

Preparing for Local Government Reorganisation and System Change: What does it mean for the VCFSE Sector?

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Hertfordshire



HERTSMERE



North
Herts
Council



Police & Crime
Commissioner
FOR HERTFORDSHIRE



St Albans
City & District Council



Stevenage
BOROUGH COUNCIL



THREE RIVERS
DISTRICT COUNCIL



WATFORD
BOROUGH COUNCIL

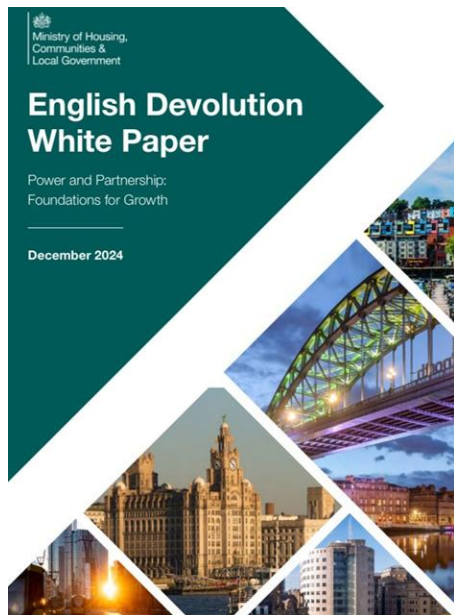


WELWYN
HATFIELD

Welcome & Aim of today's workshop

To help charities, community groups and social enterprises understand what is happening with local government reorganisation, what planning is taking place behind the scenes, and how they can start preparing for changes that may affect them over the coming years.

What is Local Government Reorganisation?



- In late 2024, the Government set out plans to change how local councils operate. This means areas like Hertfordshire that operate a two-tier system with a County Council, and District & Borough Councils are being asked to **reorganise**.
- The Government's view is that the current system is inefficient and leads to fragmented public services, and what it replaced with unitary councils.
- The 11 council leaders in Hertfordshire are **working together** on a joint plan for how local government could be reshaped to better serve our communities. Options were sent to the Government in November 2025.

How does Local Government in Hertfordshire currently work?

Hertfordshire County Council:

Children's Services – including social care and SEND services

Adult Care Services – including services for older and disabled people

Growth and Environment - including highways and waste disposal

Public Health

Community Protection – including Hertfordshire Fire and Rescue and Trading Standards

Libraries

Registration Services (births, deaths and marriages)

District & Borough Councils:

Council Tax – registering, paying and payment enquiries

Planning – new houses, extensions and shops

Housing and homelessness

Parking fines, permits and car parks

Bin collections and replacements

Licensing

Pest control

Environmental health

Leisure services

Town & Parish Councils:

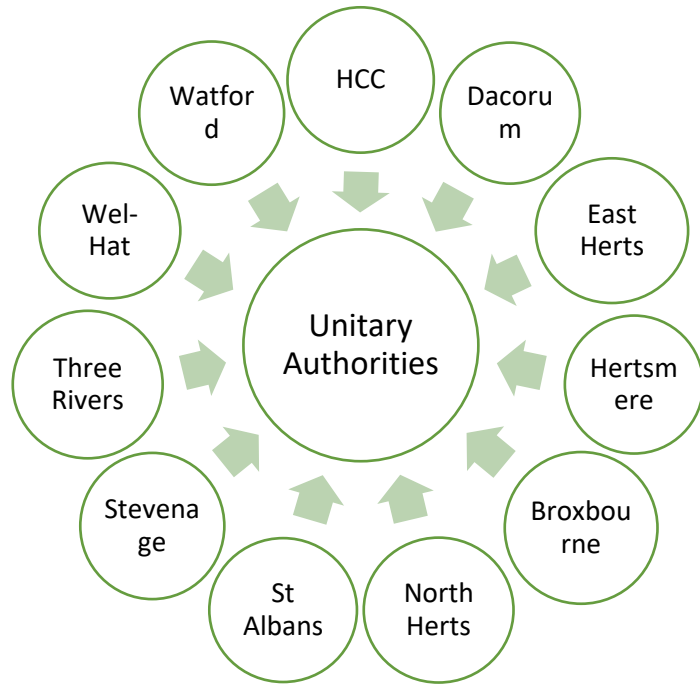
Services in Hertsmere generally include:

- Local events
- Some activities for young/older people
- Christmas lights
- Some allotments
- Cemeteries
- Parks
- Public clocks
- War memorials

