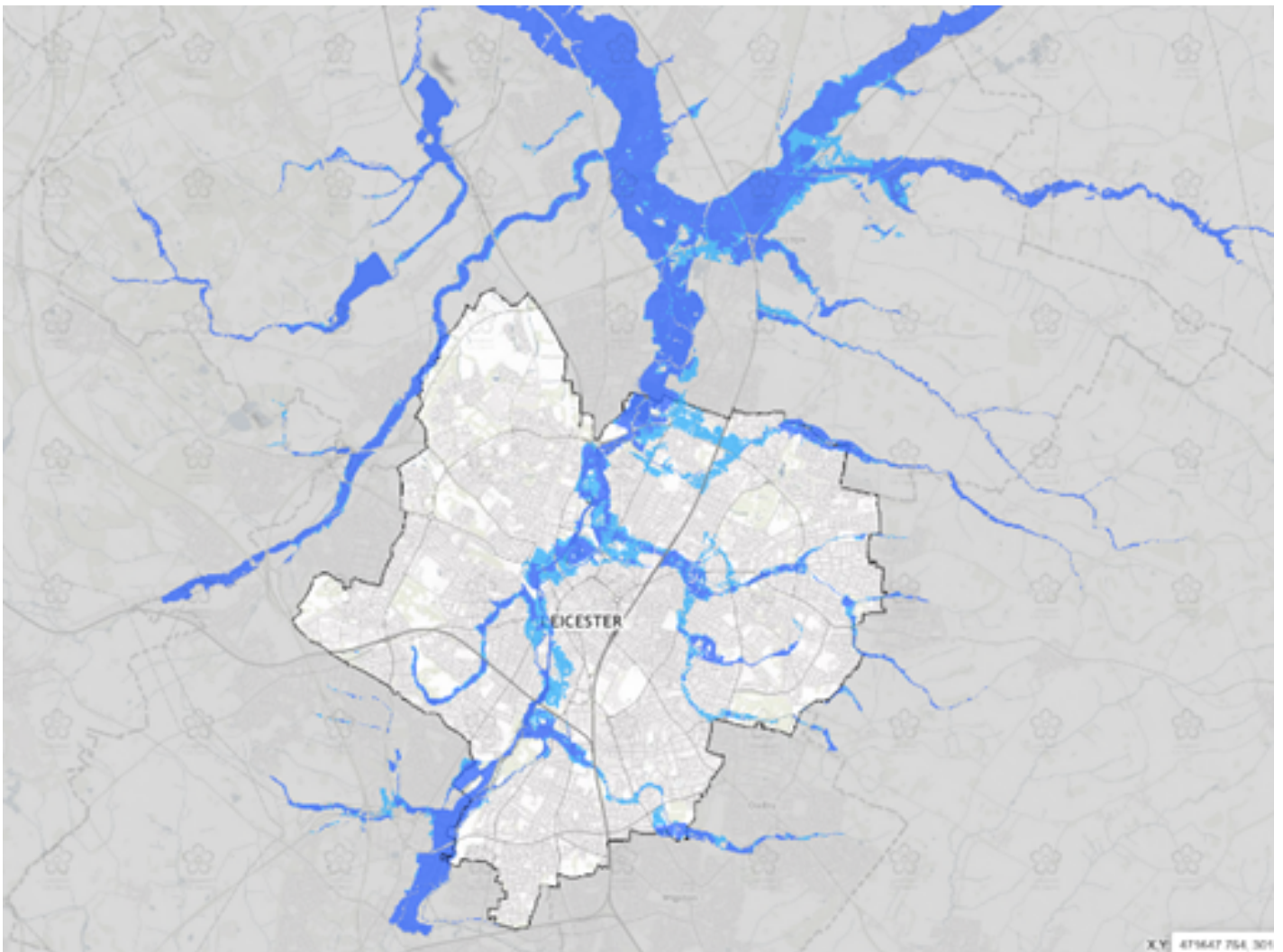


## 1.11 Environment

Rural LLR is typified by gently undulating countryside, rising at Bardon Hill and Whatborough Hill and joining the adjacent river valleys of the Wreak, Soar and Sence. This rural area also has some exceptional landscapes such as Bradgate Park, the National Forest and Rutland Water.

Projects and programmes such as Saving Saffron Brook and Restoring the Soar have been developed in partnership with stakeholders to address flood risk and have delivered significant enhancements to biodiversity, sustainable drainage, accessibility, active travel and health and well being.

The River Soar and its catchment tributaries form an important asset for the city and county, as well as a challenge in terms of management and mitigation of flood risk. The plan below illustrates flood zones.





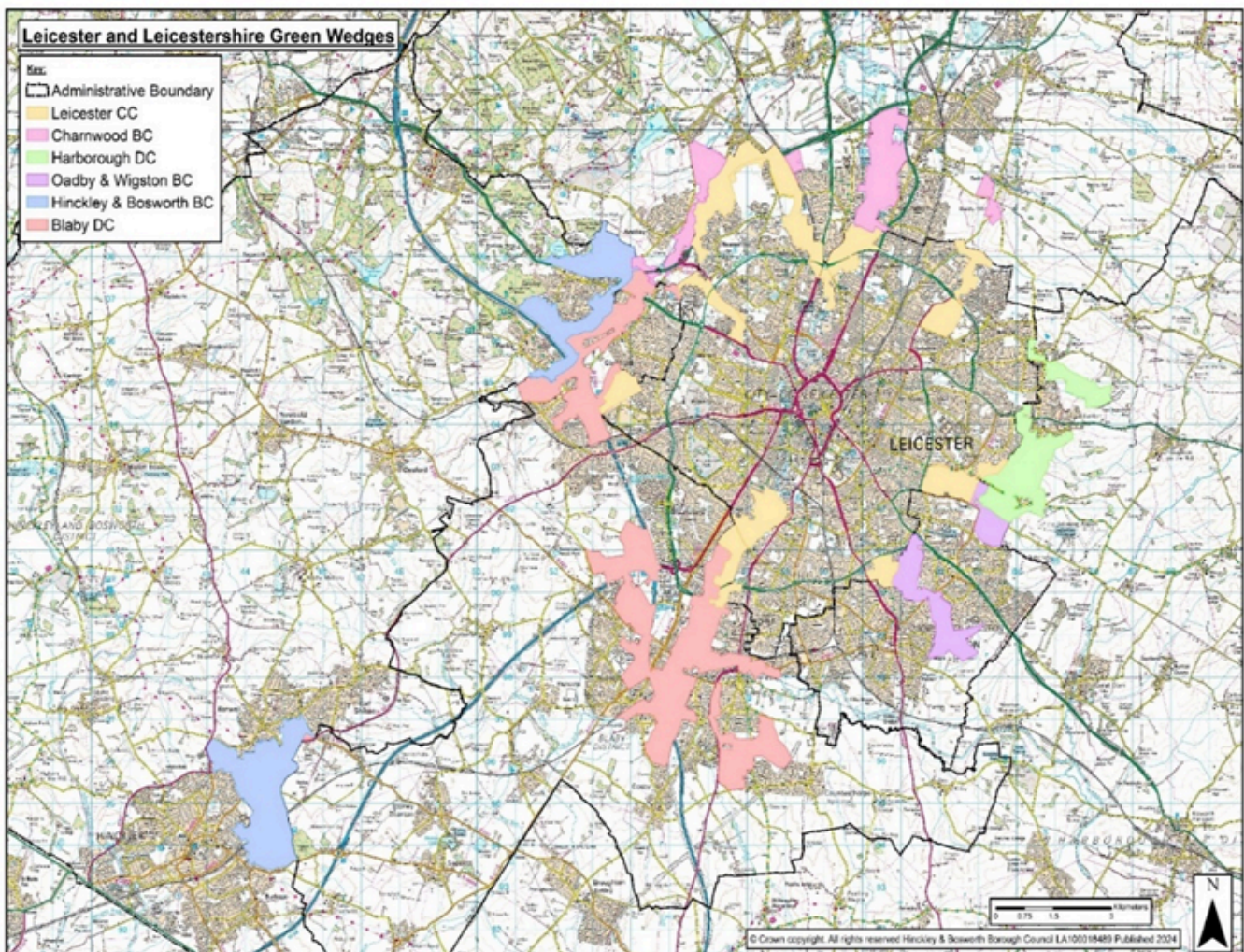
## Green wedges and the Local Nature Recovery Strategy

Leicestershire does not have a formal green belt. However, it does have a complex network of protected green spaces known as “green wedges” which play a similar role. A map showing the green wedges in Leicester and Leicestershire can be seen below.

Although green wedges are not recognised in national planning policy, they are an important local designation within the Leicester and Leicestershire area. The green wedges penetrate urban areas from the surrounding countryside and are important in acting as green lungs within the built environment. They also provide leisure and recreational uses for residents and prevent separate built-up areas from merging.

## Local Nature Recovery Strategy

Leicestershire, Leicester, and Rutland have worked together to adopt a Local Nature Recovery Strategy (LNRS) This is a comprehensive strategic, landscape-scale approach for enhancing and restoring biodiversity across the area. The LNRS is designed to address the urgent challenges of habitat loss, species decline and climate change. It aims to ensure that the biodiversity and natural beauty of Leicestershire, Leicester, and Rutland can thrive for future generations, while at the same time supporting the lives and livelihoods of the people and communities who live and work there. The LNRS was approved in summer 2025 and is a positive example of strong strategic collaboration between authorities across LLR.





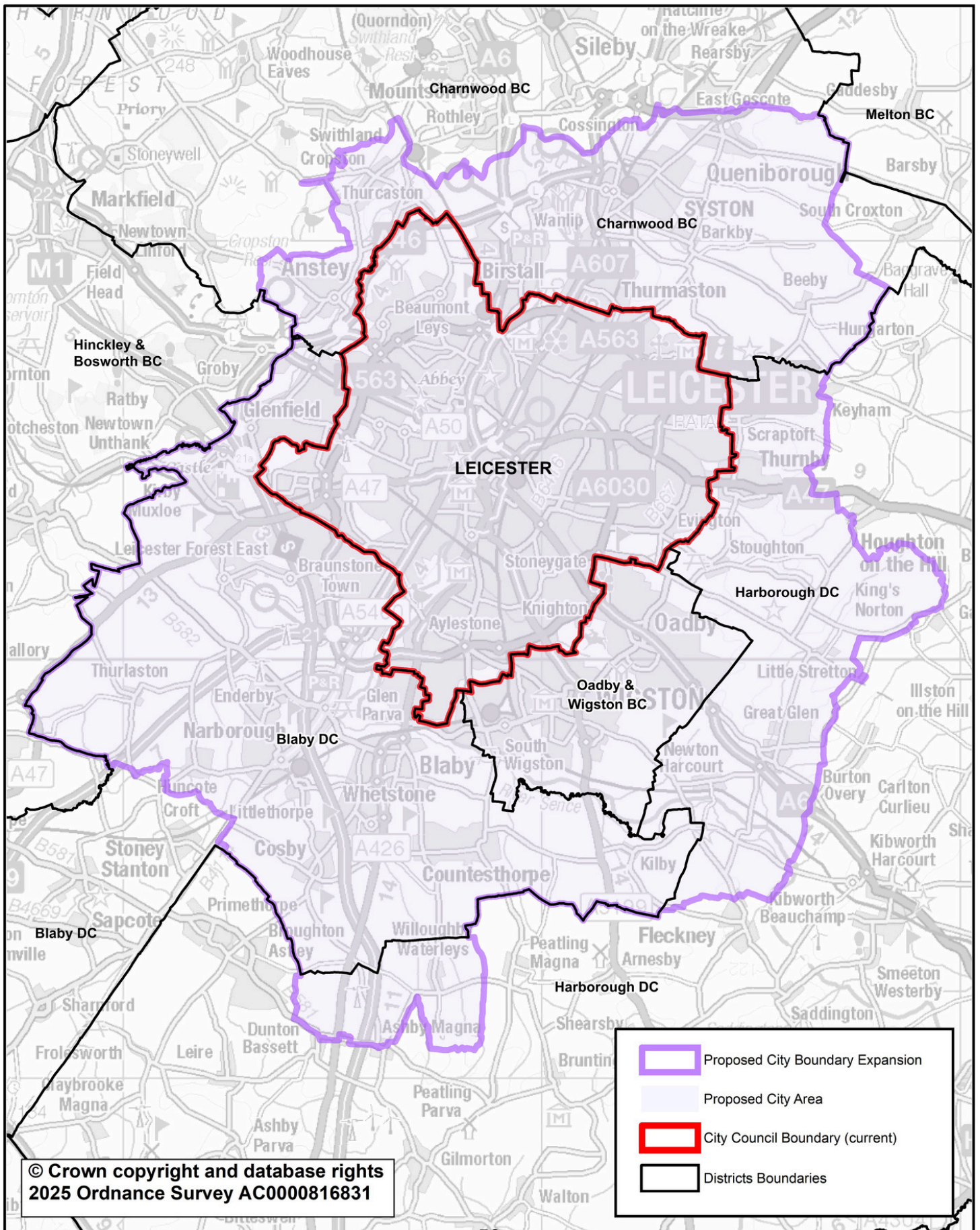
# **Appendix 3**

## **City expansion boundary plans (preferred proposal)**

1. City expansion boundary plan
2. List of whole districts and parishes included in proposed expansion area
3. List and plans of part parishes included in proposed expansion area

# 1. City boundary expansion plan (preferred proposal)

A detailed plan can be reviewed at: <https://www.leicester.gov.uk/media/paehtdwh/local-government-reorganisation-detailed-option-1-map.pdf>



## 2. List of whole districts and whole parishes included in proposed expansion area

a. **Whole district:** Oadby and Wigston

b. **Whole parishes** (parish code and host district shown below) – see Section 3.2.3 f.

