



Local Government Reorganisation in Lancashire: what it means for us

LCC Staff Briefing
February 2026

Local Government Reorganisation in Lancashire: why now?

- Government is pursuing LGR across all Counties in England, aiming to implement during this Parliament.
- We were invited to put forward our preferred approach for LGR in November last year
- Government has now launched a consultation on the options for Lancashire, in advance of making a decision in Summer.
- LGR is starting to become a reality in Lancashire, and will have an impact on us all.
- This session is to provide an update on what we know, what we don't know, and what to expect in the coming months.

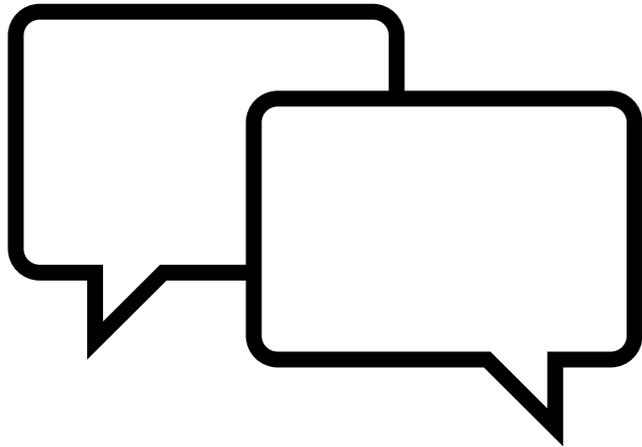


Staff LGR Survey Results

- 70% of respondents told us they were either 'fairly well informed' or 'very well informed'
- However, 46% of you told us you don't understand local government reorganisation well.
- 74% of staff feel uncertain about LGR, and the vast majority of staff would like further information to understand what LGR means for them.
- Staff indicated a preference for further information through a wide range of communication channels, including Intranet and email updates, greater cascade through team meetings and line managers, newsletters and unions.



What you've told us – staff concerns



Job security

Timely, open and honest communication

Service delivery and loss of local identity

Staff voice in the process

Clarity on process, timelines and support



What is Local Government Reorganisation?

Local government reorganisation is about moving from two-tier local government (with county councils and district councils) to a single-tier of local government with new unitary councils.



Some Key Headlines

- Government will decide the answer
- Under all options the county council and district councils are disbanded
- Opportunities and Legacy
- Uncertainty
- Nothing will happen for a while
- BAU v setting up new councils
- We will be communicating and supporting throughout
- We do not know all the answers at this stage