Our Ambition

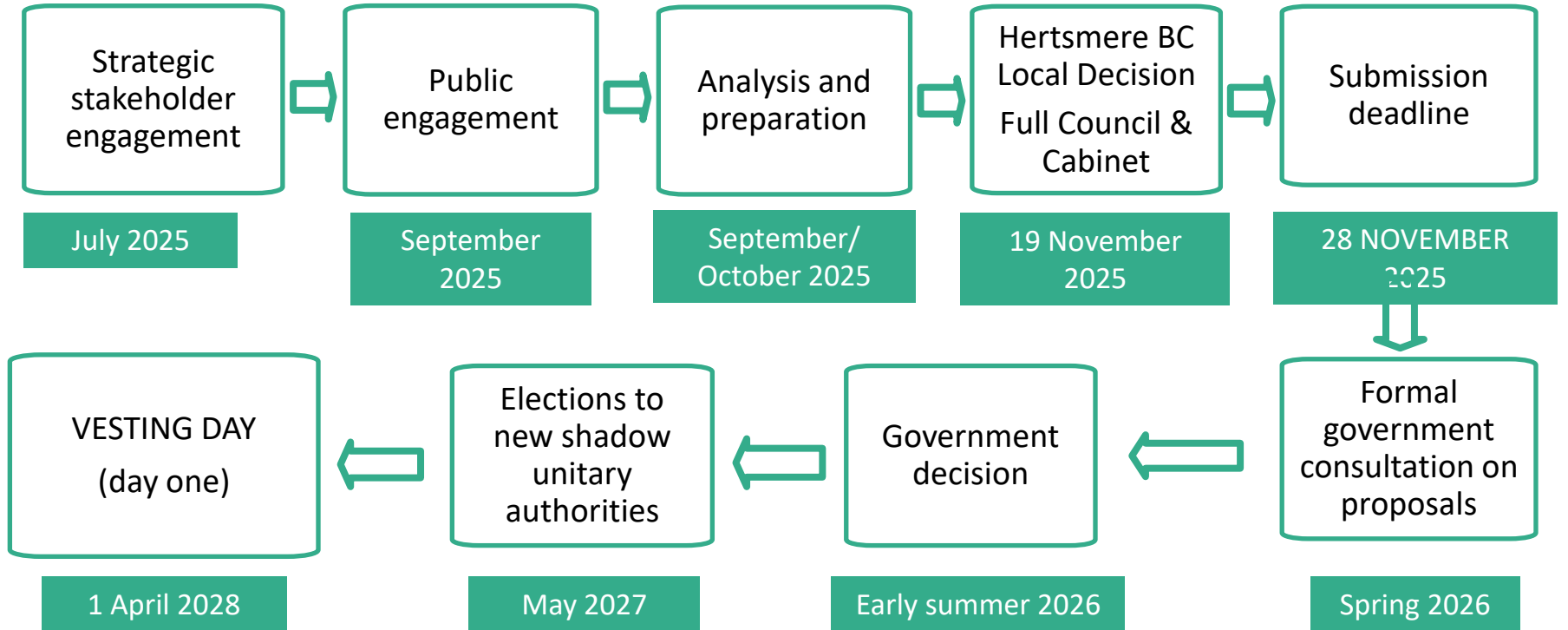
- **People-centred services** designed around residents' lives, not organisational boundaries
- **Integrated and efficient services** which reduce duplication and improve accountability, with services which are digitally enabled, prevention-focused and financially sustainable
- **Place-based growth** unlocking economic potential by leveraging its strategic location and sector strengths e.g. life sciences, creative industries.
- **Community empowerment** will be central, with residents actively shaping services

What is the vision for Hertfordshire?



- **Local Government Reorganisation:** replace two-tier systems (county and district councils) with **Unitary Authorities**; single councils responsible for all local services
- **Devolution:** the Government is also committed to all areas of the country having **Strategic Authorities** led by elected mayors. These SAs will be responsible for economic development, employment and strategic transport among other areas. Hertfordshire will have a strategic authority.

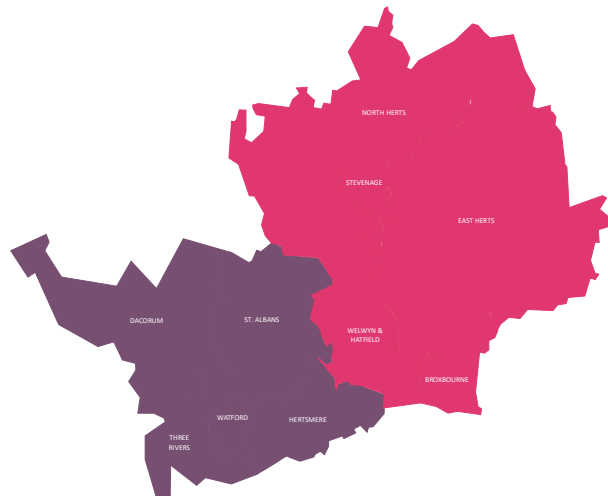
When will LGR happen in Hertfordshire?



What options are being considered?

Local authority	Population (mid-2024)	Population (2045)
WEST	614,463	722,000
EAST	600,924	758,000

2 unitaries



West

Dacorum, Hertsmere, St Albans, Three Rivers, Watford

East

Broxbourne, East Herts, North Herts, Stevenage, Welwyn Hatfield



What options are being considered?