Parish name	Parish code	District
Blaby	E04005342	Blaby
Braunstone	E04012264	Blaby
Cosby	E04005344	Blaby
Countesthorpe	E04005345	Blaby
Enderby	E04005348	Blaby
Glen Parva	E04005350	Blaby
Glenfield	E04005349	Blaby
Huncote	E04005351	Blaby
Kilby	E04005352	Blaby
Kirby Muxloe	E04005353	Blaby
Leicester Forest East	E04012265	Blaby
Leicester Forest West	E04005355	Blaby
Lubbesthorpe	E04005356	Blaby
Narborough	E04005357	Blaby
Thurlaston	E04005362	Blaby
Whetstone	E04005363	Blaby
Anstey	E04005365	Charnwood

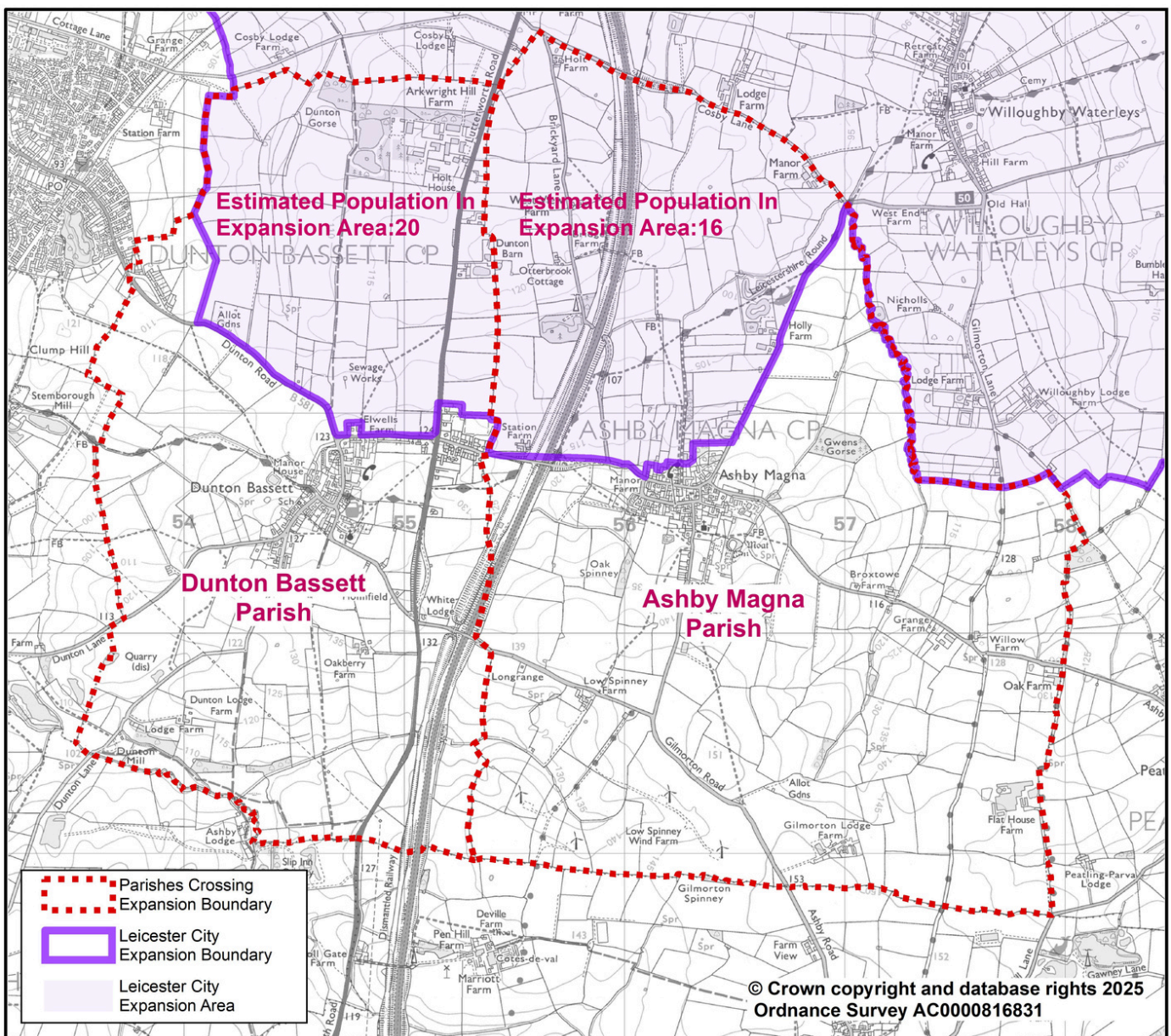
Barkby	E04012880	Charnwood
Barkby Thorpe	E04012881	Charnwood
Beeby	E04005369	Charnwood
Birstall	E04012882	Charnwood
Hamilton Lea	E04012885	Charnwood
Queniborough	E04005380	Charnwood
Syston	E04005390	Charnwood
Thurcaston and Cropston	E04012893	Charnwood
Thurmaston	E04012894	Charnwood
Wanlip	E04005396	Charnwood
Ashby Magna	E04005401	Harborough
Dunton Bassett	E04012331	Harborough
Gaulby	E04005426	Harborough
Great Glen	E04005431	Harborough
Houghton on the Hill	E04012795	Harborough
King's Norton	E04005443	Harborough
Little Stretton	E04005448	Harborough
Scraptoft	E04005465	Harborough
Stoughton	E04005475	Harborough
Thurnby and Bushby	E04005479	Harborough
Willoughby Waterleys	E04005487	Harborough
Wistow	E04005488	Harborough



### 3. List and plans of part parishes included in proposed expansion area

Parish name	Parish code	District
Ashby Magna (part)	E04005401	Harborough
Dunton Bassett (part)	E04012331	Harborough
Gaulby (part)	E04005426	Harborough
Houghton on the Hill (part)	E04012795	Harborough
King's Norton (part)	E04005443	Harborough
Rothley (part)	E04012890	Charnwood

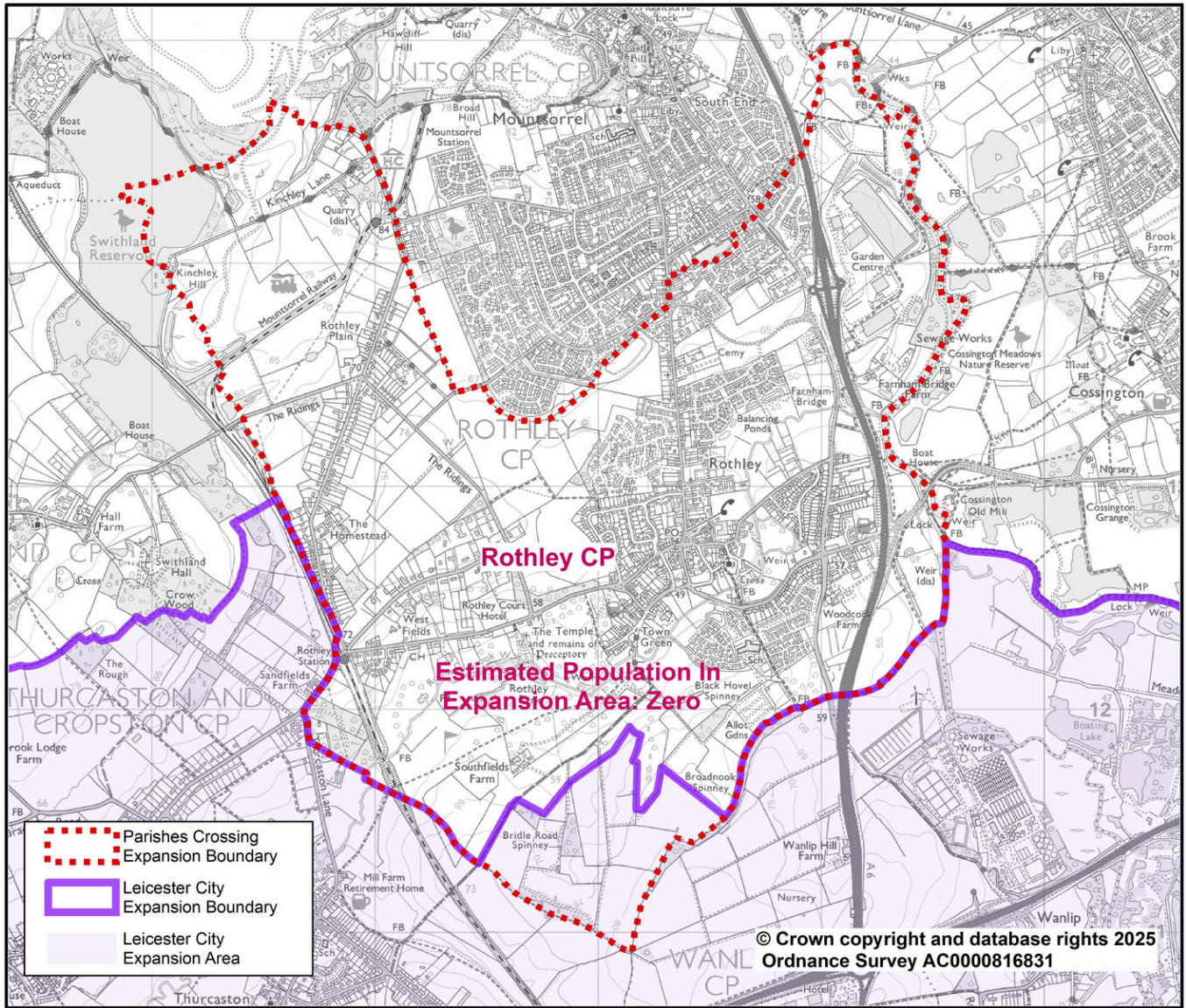
#### Dunton Bassett and Ashby Magna parishes (Harborough district)



Estimated population : 2021 Census (ONS) population by postcode centroid



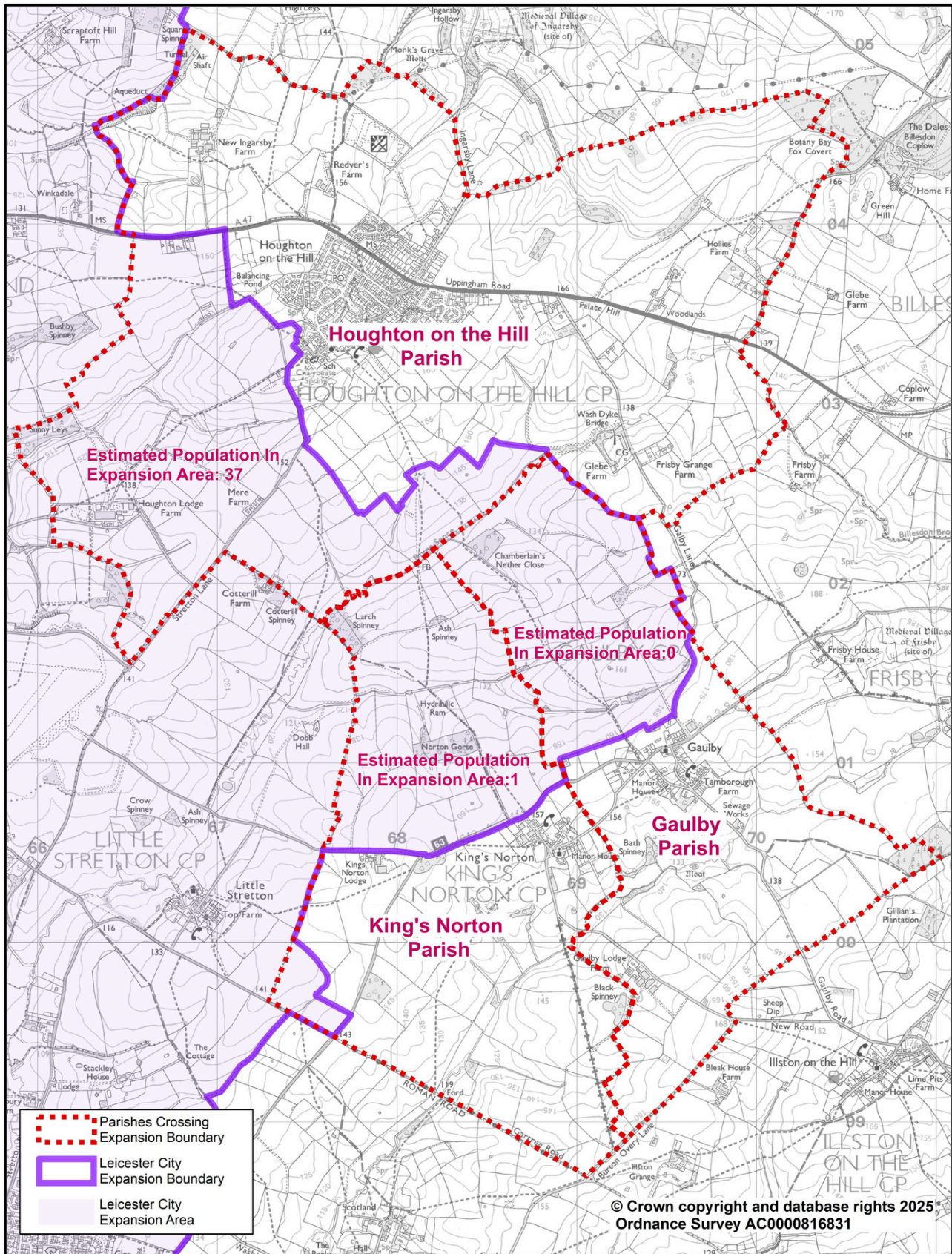
# Rothley parish (Charnwood borough)



Estimated population : 2021 Census (ONS) population by postcode centroid



# Gaulby, Houghton on the Hill and King's Norton parishes (Harborough district)



Estimated population from 2021 Census (ONS Population by postcode centroid)

# **Appendix 4**

## **Financial options modelling assumptions**

This appendix includes the financial modelling options assumptions from which Section 3.3 of the main submission draws.

Leicester City Council and Leicestershire County Council jointly commissioned expert external consultancy 31Ten to model the outcomes of seven scenarios for reorganisation. The district councils and Rutland were offered the opportunity to participate in this exercise but decided not to do so.

The financial modelling is consistent with the CIPFA model approach.

Population figures are based on 2024 estimates to align with financial data.

The county and city councils jointly agreed to increase the transitional costs for all scenarios to be more prudent and these have been adjusted upwards from the modelling provided by 31Ten.

Seven scenarios were modelled. Four of these form the basis for option appraisal in the council's final submission document. Three of the scenarios, originally proposed by Leicestershire County Council, have been discounted from our appraisal and they are not being submitted as preferred options by any councils in LLR. The table overleaf summarises this position.

The option numbers used for the main submission are shown in the table overleaf, alongside the scenario numbers used in this modelling exercise.