Government objectives for LGR



Make councils more efficient and financially stable



Improve service quality and accountability



Support devolution and economic growth



Give more power to local communities

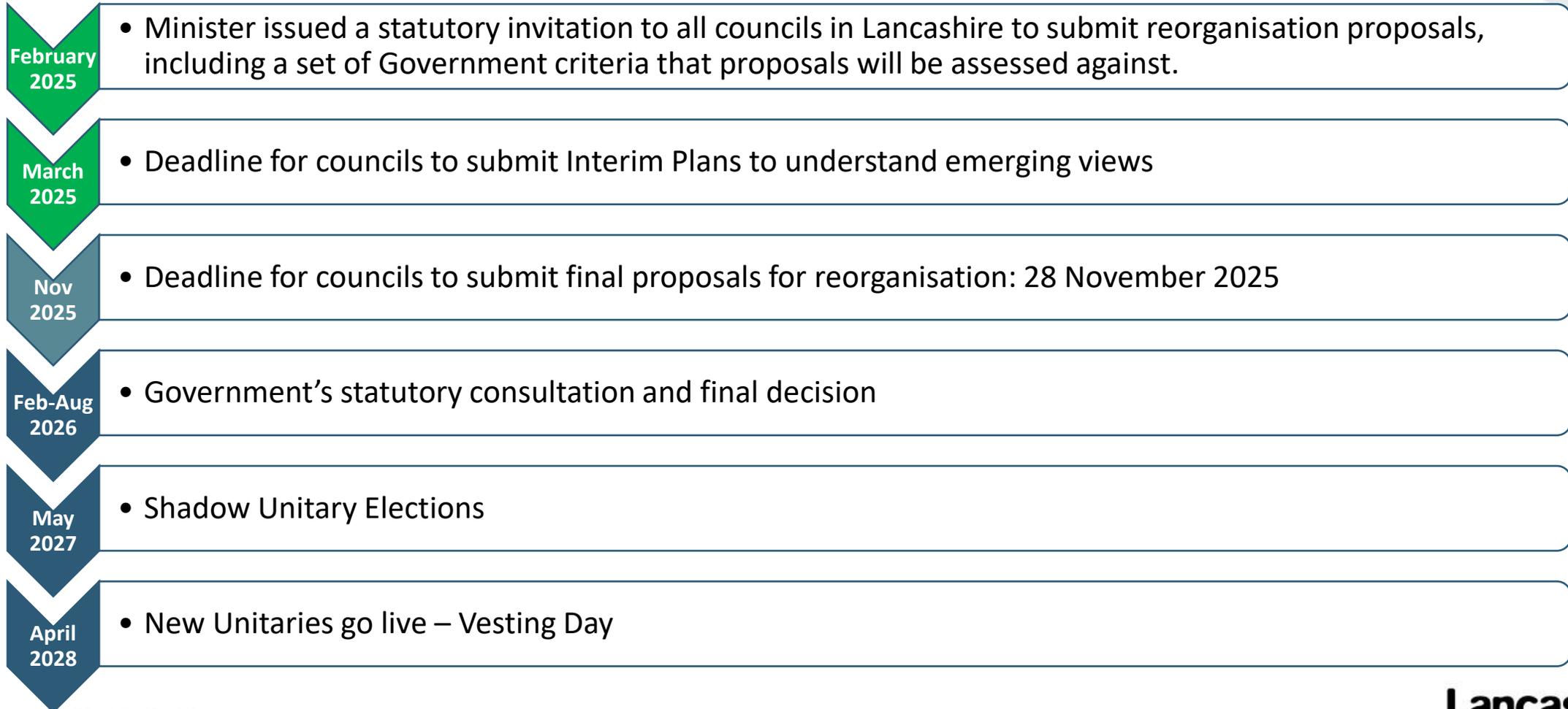


LGR – Government Criteria for Proposals

- 1 Single tier of local government over sensible economic areas and appropriate tax base.
- 2 Right size to achieve efficiency and financial resilience – minimum 500k population guiding principle, with no maximum referenced.
- 3 Delivery of high-quality and sustainable services, avoiding unnecessary fragmentation and enabling public service reform.
- 4 Show how Councils have worked collaboratively and considered local needs.
- 5 New unitary councils should support and enable devolution.
- 6 Enable stronger community engagement and neighbourhood empowerment.