Local authority	Population (mid-2024)	Population (2045)
WEST	386,013	463,000
CENTRAL	350,199	414,000
EAST	479,175	603,000

West

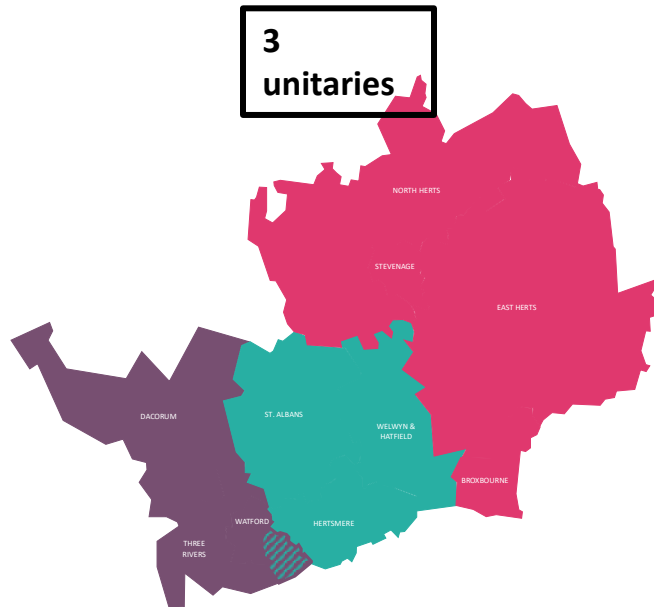
Dacorum, Three Rivers, Watford
PLUS Bushey North & Bushey South County
Electoral Divisions

Central

Hertsmere, St Albans, Welwyn Hatfield
MINUS Bushey North & Bushey South County
Electoral Divisions

East

Broxbourne, East Herts, North Herts, Stevenage



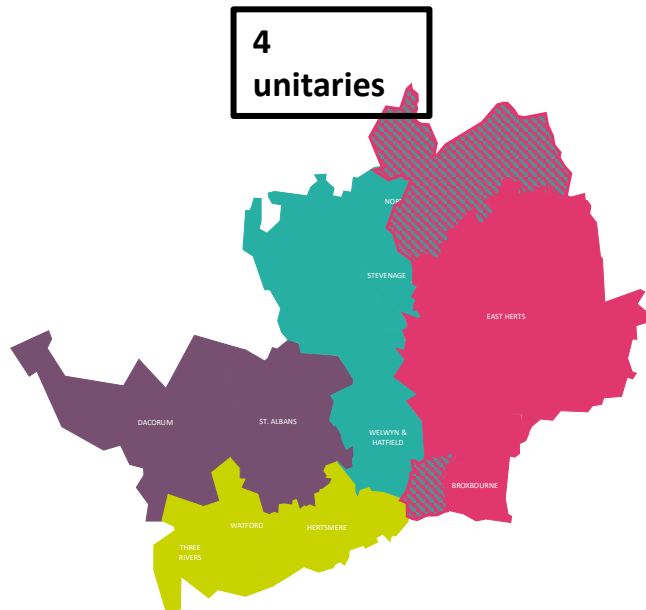
**The striped area on the map shows a potential boundary change between Watford and Hertsmere. We are considering this as part of the LGR process, as it could improve services where the current boundary splits communities.*



What options are being considered?

Local authority	Population (mid-2024)	Population (2045)
WEST	306,582	351,000
SOUTH-WEST	307,881	371,000
CENTRAL	316,013	391,000
EAST	284,893	366,000

West
Dacorum, St Albans
South West
Hertsmere, Three Rivers, Watford
Central
North Herts, Stevenage, Welwyn Hatfield MINUS Royston Heath, Royston Palace, Royston Meridian, Ermine, Weston & Sandon, Arbury wards from North Herts District Council AND Northaw & Cuffley Ward from Welwyn Hatfield District Council.
East
Broxbourne, East Herts PLUS Royston Heath, Royston Palace, Royston Meridian, Ermine, Weston & Sandon, Arbury wards from North Herts District Council AND Northaw & Cuffley Ward from Welwyn Hatfield District Council.



**Striped areas in the map of four unitaries indicate an area that cuts current boundaries, in the four unitaries plan, these areas would be in the East authority.*



Transition Phase

- Officers working across both County Council and District and Borough Councils to prepare for the new unitary authorities. A coordinated programme has been set up to support the creation of the new authorities.
- There is a workstream looking at Public Health, Community Wellbeing and VCFSE Coordination.
- The ambition is to continue working in a coordinated way across the 11 authorities following decision day.

Looking ahead

How might these changes affect your organisation and the communities you support?

What opportunities could local government reform and wider system change create?

What should charities and community groups start thinking about now to prepare for the future?

Feedback and Close

All tables to share:

- One opportunity
- One concern
- One action the sector should take now