Financial modelling scenario number	Final submission option number	Description	Status
A	NA	<p><b>Unitary 1:</b> Existing city</p> <p><b>Unitary 2:</b> Leicestershire county area</p>	Does not align with LLR area subject to LGR invitation. Does not reflect actual urban area and no land for future city growth. Would leave Rutland unviable. Not being pursued by other councils as an option.
B	3	<p><b>Unitary 1:</b> Existing city</p> <p><b>Unitary 2:</b> Leicestershire county with Rutland</p>	Promoted by Leicestershire County Council
C	1	<p><b>Unitary 1:</b> City with boundary expansion</p> <p><b>Unitary 2:</b> Part Leicestershire County with Rutland</p>	Preferred option for Leicester City Council
D	NA	<p><b>Unitary 1:</b> City “Principal Urban Area” defined by county</p> <p><b>Unitary 2:</b> Part Leicestershire county with Rutland</p>	Does not reflect the actual urban area and no land for future city growth. Not being pursued by other councils as an option.
E	NA	<p><b>Unitary 1:</b> Existing city plus Oadby &amp; Wigston and Blaby</p> <p><b>Unitary 2:</b> Part Leicestershire County with Rutland</p>	Does not reflect the actual urban area and limited land for growth. Not being pursued by other councils as an option.
F	4	<p><b>Unitary 1:</b> Existing city</p> <p><b>Unitary 2:</b> North West Leicestershire, Charnwood, Melton and Rutland</p> <p><b>Unitary 3:</b> Oadby and Wigston, Harborough, Blaby, Hinckley and Bosworth</p>	Promoted by districts/Rutland
G	2	<p><b>Unitary 1:</b> Existing city, Oadby and Wigston, Harborough and Blaby</p> <p><b>Unitary 2:</b> Hinckley and Bosworth, North West Leicestershire, Charnwood, Melton and Rutland</p>	Base proposal from Leicester City Council

# **Leicester City & Leicestershire LGR**

## **Strategic summary and options assumptions for financial model**

Category	Savings assumption	Leicestershire	Rutland	City
Aggregation / Disaggregation	Senior Leadership	New leadership structure	No change	No change
Aggregation / Disaggregation	Service delivery staffing savings	1%	No change	No change
Aggregation / Disaggregation	Back office staffing savings	3%	No change	No change
Aggregation / Disaggregation	Service delivery third party savings	2%	No change	No change
Aggregation / Disaggregation	Back office third party savings	3%	No change	No change
Aggregation / Disaggregation	Property savings	7.5%	No change	No change
Aggregation / Disaggregation	Reduced numbers of members	New member structure	No change	No change
Aggregation / Disaggregation	Dis-economies of scale on residual social care spend	0%	No change	No change
Transformation	% of service delivery staffing costs	1.5%	No change	No change
Transformation	% of back office staffing costs	3.5%	No change	No change
Transformation	% of non-staff costs	0.5%	No change	No change

Category	Savings assumption	Leic’s & Rutland	N/A	City
Aggregation / Disaggregation	Senior Leadership	New leadership structure	Closed	No change
Aggregation / Disaggregation	Service delivery staffing savings	1%	Closed	No change
Aggregation / Disaggregation	Back office staffing savings	3%	Closed	No change
Aggregation / Disaggregation	Service delivery third party savings	2%	Closed	No change
Aggregation / Disaggregation	Back office third party savings	3%	Closed	No change
Aggregation / Disaggregation	Property savings	7.5%	Closed	No change
Aggregation / Disaggregation	Reduced numbers of members	New member structure	Closed	No change
Aggregation / Disaggregation	Dis-economies of scale on residual social care spend	0%	Closed	No change
Transformation	% of service delivery staffing costs	2%	Closed	No change
Transformation	% of back office staffing costs	5%	Closed	No change
Transformation	% of non-staff costs	0.5%	Closed	No change

Category	Savings assumption	Part Leic’s and Rutland	N/A	Expanded City
Aggregation / Disaggregation	Senior Leadership	New leadership structure	Closed	New leadership structure
Aggregation / Disaggregation	Service delivery staffing savings	0.5%	Closed	1%
Aggregation / Disaggregation	Back office staffing savings	2%	Closed	3%
Aggregation / Disaggregation	Service delivery third party savings	1.25%	Closed	2%
Aggregation / Disaggregation	Back office third party savings	2.5%	Closed	3%
Aggregation / Disaggregation	Property savings	7.5%	Closed	7.5%
Aggregation / Disaggregation	Reduced numbers of members	New member structure	Closed	New member structure
Aggregation / Disaggregation	Dis-economies of scale on residual social care spend	1.5%	Closed	0%
Transformation	% of service delivery staffing costs	1.5%	Closed	2.5%
Transformation	% of back office staffing costs	3.5%	Closed	4%
Transformation	% of non-staff costs	0.5%	Closed	0.5%

Category	Savings assumption	Pt Leic’s and Rutland	N/A	Expanded city
Aggregation / Disaggregation	Senior Leadership	New leadership structure	Closed	New leadership structure
Aggregation / Disaggregation	Service delivery staffing savings	0.5%	Closed	1%
Aggregation / Disaggregation	Back office staffing savings	2%	Closed	3%
Aggregation / Disaggregation	Service delivery third party savings	1.25%	Closed	2%
Aggregation / Disaggregation	Back office third party savings	2.5%	Closed	3%
Aggregation / Disaggregation	Property savings	7.5%	Closed	7.5%
Aggregation / Disaggregation	Reduced numbers of members	New member structure	Closed	New member structure
Aggregation / Disaggregation	Dis-economies of scale on residual social care spend	0.5%	Closed	0%
Transformation	% of service delivery staffing costs	1.5%	Closed	2%
Transformation	% of back office staffing costs	3.5%	Closed	3.5%
Transformation	% of non-staff costs	0.5%	Closed	0.5%

Category	Savings assumption	Part Leic's and Rutland	N/A	City+ O&W + Blaby
Aggregation / Disaggregation	Senior Leadership	New leadership structure	Closed	New leadership structure
Aggregation / Disaggregation	Service delivery staffing savings	0.5%	Closed	1%
Aggregation / Disaggregation	Back office staffing savings	2%	Closed	3%
Aggregation / Disaggregation	Service delivery third party savings	1.25%	Closed	2%
Aggregation / Disaggregation	Back office third party savings	2.5%	Closed	3%
Aggregation / Disaggregation	Property savings	7.5%	Closed	7.5%
Aggregation / Disaggregation	Reduced numbers of members	New member structure	Closed	New member structure
Aggregation / Disaggregation	Dis-economies of scale on residual social care spend	0.6%	Closed	0%
Transformation	% of service delivery staffing costs	1.5%	Closed	2%
Transformation	% of back office staffing costs	3.5%	Closed	3.5%
Transformation	% of non-staff costs	0.5%	Closed	0.5%

Category	Savings assumption	Area 1	Area 2	Area 3
Aggregation / Disaggregation	Senior Leadership	New leadership structure	New leadership structure	No change
Aggregation / Disaggregation	Service delivery staffing savings	0.5%	0.5%	No change
Aggregation / Disaggregation	Back office staffing savings	2%	2%	No change
Aggregation / Disaggregation	Service delivery third party savings	1%	1%	No change
Aggregation / Disaggregation	Back office third party savings	2.5%	2.5%	No change
Aggregation / Disaggregation	Property savings	7.5%	7.5%	No change
Aggregation / Disaggregation	Reduced numbers of members	New member structure	New member structure	No change
Aggregation / Disaggregation	Dis-economies of scale on residual social care spend	2%	2%	No change
Transformation	% of service delivery staffing costs	1.5%	1.5%	No change
Transformation	% of back office staffing costs	3.5%	3.5%	No change
Transformation	% of non-staff costs	0.5%	0.5%	No change



Category	Savings assumption	Pt Leic'/ Rutland	N/A	City + O&W + Blaby + Harb'
Aggregation / Disaggregation	Senior Leadership	New leadership structure	Closed	New leadership structure
Aggregation / Disaggregation	Service delivery staffing savings	0.5%	Closed	1%
Aggregation / Disaggregation	Back office staffing savings	2%	Closed	3%
Aggregation / Disaggregation	Service delivery third party savings	1.25%	Closed	2%
Aggregation / Disaggregation	Back office third party savings	2.5%	Closed	3%
Aggregation / Disaggregation	Property savings	7.5%	Closed	7.5%
Aggregation / Disaggregation	Reduced numbers of members	New member structure	Closed	New member structure
Aggregation / Disaggregation	Dis-economies of scale on residual social care spend	2%	Closed	0%
Transformation	% of service delivery staffing costs	1.5%	Closed	2.5%
Transformation	% of back office staffing costs	3.5%	Closed	4%
Transformation	% of non-staff costs	0.5%	Closed	0.5%

# 1a. Aggregation and Disaggregation impacts



# Aggregation and disaggregation assumptions

Category	Title	Assumption
Disaggregation	Disaggregation of current spend	Based on households, population, EHCP demand, CSC demand, ASC demand, Library spend, highways miles, waste tonnage
Aggregation assumptions	Senior leadership savings – base costs	Where boundaries have been split base costs have been calculated using % population
Aggregation assumptions	Service delivery and back office base costs	MTFS data has been mapped for LCC and LC
Aggregation assumptions	Senior leadership - savings	Standardised structure created for each new UA. Costs of structure compared to cost of roles consolidated into new UA. Costs of roles have been benchmarked according to comparator authorities for scale / scope
Aggregation assumptions	Staffing - Service delivery savings	Assumption where new organisations have been created based on total employee costs in scope (with senior leadership costs deducted)
Aggregation assumptions	Staffing - Back office savings	Assumption where new organisations have been created based on total employee costs (with senior leadership costs deducted)



# Aggregation and disaggregation assumptions

Category	Title	Assumption
Aggregation assumptions	Service delivery - Third party spend	Social care third party spend is excluded Reduction on remaining third party spend has been quantified
Aggregation assumptions	Back office - Third party spend	Reduction in back office non staff costs and external spend
Aggregation assumptions	Property savings	Reduction on premises costs
Aggregation assumptions	Members base costs	Members expenses have been identified using data from each council  These costs have been removed from service delivery & back office calculations
Aggregation assumptions	Members savings	Average numbers of members have been calculated from comparator authorities.  Average cost of members is based on current County average
Disaggregation assumptions	Dis-economies of scale	Additional costs identified from scaling down county services. Identified as growth on residual social care expenditure for appropriate areas within options
Aggregation assumptions	Phasing	All savings have been profiled over 4 years; 25%, 50%, 75%, 100% by year four

# 1b. Transformation assumptions

# Transformation assumptions

Category	Title	Assumption
Transformation	Service delivery costs - staffing	Savings for further reductions in staff costs relating to synergies in outcomes
Transformation	Back office costs - staffing	Savings for further reductions in back office roles due to duplication
Transformation	Additional savings - % of non staff costs	Duplication in suppliers and expenditure for non staff costs
Transformation	Phasing	All savings have been profiled over 3 years; 25%, 50%, 100% by year three



# 1c. Transition costs

Category	Title	Assumption
Transition costs	Redundancy costs	Calculated at 43% of staffing costs saving based on previous LGR reports  Benchmarked to Somerset (£5m)
Transition costs	Organisation set up	£500,000 per UA
Transition costs	Closed down districts	£100,000 per UA. Where district boundaries are split close down costs have been allocated by population to new UAs
Transition costs	Closed down county	£250,000 per UA
Transition costs	Shadow authority costs	£700,000 per new authority based on estimate of full cost of CEO, s151, leader and deputy leader for 1 year
Transition costs	Comms and marketing	£600,000 per new authority
Transition costs	Programme costs	£3.3m (team of 10 @ £500 per day @ 220 days per year for 3 years) for +500,000 population  Scaled for 75% of costs for option 6.
Transition costs	IT costs	£500,000 - £1,000,000 IT transition costs established for new UAs (adding headcount) tailored to the scale of individual options. Additional ERP tenancy required for option 6 - Estimated at £10m for a and possibly others assumed capital costs so excluded from model
Transition costs	Contingency	10% of all transition costs

# **Appendix 5**

## **Public services options appraisal**

## 1. Options appraisal – public services

This appendix reviews and appraises each of the four local government reorganisation (LGR) options being considered by Leicester City Council in terms of their impact on public services across Leicester, Leicestershire and Rutland (LLR).

Strengths, weaknesses and opportunities are highlighted for each option, with a particular focus on comparing how the options perform in delivering safe, resilient services from Day 1 (1 April 2028) and beyond, through service transformation.

### 1.1 Options for appraisal

The four LGR options being considered by the council are summarised in the table below.

LGR options for Leicester, Leicestershire and Rutland			
Option 1	Option 2	Option 3	Option 4
City Boundary Expansion	City with three Districts	City/County & Rutland	City/North/South
Unitary 1: city with boundary expansion	Unitary 1: existing city, Oadby and Wigston, Harborough, and Blaby	Unitary 1: existing city	Unitary 1: existing city
Unitary 2: part Leicestershire county and Rutland	Unitary 2: Hinckley and Bosworth, North West Leicestershire, Charnwood, Melton, and Rutland	Unitary 2: Leicestershire county and Rutland	Unitary 2 North West Leicestershire, Charnwood, Melton and Rutland
		76	Unitary 3 Oadby and Wigston, Harborough, Blaby, and Hinckley and Bosworth

## 1.2 Criteria for assessment

Reorganisation options have been considered against published Government criteria. For the purposes of this public services appraisal the following criteria are most relevant:

- Criteria 2: right size and resilience
- Criteria 3: high quality public services.

Alongside Government criteria, the options have been assessed against a set of related principles to be considered in the LLR context.


- Geographical coherence: areas with strong urban and rural commonalities should be brought together, so that communities with shared characteristics and service pressures are managed coherently.
- Equity: responsibilities and resources should be distributed fairly, ensuring no authority is left with a disproportionate share of demand or cost.
- Resilience: each council must start with service resilience.
- Sustainability: new structures must provide a platform for long-term transformation.


## 1.3 Overview of the assessment


This assessment is structured by key services, highlighted in Government advice, with each option reviewed against the strengths, weaknesses and opportunities it presents for the delivery of public services.

Detailed analysis has been undertaken with input from service directors and leads, stakeholders and subject matter experts.

Using the standard appraisal framework used for this submission, we have applied a clear scoring key linked to the Government's criteria and the local principles. Each service area for each option has a rag rating and score on a scale of one to three as follows:

 **Green [3] = meets:** positively addresses Government criteria with good alignment to the principles of urban coherence, equity, resilience and sustainability.

 **Amber [2] = partially meets:** performance against Government criteria is mixed, with some alignment to the principles of urban coherence, equity, resilience and sustainability.

 **Red [1] = does not meet:** fails substantively to address Government criteria and principles of urban coherence, equity, resilience and sustainability.



## 1.4 Option 1 – city boundary expansion

Service area	Overview	Score
Adult social care	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>• Creates the most coherent commissioning footprint across Leicester's expanded urban area, reducing duplication and giving providers a single, consistent route into the market for pricing, brokerage and safeguarding.</li> <li>• Scales Leicester's proven approaches (for example, strong reablement performance and higher direct payment uptake) across a larger population, improving independence and reducing long-term cost pressure.</li> <li>• Rationalises residential, respite and supported-living capacity (which is a county strength) into one plan, making better use of existing assets and unlocking pipeline sites where demand is growing fastest.</li> <li>• Could enable a single brokerage hub across the expanded footprint, simplifying hospital discharge, placements and provider engagement.</li> <li>• Extends a consistent quality assurance and improvement model to all providers, supporting stable markets and clearer expectations.</li> <li>• Enables a single consistent model for social care practice across the expanded urban area.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• Significant effort required to realign contracts, with a need for careful sequencing to avoid provider disruption.</li> <li>• Neighbourhood model design will need refinement to maintain response times and throughput.</li> </ul>	3
SEND and education	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>• Brings the full urban/suburban school system into a single planning footprint within the expanded city authority, enabling a coherent sufficiency plan for mainstream, special and alternative provision places that matches real travel-to-learn patterns.</li> <li>• Tackles inequity by consistently applying Leicester's stronger statutory performance (EHCP timeliness, oversight of children missing education, exclusions management), giving families clearer, faster routes to support.</li> <li>• Opportunity to align home-to-school transport policies and routes at scale, reducing duplication and improving reliability for pupils and schools.</li> <li>• Uses growth corridors and developer contributions to plan new special or free school capacity.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• Largest systems transition (City One and County SEND2) with dual-running likely required to protect statutory timelines. Day 1 continuity is safe, but longer-term transformation requires significant work to realise benefits.</li> <li>• Governance divergence (highly academised areas vs higher local authority maintained share) will require careful engagement to avoid mixed messages for headteachers and multi-academy trusts (MATs).</li> </ul>	2

<p>Children's services</p>	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>• Establishes one operating model for safeguarding, early help and placements across the expanded urban footprint, giving families clear thresholds, pathways and accountability.</li> <li>• Maximises placement sufficiency: larger, coherent footprint to grow fostering and residential provision closer to home, reducing out-of-area placements and travel time for social workers.</li> <li>• Commission once for independent fostering agencies and residential providers, simplifying the market and improving value; aligns quality assurance and performance management across all provision.</li> <li>• Creates a consistent data spine for case visibility end-to-end, supporting better risk management and learning across services.</li> <li>• Unlike option 2, this option also brings in the northern urban areas just outside the city, ensuring these urban pressures are managed within the same authority rather than by a separate council. This makes sufficiency planning and safeguarding more coherent and sustainable long-term.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• As with all options, a significant change programme will be required for workforce harmonisation – Transfer of Undertakings (Protection of Employment) (TUPE), training, supervision – bringing risks around morale and retention if sequencing and engagement are weak. However, safeguarding and legal duties will be managed safely on Day 1, drawing on lessons learned from other councils.</li> <li>• ICT divergence (Liquidlogic vs Mosaic) requires dual-running and costly migration.</li> <li>• Ofsted position diverges (city “Requires improvement” vs county “Outstanding”), so public confidence will need careful management during transition.</li> </ul>	<p>2</p>
<p>Housing and homelessness</p>	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>• Creates consistent homelessness pathways, allocations approaches and tenancy standards across the expanded urban area, eliminating current inconsistencies where access and entitlements differ by district, and simplifying routes for residents and partners (health, probation, Department for Work and Pensions).</li> <li>• Tackles concentrated urban pressures (overcrowding, asylum and rough sleeping) through a single strategy and dataset, enabling fairer prioritisation and targeted prevention.</li> <li>• Extends Leicester's in-house landlord/Direct Labour Organisation (DLO) compliance model (c. 19,000 homes) across inherited stock, improving safety, repairs and tenancy sustainment at scale.</li> <li>• Aligns growth, planning and housing delivery – uses the wider land pipeline to support c. 32,000 homes (c. 18,000 affordable) and directs supported housing sites for complex needs.</li> <li>• Unifies private rented sector (PRS) regulation, temporary accommodation standards and tenancy enforcement, strengthening quality and reducing churn into homelessness.</li> </ul>	<p>3</p>

	<p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• Significant harmonisation of policies, ICT and HRA finance (rent convergence, debt apportionment) with material consultation and communications requirements for tenants and landlords.</li> <li>• Short-term demand may spike as access simplifies and expectations rise; requires proactive triage and prevention capacity.</li> </ul>	
Highways and transport	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>• Treats the whole travel-to-work area within the expanded footprint as one network: consistent policies for traffic, parking, speed limits, sustainable transport and maintenance, and one approach to works coordination, improving reliability for residents and businesses.</li> <li>• Enhanced partnerships are better aligned to urban and rural areas.</li> <li>• Greater capital delivery capacity for major schemes and corridor programmes; stronger case-making for funding and better leverage through collaborative frameworks.</li> <li>• Integrates network management and signals across key routes and junctions, improving incident response and coordination of planned works.</li> <li>• Optimises depot locations, fleets and winter routes across the enlarged geography to cut dead-running and speed up response.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• Transition considerations: multi-year asset data migration, depot redesign and broader TUPE/cultural integration.</li> <li>• Day 1 continuity is secure, but the scale of effort means benefits are likely to materialise more slowly than in other services.</li> <li>• Urban-rural differences (such as rights of way and gritting hierarchies) require tailored operating procedures to avoid service dips.</li> </ul>	3
Neighbourhood & environmental services, and public safety	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>• Designs end-to-end waste and cleansing arrangements across the expanded urban footprint, removing mid-street anomalies and reducing duplicated routes and contracts, improving equity and efficiency for residents. Leicester has the advantage of being a waste collection and disposal authority, with a deeper understanding of both resident needs and the industry, making the city well positioned to drive economies of scale through the collection regime.</li> <li>• Increases market leverage for collection, transfer and disposal; scope to rationalise household recycling centres and transfer stations, and standardise materials lists and calendars.</li> <li>• Unifies licensing and enforcement approaches (such as taxis, street trading, environmental crime) so residents benefit from clear, consistent standards.</li> <li>• Plans bereavement capacity (cremation/burial) and leisure/library offers coherently across communities, improving equity and access.</li> <li>• Builds on recent alignment work already undertaken across districts, meaning processes are being rationalised in preparation for LGR – this ensures statutory safety on Day 1 while pointing to long-term efficiency gains.</li> </ul>	3

	<ul style="list-style-type: none"> <li>• Crucially, unlike option 2, this model also covers the northern urban areas. This removes duplication across district boundaries and allows consistent standards to be applied across all urban communities, making it a stronger and more logical geography for neighbourhood and environmental services.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• As with all options, significant short-term effort will be required, involving multi-year contract alignment and depot/route re-mapping with TUPE and back-office integration.</li> <li>• Good public-facing communications requirement (and associated risk) to avoid confusion on bin days, materials, permits and fees during the transition.</li> </ul>	
<b>Total score (and average)</b>	16 (2.66)	
<b>Conclusion</b>	Positively addresses Government criteria with good alignment to the principles of urban coherence, equity, resilience and sustainability. Transition challenges identified.	

### 1.4.1 Option 1 – overall score and summary

**Average score: 2.66 out of 3**

Provides a coherent, efficient and equitable platform for public services within the wider urban footprint and also the rural unitary area. It reduces duplication in commissioning and casework, sets single standards and establishes a clearer basis to work consistently across authorities, and uses increased scale to stabilise markets and unlock growth (housing, schools, transport corridors). It also provides a stronger platform for long-term regeneration, by aligning housing, transport and planning with economic growth priorities. The expanded footprint allows clearer partnership with wider public service geographies, including health, police, fire and the voluntary sector, supporting more integrated and place-based outcomes.

Transition will require significant planning, but the long-term gains in service quality and resilience are significantly greater. Crucially, statutory duties can be delivered safely on Day 1 across all services.

## 1.5 Option 2 – city with three districts

Service area	Overview	Score
Adult social care	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>Expands Leicester’s established commissioning model, backed by specialist procurement teams and strong provider relationships, giving providers a consistent route into the market.</li> <li>Scales Leicester’s proven approaches (for example, strong reablement performance and higher direct payment uptake) across a larger population, improving independence and reducing long-term cost pressure.</li> <li>Brings essential additional capacity from surrounding districts (for example, a respite asset), offering a pipeline of provision to meet rising demand and reducing pressure on city placements. Specifically, the city would benefit from access to Carlton Drive (Wigston), a specialist overnight respite service for people with profound and multiple learning disabilities, with capacity to support up to eight individuals. Carlton Drive is also complemented by an attached day provision, offering community opportunities.</li> <li>Opportunity to harmonise tariffs in the longer term, reducing friction for providers and improving equity across the footprint.</li> <li>Creates a sizeable authority with scope to respond to increases in demand, building resilience.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>Does not fully align with functional geographies – demand in northern urban areas remains split and less coherently managed.</li> <li>Governance and fee structures north of the expanded city boundary would still need harmonisation, limiting full consistency across LLR.</li> <li>Significant effort required to realign contracts, with a need for careful sequencing to avoid provider disruption.</li> </ul>	3
SEND and education	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>Leicester performs strongly on statutory compliance (Education Health and Care Plan [EHCP] timeliness, oversight of children missing education, exclusions), setting a higher and more consistent baseline for the enlarged footprint.</li> <li>Expanding south creates a more resilient planning area than the city alone, helping sufficiency planning to better match real demand.</li> <li>Rationalising home-to-school transport routes and SEND thresholds offers scope to achieve efficiencies, save costs and give families clearer and more consistent services.</li> <li>Whole-district transfers keep school clusters intact, protecting continuity for pupils, parents, and MATs, and avoiding disruption to children’s education.</li> <li>Existing collaboration with MATs such as Discovery Trust and Learning Without Limits can be extended, ensuring smoother transition for schools.</li> </ul>	2

	<ul style="list-style-type: none"> <li>• Opportunities for cleaner admissions criteria in areas like Oadby &amp; Wigston, which have historically excluded city children.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• Not fully coterminous with wider education planning geographies – interfaces with northern districts remain, leaving some fragmentation.</li> <li>• Case management systems differ (city uses One; county uses SEND2), creating transition complexity and cost.</li> <li>• Governance divergence between a highly academised county and the city’s higher share of maintained schools will require careful alignment to avoid confusion for parents and providers.</li> </ul>	
Children’s services	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>• Removes a district layer, simplifying governance and giving families clearer accountability.</li> <li>• Access to suburban land and children’s homes (such as Barnardo’s 11 homes) improves placement sufficiency, reducing out-of-area placements.</li> <li>• Leicester’s MSOA (Middle-layer Super Output Area) based early-help clusters can be extended south, creating a consistent model that targets support where it is most needed.</li> <li>• Existing regional infrastructure (safeguarding boards, adoption agency, care collaboration, Shared Care Record) already operates across boundaries and would continue seamlessly.</li> <li>• Larger footprint strengthens commissioning leverage with providers and creates opportunities for management savings.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• ICT divergence (Liquidlogic vs Mosaic) requires dual-running and costly migration.</li> <li>• Ofsted position diverges (city “Requires improvement” vs county “Outstanding”), so public confidence will need careful management during transition.</li> <li>• Rural edges create access challenges – without outreach solutions, some families may face longer journeys to services.</li> <li>• Transition carries workforce risks: morale, Transfer of Undertakings (Protection of Employment) [TUPE], and perceptions of “takeover” could affect stability if not managed sensitively.</li> </ul>	2
Housing and homelessness	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>• Creates a single homelessness pathway across the city and south Leicestershire, simplifying access and giving residents a consistent experience. A clean transfer of allocations, lettings, temporary accommodation leases and live homelessness cases would secure statutory continuity from Day 1.</li> <li>• Leicester’s in-house landlord function and compliance teams (covering 19,000 homes) can extend to inherited stock, ensuring consistent standards of safety and tenancy sustainment.</li> <li>• Maintains and expands voluntary sector partnerships (such as Inclusion Healthcare, Action Homeless), ensuring community provision is not disrupted.</li> </ul>	3



	<ul style="list-style-type: none"> <li>• Move toward a single lettings framework/HomeChoice across the footprint improves fairness, reduces duplication and unlocks additional affordable housing land aligned to growth corridors.</li> <li>• Leicester’s relationships with developer forums and major employers provide confidence that new housing can be delivered to meet demand and workforce needs.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• Urban pressures (overcrowding, asylum support, rough sleeping) remain concentrated in the city, meaning demand is not fully equalised.</li> <li>• Interfaces with northern urban areas in Charnwood continue to complicate pathways.</li> <li>• Transition requires harmonisation of enforcement, allocations and tenancy policies, with associated cost and complexity.</li> <li>• HRA debt apportionment, rent convergence and stock condition baselines represent significant technical challenges.</li> <li>• Expanding lettings could raise expectations, leading to a short-term spike in presentations if not carefully managed.</li> </ul>	
Highways and transport	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>• City’s consistent funding has produced improving network quality. Expanding south would extend practices to a wider network.</li> <li>• Consolidates southern commuter corridors, removing anomalies in policy (speed limits, bus corridors, cycle lanes) and ensuring consistency in resident experience.</li> <li>• Builds on city’s proven expertise in traffic management and signals (already delivered for county/Rutland under service level agreement), scaling with minimal disruption.</li> <li>• Regional procurement frameworks and recent joint projects show suppliers are prepared for larger contracts, improving efficiency.</li> <li>• Aligns highways planning with housing and economic growth corridors (for example, Ashton Green), strengthening transport’s role as an enabler of growth.</li> <li>• Opportunity to expand rapid cycle connectivity into Oadby, Wigston and university corridors, supporting sustainable travel.</li> <li>• Wider footprint improves resilience for coordinated flood response and incident management.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• Different asset management systems (city’s Causeway vs county’s platform) require integration.</li> <li>• Winter service depots need rationalisation and gritting routes reassessed.</li> <li>• Rural operations such as rights of way and dispersed school-run hotspots add complexity to a model optimised for dense urban areas.</li> <li>• Risks include continuity of gritting, pothole repairs and structural maintenance during transition, alongside parking enforcement, particularly around school areas.</li> <li>• Bus partnership continues to be split across urban and rural areas.</li> </ul>	2

Neighbourhood & environmental services and public safety	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>• Expands Leicester’s integrated waste collection and disposal model into the southern districts, removing mid-street anomalies and creating economies of scale. Leicester has the advantage of being a waste collection and disposal authority, with a deeper understanding of both resident needs and the industry, making it well positioned to drive economies of scale through the collection regime.</li> <li>• Contracts already designed to scale within the city could be extended with minimal disruption, reducing duplication.</li> <li>• Extends Leicester’s stronger public-facing offers (staffed libraries, Active Leicester leisure with 30% county membership, consistent taxi licensing), improving equity of access.</li> <li>• Bereavement services gain additional land and capacity, supporting diverse communities with culturally appropriate provision.</li> <li>• Community safety frameworks already operate across LLR through the Police and Crime Commissioner, Fire and Rescue Service, and community safety partnerships, providing a foundation for consistent delivery.</li> <li>• DEFRA WasteDataFlow reporting provides a consistent baseline for monitoring performance and supporting improvements such as recycling under national reforms.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• Interfaces with northern urban areas in Charnwood remain, so some inefficiency and incoherent boundary effects continue.</li> <li>• Harmonisation of regulatory frameworks (taxi licensing, street trading) and contract realignment for waste and cleansing will add transition complexity and cost.</li> <li>• Day 1 safety is secure, but boundary with northern urban areas in Charnwood cap medium-term efficiency and equity without full alignment with urban footprint.</li> </ul>	2
<b>Total score (and average)</b>	14 (2.33)	
<b>Conclusion</b>	Performance against Government criteria is mixed, with some alignment to the principles of urban coherence, equity, resilience and sustainability. Transition challenges identified.	

### 1.5.1 Option 2 – overall score and summary

**Average score: 2.33 out of 3**

Option 2 is a pragmatic expansion that delivers a stronger, more consistent platform for public service delivery across an extended area to the south. It strengthens commissioning in adult social care, creates an aligned homelessness pathway, and extends Leicester’s efficient approaches in waste, highways, and neighbourhood services into adjacent districts. This brings greater coherence and efficiency for residents, while raising overall standards and consistency compared with the current structure.

The option does not fully mirror the urban footprint – suburban areas to the north in Charnwood, with largely urban characteristics, remain outside its scope, meaning some service geographies continue to be fragmented. While this option does expand the city’s footprint and provides valuable space for growth, it does not bring all urban areas under one authority. Also it undermines coherence of service delivery by mixing urban and rural areas in both unitary councils.

### 1.6 Option 3 – city/county and Rutland

Service area	Overview	Score
Adult social care	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>• Potential to preserve continuity of some existing contracts, limiting the scale of disruption and transition costs on Day 1, while still bringing together councils in Leicestershire and Rutland. Although this will require significant change and adjustment, it may offer a comparatively simpler path to streamlining governance ahead of Day 1.</li> <li>• Provides stability for county staff and people there who draw on support, with less immediate structural change disrupting existing care arrangements.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• Retains city boundary and incoherent split of services across the urban area.</li> <li>• Retains fragmented commissioning, with separate tariffs and governance structures across urban and rural footprints, creating duplication and inefficiency that confuses providers.</li> <li>• Providers face inconsistent pricing and sanctions, making it harder to sustain markets or plan investment.</li> <li>• City residents remain constrained by limited physical capacity, while county assets (such as respite provision) are only accessible via bilateral agreements – an inefficient patchwork.</li> <li>• Fails to create additional resilience, leaving Leicester to manage disproportionate urban pressures.</li> </ul>	2
SEND & Education	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>• Maintains continuity of existing SEND systems and case management, avoiding immediate disruption to families.</li> <li>• Provides stability for SEND operations and academised schools already within the county footprint.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• Retains city boundary and incoherent split of services across the urban area.</li> <li>• Sufficiency planning remains split between city and county, preventing coherent system wide responses to rising demand.</li> <li>• Incomplete and inconsistent data create statutory risk, with children facing variable support depending on geography, leading to inconsistent outcomes by location.</li> <li>• County operates only seven special schools, insufficient to meet demand – with inequity persisting.</li> </ul>	2

	<ul style="list-style-type: none"> <li>• Transport inefficiencies continue, as children cross authority boundaries for placements, wasting resources and lengthening journeys.</li> </ul>	
Children's services	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>• Retains continuity of existing county services, supported by Ofsted's "Outstanding" judgement for assurance within its current footprint.</li> <li>• Maintains local familiarity for rural communities that already rely on county services, ensuring no disruption to established teams.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• Retains city boundary and incoherent split of services across the urban area.</li> <li>• Sustains fragmented accountability: two case management systems (Liquidlogic vs Mosaic) impede data sharing and joint supervision, slowing decision making.</li> <li>• Placement sufficiency gaps persist, with city children continuing to be placed in suburban or rural areas, weakening Ofsted's expectation that children should live close to home.</li> <li>• Duplicated governance and overheads continue across parallel safeguarding boards and commissioning arrangements.</li> <li>• Families face inconsistent thresholds and access depending on whether they live in the city or county part of the urban area, undermining fairness.</li> </ul>	2
Housing and homelessness	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>• Continuity for rural housing operations, with existing policies and contracts left intact.</li> <li>• Smaller housing portfolios in rural districts allow some local responsiveness and closer landlord-tenant relationships.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• Retains city boundary and incoherent split of services across the urban area.</li> <li>• Leaves Leicester carrying disproportionate pressures: overcrowding, rough sleeping, asylum accommodation, and temporary accommodation.</li> <li>• Fragmentation of ICT and allocations policies across urban area confuses partners (health, probation, DWP and weakens joined-up prevention).</li> <li>• No unified affordable housing or growth programme, limiting the ability to meet long-term demand.</li> <li>• Unmet city housing need continues to need resolving through more complex inter-authority planning rather than a unified council.</li> <li>• Statutory compliance risks grow sharper over time, as inequity between city and county housing duties undermines fairness and sustainability.</li> </ul>	1

<p>Highways and transport</p>	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>• Short-term stability: continuity of contracts, depots and systems, and maintained Leicester specialisms, with minimal Day 1 disruption.</li> <li>• Potential within the county footprint to rationalise depots or selectively collaborate on joint procurements.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• Retains city boundary and incoherent split of services across the urban area.</li> <li>• Maintains artificial boundaries: speed limits, bus networks and parking standards vary across the same travel to work area, confusing residents and businesses.</li> <li>• Fails to recognise travel to work area, with resulting poor policy alignment.</li> <li>• Cross boundary agreements continue to complicate service delivery, slowing response times.</li> <li>• Still requires integration of two authorities and resultant impacts.</li> <li>• Flood and drainage responsibilities remain fragmented, which is likely to impact the quality of the asset base in the short and long term.</li> <li>• Leicester’s smaller resource base compared to the county limits resilience.</li> <li>• Evidence shows county spending more on highways without significant improvements in quality, while the city achieves better outcomes with steadier budgets, demonstrating a more efficient model.</li> <li>• Bus partnership continues to be split across urban and rural areas.</li> </ul>	<p>2</p>
<p>Neighbourhood &amp; environmental services and public safety</p>	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>• Contracts, depots and community services could continue without disruption on Day 1, avoiding risks to statutory safety.</li> <li>• Maintains stability for staff and residents in rural districts with no immediate service changes.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• Retains city boundary and incoherent split of services across the urban area.</li> <li>• Residents face different waste, licensing and leisure standards across the same conurbation, creating inequity and frustration.</li> <li>• Duplicated costs from overlapping routes and contracts waste public money.</li> <li>• Libraries and leisure services remain inconsistent; some community-run with limited programming, others staffed and fully resourced.</li> <li>• Misses the chance to modernise and rationalise services in line with urban needs.</li> </ul>	<p>2</p>
<p><b>Total score (and average)</b></p>	<p>11 (1.83)</p>	
<p><b>Conclusion</b></p>	<p>Fails substantively to address Government criteria and principles of urban coherence, equity, resilience and sustainability. Some advantages for steady transition.</p>	



## 1.6.1 Option 3 – overall score and summary

### Average score: 1.83 out of 3

Option 3 supports stability during transition and continuity, but fundamentally fails to address the misalignment between the city’s urban pressures and the county’s rural footprint.

It retains the current city boundary and incoherent split of services across the urban area, and keeps outdated boundaries intact, leaving Leicester to shoulder overcrowding, homelessness and safeguarding challenges. Artificial boundaries in highways, waste and education persist, sustaining inefficiencies and confusing residents. It does not provide a credible platform for long-term sustainability or transformation. Option 3 falls short of creating the coherent, efficient and equitable structures needed for the future.

## 1.7 Option 4 – City, North, South

Service area	Overview	Score
Adult social care	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>• Reduces transition challenges by not altering city boundary.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• Retains city boundary and incoherent split of services across the urban area.</li> <li>• Disaggregates existing county services.</li> <li>• Severe fragmentation of commissioning across three smaller unitary councils, weakening provider leverage and market stability.</li> <li>• Multiple fee structures, contracts and governance systems create inefficiency, duplication and confusion for providers.</li> <li>• Smaller authorities lack resilience in workforce planning, brokerage and safeguarding continuity.</li> <li>• Creates a supplier’s market, driving up costs as providers contract separately with each new unitary.</li> <li>• Statutory risk heightened, with greater potential for gaps in discharge and safeguarding responsibilities.</li> <li>• Different models of social care practice across three authorities, risking inconsistency.</li> </ul>	1
SEND and education	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>• Reduces transition challenges by not altering city boundary.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• Retains city boundary and incoherent split of services across the urban area.</li> <li>• Disaggregates existing county services.</li> <li>• Statutory duties fragmented across three smaller authorities, creating significant compliance risks.</li> <li>• Sufficiency planning undermined as no single body has scale or expertise to manage EHCPs or specialist provision.</li> <li>• Risk of children falling through the gaps as responsibilities blur across multiple boundaries.</li> </ul>	1

	<ul style="list-style-type: none"> <li>• Transport inefficiencies increase, with children travelling further and systems duplicating effort.</li> </ul>	
Children's services	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>• Reduces transition challenges by not altering city boundary.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• Retains city boundary and incoherent split of services across the urban area.</li> <li>• Disaggregates existing county services.</li> <li>• Fragmented safeguarding capacity: three sets of thresholds, quality assurance regimes and practice models undermine consistency.</li> <li>• Workforce spread more thinly to maintain specialist roles in each authority, such as exploitation teams, out-of-hours cover or edge-of-care.</li> <li>• Higher statutory risk, with weaker ability to sustain continuity of relationships for families.</li> <li>• Data and ICT fragmented into multiple small systems, weakening supervision and analytics.</li> <li>• Costs escalate due to duplicated management and higher spot purchasing from providers.</li> </ul>	1
Housing and homelessness	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>• Reduces transition challenges by not altering city boundary.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• Retains city boundary and incoherent split of services across the urban area.</li> <li>• Urban pressures ignored: Leicester continues to face overcrowding, asylum accommodation and rough sleeping without support.</li> <li>• Fragmented ICT and allocations frameworks across three new authorities likely to confuse partners and weaken prevention.</li> <li>• No unified growth or affordable housing programme, reducing the ability to plan strategically.</li> <li>• Unmet city housing need continues to need resolving through more complex inter-authority planning rather than a unified council.</li> <li>• Public perception risks increase, with fragmented accountability worsening confidence in statutory housing functions.</li> </ul>	1
Highways and transport	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>• Reduces transition challenges by not altering city boundary.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• Retains city boundary and incoherent split of services across the urban area.</li> <li>• Disaggregates existing county services.</li> <li>• Fails to recognise travel to work area with resulting poor policy alignment.</li> <li>• Greater fragmentation of policies, permits and enforcement regimes, confusing residents and businesses.</li> <li>• Loss of scale in critical specialisms such as winter service, bridge engineering and traffic signals.</li> <li>• Procurement inefficiencies from multiple small contracts raise costs and reduce market leverage</li> </ul>	1

	<ul style="list-style-type: none"> <li>• Public safety weakened, with reduced resilience to severe weather, flooding and major incidents.</li> <li>• Connectivity across travel to work area undermined, limiting economic growth.</li> <li>• Bus partnership further split across urban and rural areas.</li> </ul>	
Neighbourhood & environmental services and public safety	<p><b>Strengths and opportunities</b></p> <ul style="list-style-type: none"> <li>• Reduces transition challenges by not altering city boundary.</li> </ul> <p><b>Weaknesses and risks</b></p> <ul style="list-style-type: none"> <li>• Retains city boundary and incoherent split of services across the urban area.</li> <li>• Splits waste collection, disposal and contracts across three smaller commissioners, duplicating costs and lowering efficiency.</li> <li>• Inconsistent licensing, enforcement and safety standards confuse residents and weaken statutory compliance.</li> <li>• Community safety diluted further by fragmented governance.</li> <li>• Libraries, leisure and bereavement services lose economies of scale, risking service quality.</li> <li>• Emergency planning less resilient and harder to coordinate across three authorities.</li> </ul>	1
<b>Total score (and average)</b>	6 (1.00)	
<b>Conclusion</b>	Fails substantively to address Government criteria and principles of urban coherence, equity, resilience and sustainability.	

### 1.7.1 Option 4 – overall score and summary

#### Average score: 1.00 out of 3

Option 4 is the least sustainable option. Fundamentally it retains the existing city boundary and incoherent split of services across the urban area, while also disaggregating county services. It fragments services that already require scale and consistency, creating multiple smaller commissioners across adult social care, safeguarding, SEND, housing and highways. Statutory risks increase, provider markets destabilise and residents face variable standards across areas. It undermines efficiency, resilience and fairness. In terms of the Government criteria, it fails both the right size and resilience test and the high quality services test.

## 2. Conclusion

The assessment provided above and summarised in the table which follows, shows that option 1 has the greatest potential for service efficiency and reform. This is principally because it combines the lowest number of councils with a coherent urban and rural geography, allowing both unitary councils to focus on common challenges and sustained transformation opportunities to deliver the highest quality services. It has a better balance and scale for commissioning services in the proposed unitary councils, delivering more equitable efficiency outcomes. It will also deliver more consistent standards and policies across the two councils, as they focus on more coherent urban and rural areas.

Option 2 (city with three districts) ranks second best. Whilst this option would result in an improved city footprint and greater scale for commissioning and service efficiency, it lacks the coherent geographical basis for service delivery provided by option 1, as it combines urban and rural areas. Also it does not include city suburbs to the north in Charnwood, thereby retaining the fragmentation across the urban area and resulting in less efficient service delivery.

Options 3 and 4 score considerably less than options 1 and 2. This is largely down to the fragmentation impacts of having more than two unitary councils and/or continuing the split of key public services across the urban area between multiple authorities. This undermines effectiveness and efficiency due to a lack of focus and coordination across a coherent urban and rural geography. Buying power and leverage would also be undermined for services with councils that are imbalanced and lack scale. The potential for public service transformation and reform is therefore much more limited.

## 2.1. Appraisal Summary

Service area	Option 1	Rationale for score	Option 2	Rationale for score	Option 3	Rationale for score	Option 4	Rationale for score
<b>Adult social care (ASC)</b>	3	Coherent urban/rural footprint with commissioning at scale; enables consistent standards and provider leverage.	3	Expands city commissioning footprint with greater scale and leverage	2	Retains city scale and service fragmentation; concentration of urban pressures; imbalanced urban/rural unitary. Service continuity.	1	Most fragmented with three unitary councils and city boundary fragmenting urban area; weakest market leverage; higher statutory risk.
<b>SEND and education</b>	2	Coherent urban/rural footprint; statutory performance uplift.	2	Improves compliance baseline in south but still fragmented urban area and Charnwood built area excluded.	2	Retains city scale and service fragmentation; imbalanced councils; fragmented sufficiency planning/standards. Service continuity.	1	As above with statutory duties fragmented; compliance risk.
<b>Children's services</b>	2	Single safeguarding model across urban area; stronger sufficiency and market leverage.	2	Scale gains in south; still fragmented urban area and Charnwood built area excluded.	2	Retains city scale and service fragmentation; imbalanced councils; retains sufficiency gaps Service continuity.	1	As ASC with fragmented safeguarding capacity; weakest statutory resilience.
<b>Housing and homelessness</b>	3	Coherent urban footprint; consistent housing pathway; stronger landlord/compliance model; helps to fix regulatory weaknesses.	3	Consistent homelessness pathway across city and south; greater scope for housing provision across extended city area.	1	City fragmentation remains; inequity retained; city retains concentrated pressures.	1	Most fragmented approach. Urban pressures remain concentrated; fragmented policies and weak prevention.
<b>Highways and transport</b>	3	Coherent urban (travel-to-work area) and rural networks; policy consistency/coherence; efficiency gains.	2	Extends city scale south, but incoherent and fragmented policy/operational areas.	2	Retains incoherent city area splitting policies and operations; inefficient planning and spend. Service continuity.	1	Most fragmentation and least coherent for city area split three ways; lack of scale and efficiency.
<b>Neighbourhood and environmental services and public safety</b>	3	Coherent urban footprint; standardises licensing/enforcement; Waste collection scale and efficiency.	2	Scale gains in south but still fragmented operations for urban area. Charnwood built up area excluded.	2	Retains fragmented operations for urban area and trenches inequity and duplication.	1	Most fragmented with three councils and also across urban area – waste contracts; weaker compliance/resilience.
<b>Totals</b>	<b>16</b>		<b>14</b>		<b>11</b>		<b>6</b>	
<b>Ranking</b>	<b>1<sup>st</sup></b>	Strongest platform for service coherence and equity. Most efficient/transformational.	<b>2<sup>nd</sup></b>	Expands city scale but still fragmented and lacking coherence. Some transformation benefits.	<b>3<sup>rd</sup></b>	Short-term service continuity but retains urban fragmentation /inequity. Limits transformation potential.	<b>4<sup>th</sup></b>	Most fragmented with higher risks. Least efficient. Limits transformation potential.



# **Appendix 6**

## **Report of local engagement**

## 1. Introduction

In its invitation to councils to submit LGR proposals, the Government set out guidance on local engagement. Criteria 4 guides councils to engage in a meaningful and constructive way to establish local views and consider how these will be addressed.

Three proposals will be submitted to Government from the LLR area and each promoter has carried out their own engagement activities.

As part of its preparation for this final submission, the city council conducted a programme of engagement throughout 2025.

The aim of the engagement was to:

- understand people's priorities for local government
- identify key stakeholders' priorities, needs and concerns regarding LGR
- outline the city's proposal for expansion and obtain feedback
- use the feedback to shape the city's final submission.

### Who we spoke to

- Public
- Other councils in LLR
- NHS: Integrated Care Board and University Hospitals of Leicester
- Fire service
- Police and Crime Commissioner
- Universities and further education
- Businesses and their support organisations
- Housing associations
- Developers
- Construction industry representatives
- Public transport providers
- Sports and cultural organisations
- Voluntary and community sector
- MPs
- City councillors
- City council staff
- Trade unions

## Methodology

We used a range of channels to engage with different audiences:

- Face to face and online meetings with stakeholders
- Online survey
- Meetings with directors representing all service areas including key areas such as social care, education and housing
- Briefings with city councillors
- Staff intranet and newsletter
- Web page
- E-newsletter articles
- Emails/letters
- Social media
- Press releases

## 2. Stakeholder meetings

In September and October we held 10 meetings to discuss local government reorganisation with stakeholders across various sectors.

All meetings began with a presentation outlining the LGR process, the Government's criteria and the reasons behind Leicester's City Council's proposal to extend the city boundary.

This was followed by questions and open discussion of the process and proposals.

<b>Date</b>	<b>Format</b>	<b>Stakeholder group</b>	<b>Attendees</b>
17 Sept	In person	Voluntary and community organisations	9
22 Sept	Online	Housing associations	4
22 Sept	Online	Parish councils	c. 30
24 Sept	In person	Key public sector and business organisations	13
25 Sept	In person	Developers	6
30 Sept	In person	Local businesses	10
1 Oct	In person	Sports and cultural organisations	5
1 Oct	Online	Trade unions	8
2 Oct	Online	Public transport providers	4
6 Oct	In person	Procon – construction industry	11

## Summary of feedback

Some stakeholder groups expressed strong feelings in favour of city boundary expansion proposal. One group – the parish councils potentially affected by city boundary expansion – were strongly against. Others felt that as their organisation worked with all authorities across LLR, it was not their place to express a view or choose between specific proposals.

The discussions covered a wide range of questions, concerns and needs during the LGR process, as well as what outcomes would be beneficial to them and their organisation or business.

Common points emerged across several meetings, including:

- Arguments for city expansion are logical and strong.
- Expansion brings clear benefits for the city – the proposal needs to explain more how it benefits other areas.
- A desire to move quickly towards a mayoral strategic authority for LLR, in order to access funding.
- The fewer local authorities that businesses and organisations have to work with, the better.
- Vocal opposition of some in the proposed expansion area and how to address that.
- Misplaced negative impressions of the city contribute to opposition.
- Questions about the extent of proposed development.
- Questions over the future role of parish councils.
- Efficiency savings are good but questions on transition and implementation.

A more detailed record of each stakeholder meeting follow.

## 2.1. Notes from stakeholder meetings

### Voluntary and community sector (VCS) – 17 September 2025

Stakeholders at this session were very positive about city expansion.

Points made:

- Important that the new boundaries work within the same overall footprint as LLR to align with NHS, Voluntary Action Leicester, police, fire and other agencies.
- The “proposal makes sense” and expansion of city border is an “easy and sensible solution”.
- However, there is strong opposition from outside the city. Contributor felt this was due to misplaced negative perception of the city – and this could impact on how VCS deliver services to new areas after implementation of any border change.
- Representatives from VAL are visiting Cumbria to learn about their recent experiences of LGR.
- VCS could play a role in transition, to address potential resistance from new communities and to support their integration – to overcome feelings that this is top-down change.
- Challenge/concern for VCS is around contracts and funding implications, especially considering other changes to NHS, welfare reform and after 16 years of austerity. Some organisations have already folded.

Questions asked:

- LGR process, timetable and government criteria?
- How much weight will Government place on public feeling?
- What work is being done to win hearts and minds?

**Key stakeholders – public sector, education, NHS, fire service, voluntary sector and business organisations –  
24 September 2025**

Points made:

- Acknowledged strength of arguments in favour of expansion and some expressed clear support for the plan.
- Need to demonstrate how this benefits whole area, not just city.
- Citing previous experience of LGR elsewhere, “important to have balanced sized organisations which can work together”.
- Tighter boundaries mean vulnerability to funding changes.
- Easier for us to work with fewer authorities in total, and it would be helpful to keep to current LLR footprint.
- Arguments are often high level, relating to funding and government – what is a compelling reason from citizen’s point of view?
- Clear benefits for public are savings plus the prize of a mayoral strategic authority.
- Businesses want clear communication and timetable for confidence – feel they are missing out on combined authority currently.
- Parishes should continue to operate in villages.
- Negative perception of city centre among some groups does not acknowledge high level of investment over 20 years and success of events, such as Light Up Leicester.
- It is still possible for villages to keep identity within a new city boundary.
- Stay focused on the long term and maintain positive relationships – whatever decision is taken, the councils will ultimately have to work together constructively. Already much positive work goes on behind the scenes.

Questions asked:

- Potential shift in Government approach after ministerial changes?
- LGR process, Government criteria, decision making and timetable for combined authority?
- Risks and uncertainty during transition period?
- Scale of efficiency savings and whether these are retained locally?
- Collaboration opportunities for voluntary sector?

**Housing associations – 22 Sept 2025**

This group was broadly supportive of city expansion, with questions on implementation.

- Geographical north/south council divisions don’t always make sense. Where I live the north is not affluent; the south is. The difference in levels of investment do not reflect the different rates of council tax payable.
- Urban living is different to rural living and the city’s solution is most sensible.
- Welcomed introduction of unitaries and reduction in number of authorities housing associations work with.
- In a two-tier authority, highways can hide behind the local planning authority for their delays.
- “I agree with Leicester’s proposed boundary; it’s more logical.”
- Concern that if Homes England funds are devolved to different local authorities, it might make it harder for providers who have already negotiated one grant rate with HE directly; might have to negotiate different grant rate with each local authority.
- Agree with efficiencies but possible implementation issues a concern. Northamptonshire still struggling to see benefits. Risk that this change could slow down development/delivery.
- Need to know more about strategic and operational points.



#### Questions asked:

- Future role of parish councils?
- What is view of government on different proposals in this area?
- If expansion goes ahead, will city's affordable housing requirement change?
- Will role of elected City Mayor be lost?
- Population growth and impact on different communities and diversity?
- Where will strategic priorities be set and where/how will registered providers be able to input at a strategic level?
- Future funding allocations, especially for strategic partner registered providers?
- How are you going to sell the city's proposal and deliver it?
- Grant allocations and how to deliver more affordable housing?

#### **Parish councils – 22 September 2025**

Representatives from the parish councils expressed strong opposition to an extension of the city boundary.

#### Points made:

- The boundary proposed in Leicester's interim submission dissects several parishes. Is it legally possible for parishes to straddle two principal local authorities? Which ones are affected?
- Braunstone Town Council work with you anyway. "Some of us can see the logic" of boundary extension, but overall people are against it or don't care.
- Government guidance was to use districts as building blocks for LGR. You need public support to deviate from this. Do LGR first and then boundary review later.
- Concern that expansion was primarily to use land in rural areas for housing.
- Can see benefits to the city council, but not to parishes or their communities.
- "Could understand expansion to include Oadby and Wigston" but not rural areas.
- Role of parish councils in future and how they will work with neighbourhood area committees – still two levels of governance. Previous area forums unsuccessful.

- Part of Thurmaston incorporated into the city in 1935 – still consider themselves as Thurmaston not city.

#### Questions asked:

- How will changes affect distribution of funding?
- How will this impact libraries which are community managed in the county?

#### **Developers – 25 September 2025**

Representatives at this meeting were strongly supportive of city expansion.

#### Points made:

- Concern over loss of momentum during transition.
- Free standing development opportunity may be able to bring forward infrastructure in different ways.
- If there is future city unmet need then we will have failed.
- No city expansion would be a very poor outcome of LGR.
- City option is the only one which addresses the criteria.
- Benefits of financial stability and enabling development of land in city ownership would be significant.
- Suggestion – should plans show the growth/emerging growth in county area?

#### Questions asked:

- Views of other stakeholder groups, such as concerns of parish councils?
- Devolution and responsibilities of future strategic mayoral authority – ie. transport?
- Is the proposed boundary far enough out? ie. to allow progress on improving eastern orbital highway capacity. Opportunity missed in respect of strategic infrastructure?
- Level of projected savings and how will these be applied?
- Is there still ongoing dialogue with districts and the county, and central government?

Email subsequently received from Tom Collins, Mather Jamie:

*“The city boundary should encompass the contiguous built-up area of Leicester, as experienced on a daily basis by the residents of the area, plus sufficient surrounding land that it can meet its own needs (including development, infrastructure and open space) for decades to come.*

*“It is imperative that any reorganisation also results in a city authority which is financially secure, with a broad tax base, and able to deliver efficient services through comprehensive coverage of its area. LGR which doesn't see substantial growth of the city's boundary would be nothing short of a failure, and a huge missed opportunity. The proposed city boundaries published in the Interim submission dated March 2025 represents the very minimum by which I believe the city should expand.*

*“In addition to allowing for planned, incremental growth of the city's existing built-up area, a substantial increase to the boundaries would enable a broader range of development sites to be identified, potentially including wholly new communities, which would not only help the city to meet its development needs in a timely manner but also provide opportunities for new strategic infrastructure to be delivered in a way which only strategic development can achieve. Notwithstanding devolution plans, all of this is far more readily achieved when working within a single authority area, and any LGR process which still gives rise to issues of unmet needs in the future would again be a failure of the process.*

*“LGR is a huge opportunity for Leicester, and the significant potential it can deliver must not be stifled by timid or unambitious thinking.”*

## **Businesses – 30 September 2025**

### Questions

- What are the benefits to the high street?
- Is extra funding the goal?
- Prospect of agreeing a joint proposal with county or districts?
- When will elections for a new authority be held?
- Scale of efficiencies/job losses?
- Impact on small businesses?
- Reorganisations that go well are ones that bring staff with them – where are you with your staff?
- Dealing with one authority would be easier than dealing with three – but would we lose access?
- Districts currently offer support to SMEs – who will pick this up when they go?

## **Trade unions – 1 October 2025**

### Discussion focused around:

- statutory obstacles to breaking up districts
- timeline
- financial modelling, costs incurred and future tax base.

## **Cultural and sports organisations – 1 October 2025**

Some attendees expressed support and could see the sense behind city expansion.

### Points made:

- Government funding for the arts is currently going to larger combined authorities – even EMCA missing out. An LLR combined authority would be even smaller and not unlock funding. Would we eventually join EMCA?
- Dangerous to base boundaries on current population sizes as different areas will grow at different rates.
- Most important part of this is growth and prosperity in the city, which everyone can then share in.

- People no longer come to the city centre for retail. They come for leisure, arts, culture, sports, heritage – need to invest in these, or what else will be left?
- Loss of senior management jobs is double edged. You save money locally but treasury takes less tax nationally.

Questions asked:

- What is government direction on devolution and how would national political change affect this?
- Impact on planning / green belt protection if boundary extends?
- Will government impose a solution?
- Will this approach lead to greater investment in sports/culture? Or is the benefit to our sector that the city is more affluent and better managed?
- What are the disadvantages/risks of boundary expansion?
- Is the plan to develop across the expansion zone?
- Costs of major change usually exceed modelling – what financial support is available from government?

Email from Chair of Phoenix, Ali Sinclair:

*“Thank you for taking the time to put together the presentation with specific relevance to our organisations and for meeting with us. It is really helpful to understand the basis of City Council’s position underpinned by the extensive analysis. From a personal and professional perspective, the proposal has my support.”*

### **Public transport providers – 2 October 2025**

This group of stakeholders were strongly supportive of city expansion.

Points made:

- Extended city boundary makes sense, especially when current boundary is halfway through streets. Makes sense to include Birstall and allow opportunity for expansion, otherwise would need to keep reviewing boundary every few years.

- Discussion around strategic direction of railways.

Questions on:

- Proposals from other areas?
- How would mayoral strategic authority work?

Email subsequently received from Zoe Hands, First Bus:

*“I’m happy First Bus go on record as supporting your proposal. I believe it makes the most sense in terms of ensuring greater coordination of services, enabling more simplified ticketing options and bus improvement measures. Critically, it is the option that best serves the travel patterns that are emerging across and around the current city boundary.”*

### **Procon, 6 October 2025**

No strong opinions expressed on different LGR options.

Points made:

- County authorities everywhere (not just Leicestershire) are bound to resist ceding land to cities for financial reasons.
- Risk of LLR missing out on government funding to East Midlands Combined Authority.
- If this is ultimately about finances, why not look at business rates as alternative way to raise funds?

Questions asked:

- How will Government resolve the lack of agreement between different councils?
- Post-transition – will Local Plan and transport plans be rewritten?
- Feedback from other stakeholders?
- Financial modelling and what this shows in terms of savings?
- Will LGR mean disruption for us, your suppliers?
- Maximum population size for new authorities?
- Height restriction for buildings in city?

## Other stakeholders

We wrote to all 11 Members of Parliament representing constituencies in Leicester, Leicestershire and Rutland to ask for their thoughts.

Four MPs representing constituencies in the county replied opposing the proposal to expand the city boundary. The primary reason given was that their residents valued their distinct county identities and did not want to become part of the city.

Two of the MPs supported the proposal for three unitary authorities (option 4) on the grounds that this would preserve local identities while allowing services to be delivered by a council close enough to understand residents' needs.

City councillors have been briefed on LGR regularly through the process. A special meeting of the Overview Select Committee was held on 10 November where proposals were considered. Final consideration and sign off was through a meeting of full Council on 20 November.

The Police and Crime Commissioner for Leicester, Leicestershire and Rutland expressed a preference to keep things as they are, "perhaps with some minor boundary changes" – conceding on the principle. His strong view for the strategic authority is that it should cover the whole of LLR.

Council service directors were engaged to get their views on the LGR options in relation to their work areas, including the challenges they face and the potential for transformation and reform. Responses were captured as part of the work on public services in Appendix 5.

A dedicated LGR intranet page was set up for council staff, who were also kept informed on the process via email and managers. All were encouraged to complete the online survey.

### 3. Public survey

In September / October 2025 the council conducted an online public survey asking people for their views on local government and how they regard the area where they live. The survey was open for four weeks and promoted through a press release, social media and the Your Leicester e-newsletter, which has a circulation of over 90,000 people. Council staff were also encouraged to complete it.

In the survey, our aim was to go beyond the simple binary question of whether people were for or against any of the emerging LGR proposals, none of which were finalised at this stage. We were looking for more meaningful information about how people viewed their local area, what factors should decide how councils are constituted, and their priorities for local government going forward.

Participants were also invited to express views in a free comments box which allowed them to state preference for – or opposition to – any of the emerging proposals.

#### Key findings

- 810 people responded.
- 91% of respondents were residents.
- The majority (61%) live in the proposed city expansion area; 28% live in the current city area.
- 54% consider themselves to live in either an urban area or suburb.
- 85% agree that councils should reflect how people live, work and travel across an area.
- 82% agree that councils should represent areas that share common issues
- The proportion of people who work in the city is very similar for residents of the city (44%) and residents of the proposed expansion zone (41%).
- 42% raised concerns about the proposal to expand the city boundary.
- “Efficient public services” was named as the top priority for the new councils.

- The least important issue was “boundaries that are easy to understand”.
- 15% of respondents had been unsure which council to contact for a service or issue.

#### 3.1 Full list of questions and responses

1. I am responding as:

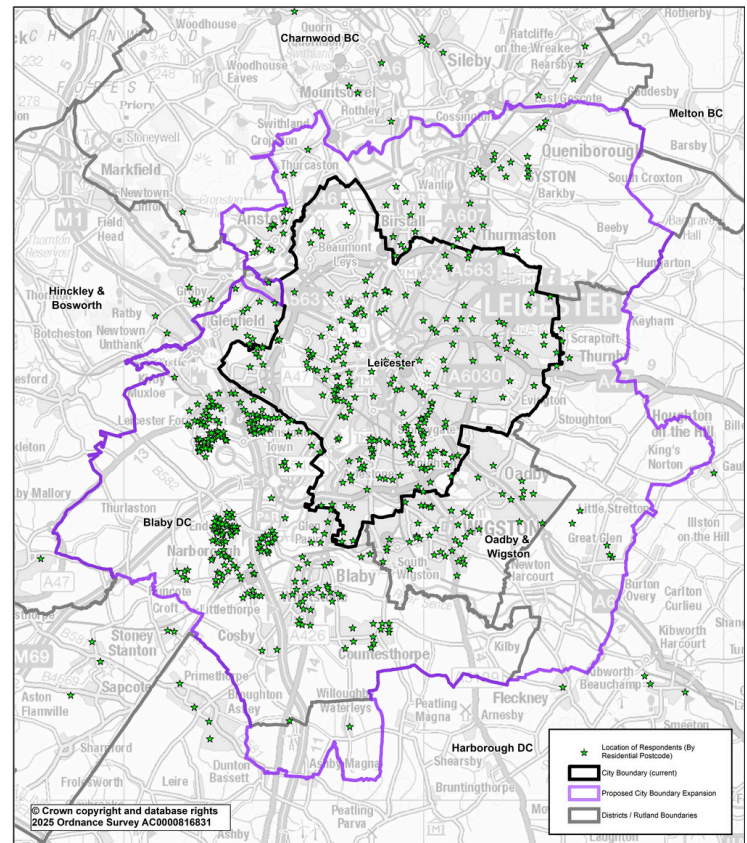
Option	Count	%
a resident	726	90%
someone who works in Leicester, Leicestershire and Rutland	245	30%
a business owner or business leader	16	2%
a voluntary or community sector organisation	3	0.4%
another public sector organisation	6	1%
other	13	2%

## 2. Home postcode

Most people who responded to the survey live in Leicestershire, outside the current city boundary, but within the area which is proposed for inclusion in the city – 61% of responses.

Location	Count	%
City (current boundary)	225	28%
Leicestershire (proposed expansion zone)	491	61%
Leicestershire (rest of county area)	84	10%
Rutland	1	0.12%
Outside Leicester, Leicestershire and Rutland	10	1%

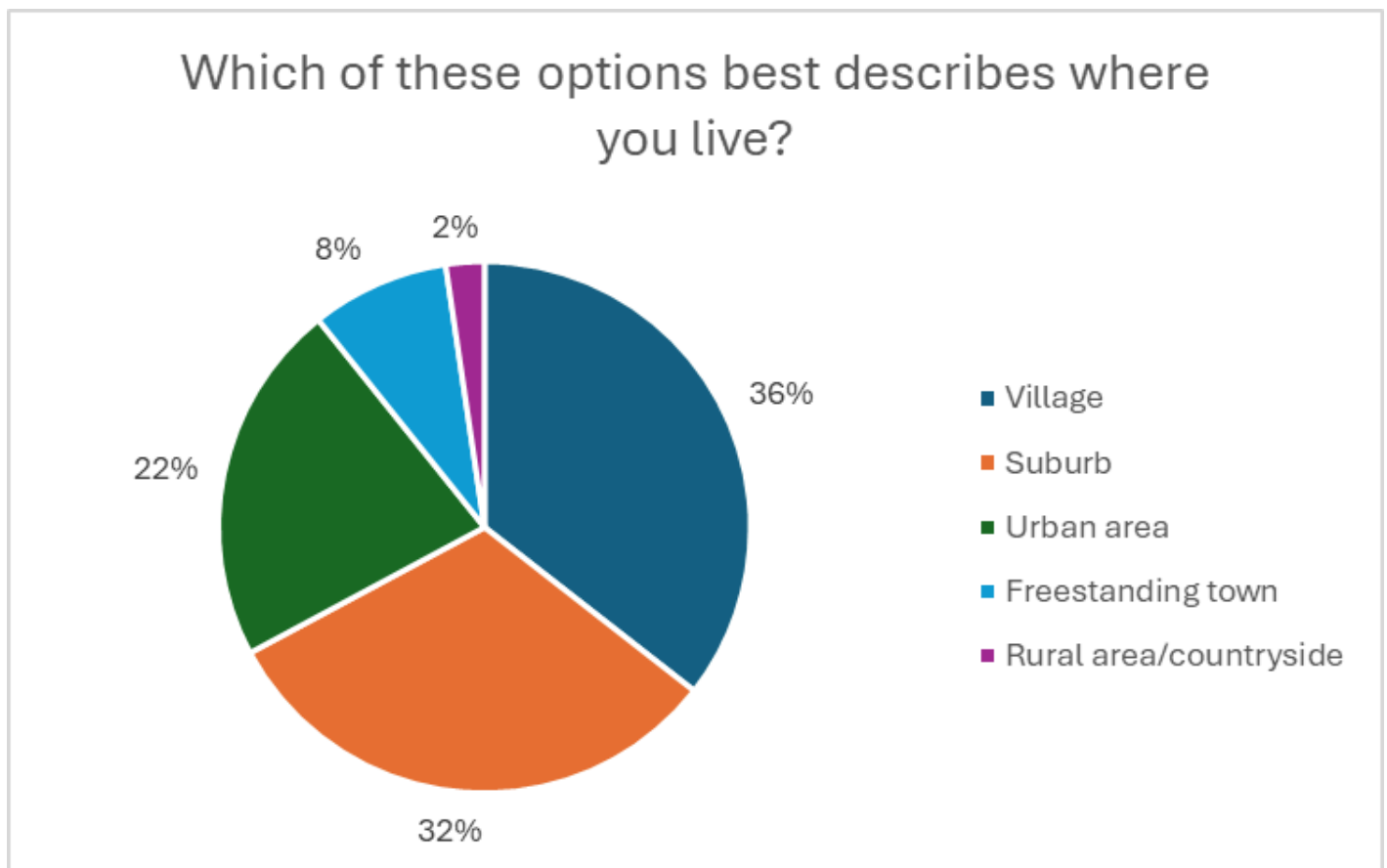
## Location of respondents by postcode





3. Which of these options best describes where you live?

Option	Count	%
Urban area	179	22%
Suburb	256	32%
Freestanding town	68	8%
Village	288	36%
Rural area/countryside	19	2%



Using postcode data, we can analyse how people in specific areas view where they live. Looking only at respondents who live in the city and the proposed expansion area, 58% consider their area either urban or suburban. 40% of people living in the expansion zone consider themselves urban or suburban.

**Responses from people in proposed expansion area only**

Which option best describes where you live?	Count	%
Urban area	29	6%
Suburb	166	34%
Village	240	49%
Freestanding town	45	9%
Rural area/countryside	10	2%

**4. Work postcode**

623 people answered this question.

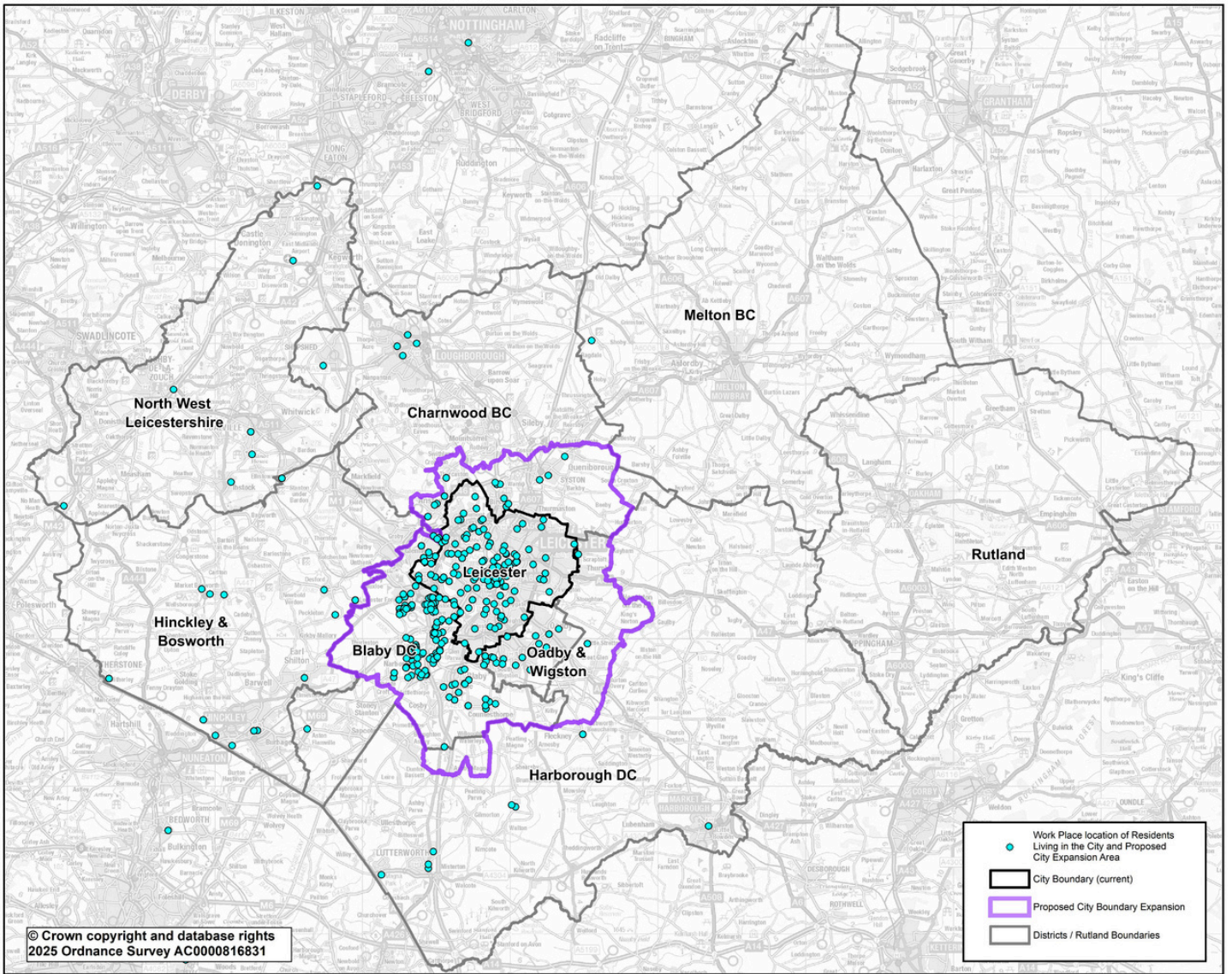
Where people work	Count	%
Leicester (current boundary)	333	53%
Proposed expansion area	231	37%
Outside city and expansion area	59	9%

Looking at home address and working pattern, the proportion of people who work in the city is very similar for residents of the city (44%) and residents of the expansion zone (41%).

**People who work in Leicester**

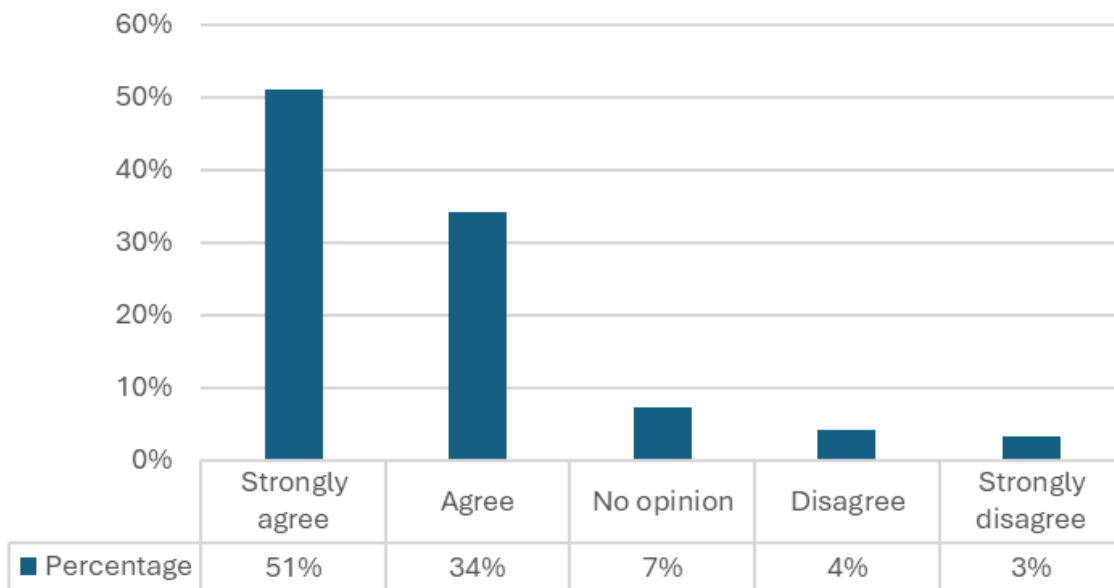
Home address	Count	%
Leicester (current boundary)	149	44%
Proposed expansion area	138	41%
Outside city and proposed expansion area	52	15%

# Map showing where residents of the city and the proposed expansion zone work



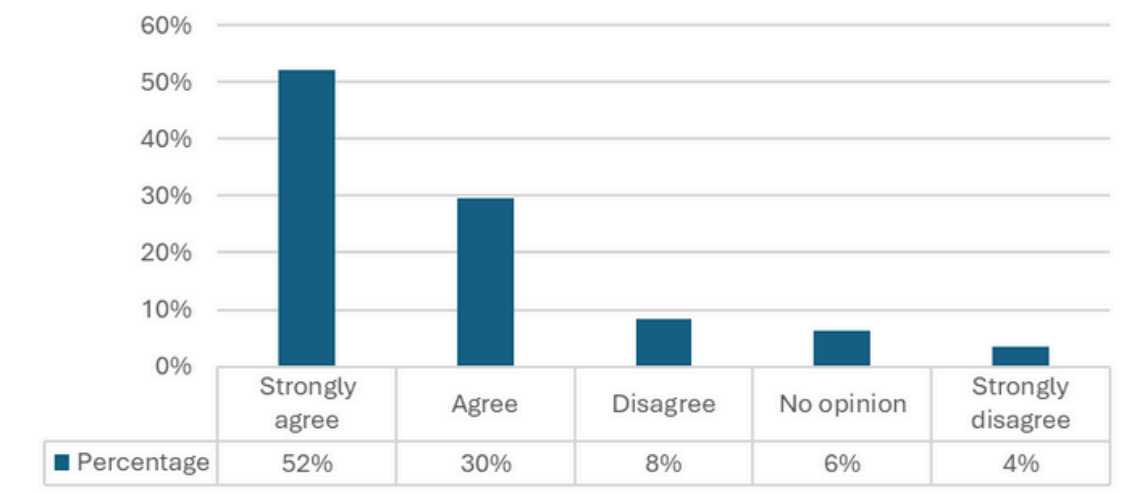
5. To what extent do you agree with the following statements:

### "Councils should reflect how people live, work and travel across the area"



An overwhelming majority of people (85%) agreed or strongly agreed with the first statement.

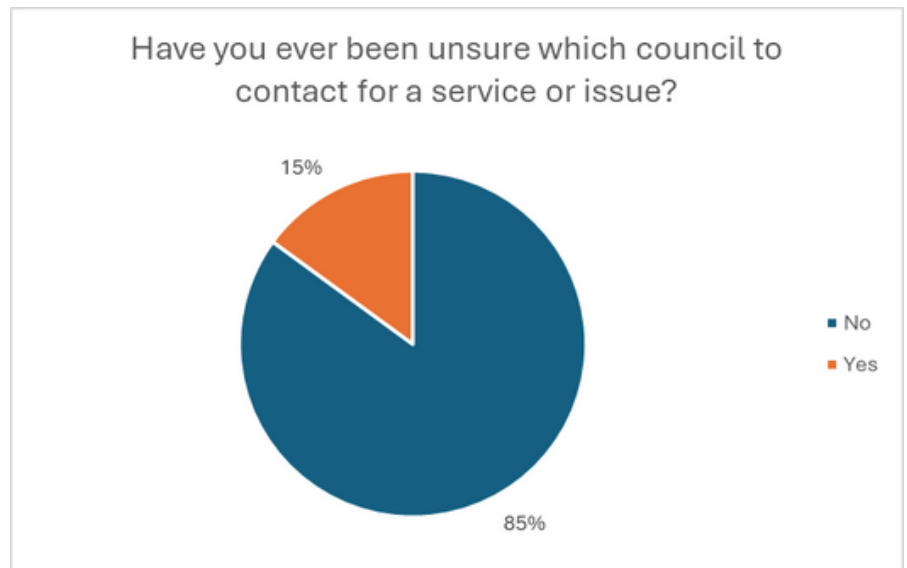
### "Urban and rural communities face different issues. To be most effective, councils should represent areas that share common issues"



A similarly high proportion of people (82%) agreed or strongly agreed with this statement.

## 6. Have you ever been unsure which council to contact for a service or issue?

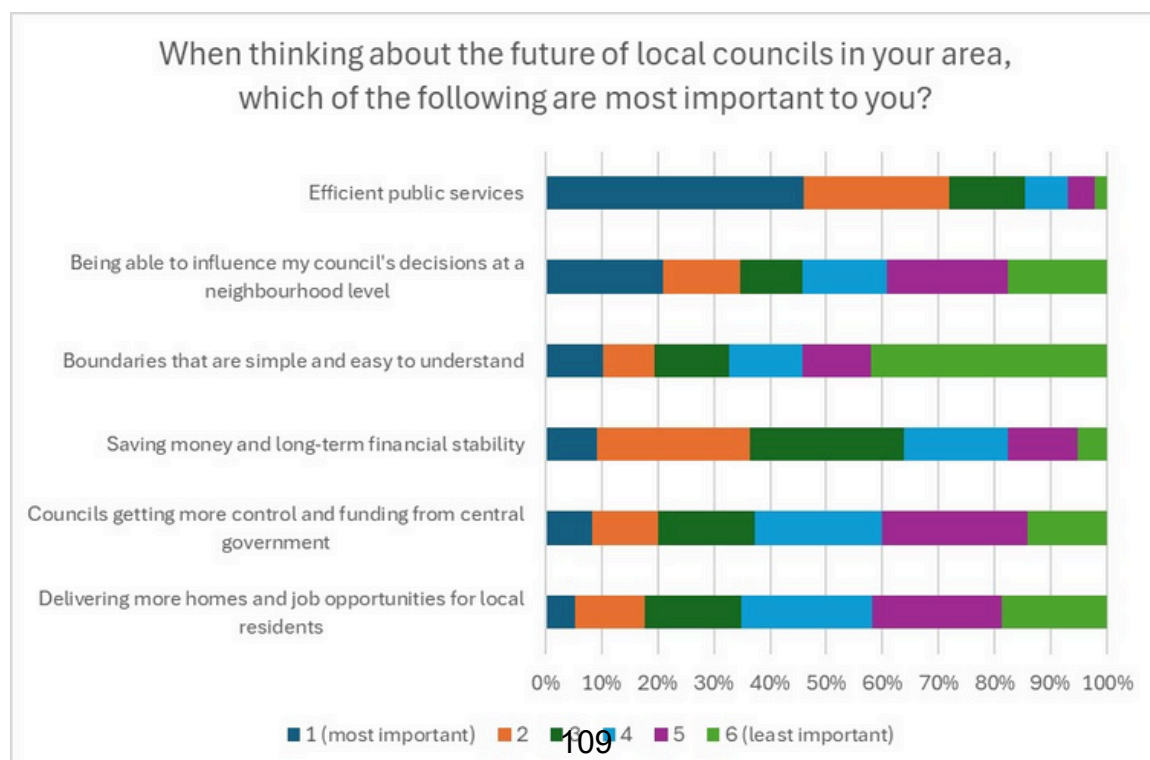
Option	Total	%
Yes	121	15%
No	689	85%



15% is a significant number of people. If we look purely at those who have responded from within the proposed expansion area, that could be around 30,000 people who have been uncertain which authority is delivering their local services.

## 7. When thinking about the future of local councils in your area, which of the following are most important to you? (rank 1-6 in order of priority)

- Boundaries that are simple and easy to understand
- Efficient public services
- Saving money and long-term financial stability
- Delivering more homes and job opportunities for local residents
- Councils getting more control and funding from central government
- Being able to influence my council's decisions at a neighbourhood level



The overall average rank of priorities was:

1. Efficient public services
2. Saving money and long-term financial stability
3. Being able to influence my council's decisions at a neighbourhood level
4. Councils getting more control and funding from central government
5. Delivering more homes and job opportunities for local residents
6. Boundaries that are simple and easy to understand.

(Average rank calculated by multiplying the number for each rank by a weighted value of each rank of 1 most important being 6, 2 being 5, 3 being 4, 4 being 3, 5 being 2 and 6 least important.)

Option	Total	Percentage
1 (most important)	83	10%
2	74	9%
3	108	13%
4	106	13%
5	98	12%
6 (least important)	341	42%
Total	810	100%

### Efficient public services

Option	Total	Percentage
1 (most important)	372	46%
2	211	26%
3	109	13%
4	61	8%
5	40	5%
6	17	2%
Total	810	100%



**Saving money and long-term financial stability**

Option	Total	Percentage
1 (most important)	75	9%
2	219	27%
3	224	28%
4	149	18%
5	100	12%
6	43	5%
Total	810	100%

**Delivering more homes and job opportunities for local residents**

Option	Total	Percentage
1(most important)	43	5%
2	100	12%
3	140	17%
4	188	23%
5	187	23%
6	152	19%
Total	810	100%

**Councils getting more control and funding from central government**

Option	Total	Percentage
1 (most important)	68	8%
2	95	12%
3	139	17%
4	183	23%
5	211	26%
6 (least important)	114	14%
Total	810	100%

**Being able to influence my council's decisions at a neighbourhood level**

Option	Total	Percentage
1 (most important)	169	21%
2	111	14%
3	90	11%
4	123	15%
5	174	21%
6 (least important)	143	18%
Total	810	100%

8. Are there any other comments you would like to make which have not already been covered?

488 people – 60% of total participants – made additional comments in this box.

The most common issues raised relating to LGR were:

<b>Comment</b>	<b>Number</b>	<b>Percentage of all responses</b>
Concerns over city boundary expansion	341	42%
Concerns over pressure on resources and services	83	10%
Comments on the LGR process	79	10%
Concerns over loss of identity	67	8%
General suggestion	56	7%
Comments on the survey/engagement process	52	6%
Supportive of city boundary expansion	40	5%
Concerns over development pressures	28	3%
Concerns over political governance	19	2%
Supportive of city expansion: financial benefits	14	2%
Supportive of city expansion: housing growth	12	1%

Supportive of city expansion: more efficient services	12	1%
<i>Comments on non LGR issues</i>	135	

Typical comments about LGR include:

*“My concern that this planned boundary changes will be of detriment to local areas and neighbourhoods. What works well in one area may not work in another as each area in the city and county faces specific challenges and pressures. I am also concerned that local authority services will worsen under this plan and will be even less person/neighbourhood centred than they are now.”*

*“Strongly against expanding city boundaries, don’t feel this is necessary.”*

*“I live in the County and want to remain a part of the County. I do not want to be in the City.”*

*“I strongly support the city council boundary being extended. Having a city council whose authority does not extend to the limits of the city itself is plainly nonsense and needs to be corrected”*

*“The city’s borders should reflect the conurbation of Leicester, not the old borders from 100 years ago when there were green spaces between the villages and city. We can’t turn the clock back now. For Leicester to compete for more money from the government, the population of the city has to be higher.”*

*“The subtext of the boundaries making geographic sense is that there is an unfair imbalance in tax contributions- the better off outlying areas of the city effectively using city services are 'acting' as if they were part of the city whilst not contributing to them and therefore taking from the contributions from the less well off citizens- this is a rare opportunity to address this imbalance.”*

135 people made a comment which was not about local government reorganisation – for example, about housing, crime or other issues.

DRAFT