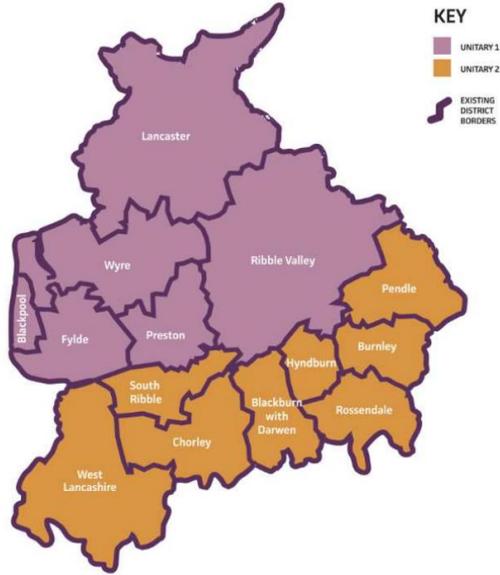


LGR – Timeline and Process



Options under consideration

2 Unitary Authorities – N/S



	North	South
Population	722,000	879,000

3 Unitary Authorities



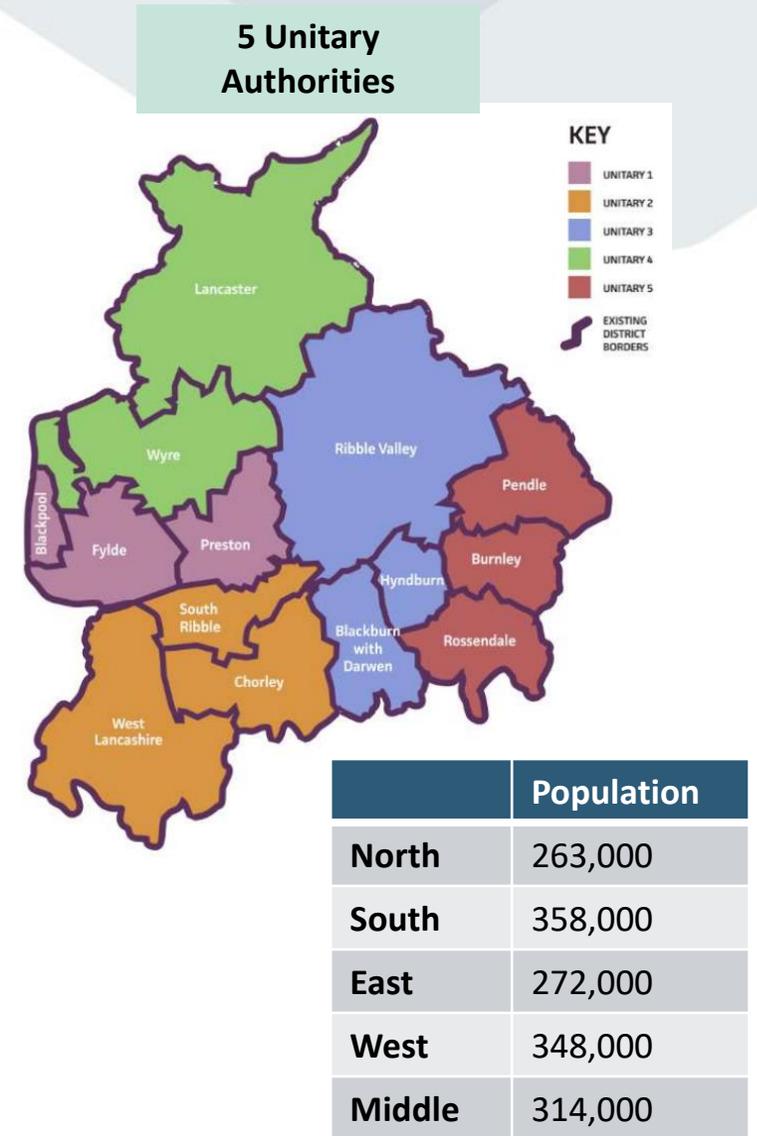
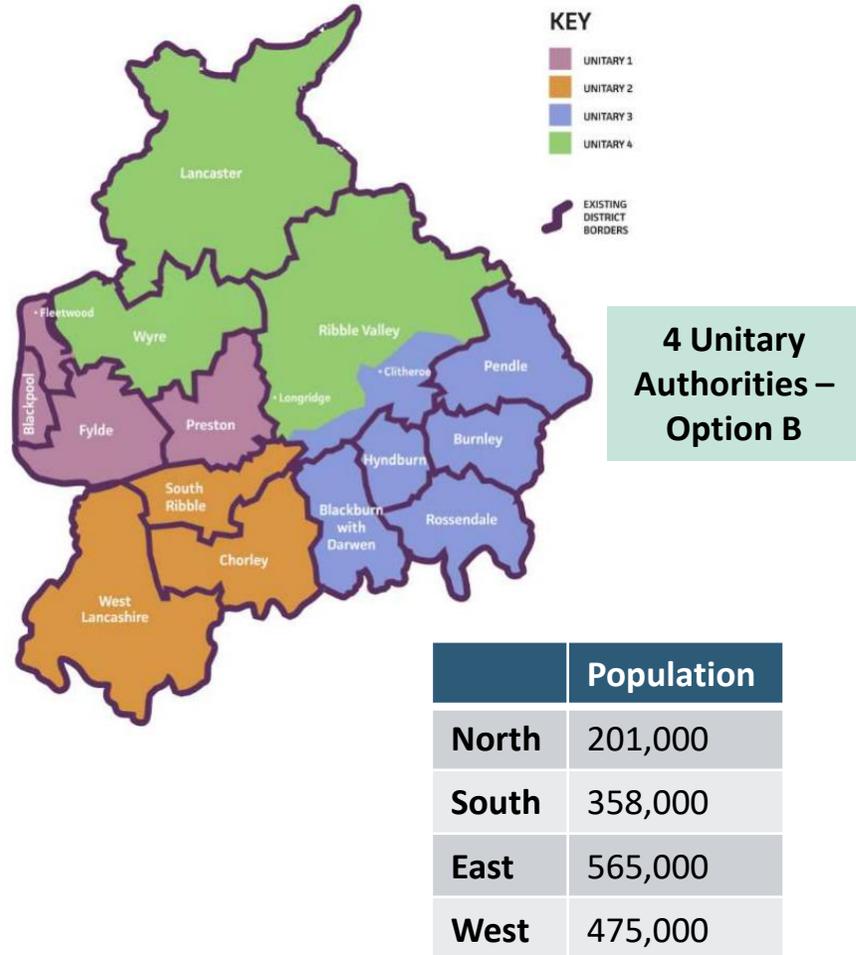
	North	South	East
Population	493,000	521,000	586,000

4 Unitary Authorities



	North	South	East	West
Population	373,000	358,000	520,000	348,000

Options continued



Consultation

- Government statutory consultation
- Focused on named consultees - key organisational stakeholders
- But also want to hear from all interested parties, including local residents, town and parish councils, residents' associations, businesses and the voluntary and community sector.
- Open until Thursday 26th March

Open consultation

Proposals for local government reorganisation in Lancashire, Blackburn with Darwen and Blackpool

Published 5 February 2026

Applies to England

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Scope of this consultation

How to respond

Background

Government's invitation to the councils

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About this consultation

What are we doing now?

- Getting our own house in order: data on services, assets, contracts, staff, finances.
- Baselining information across all of Lancashire: collaboratively across Lancashire 15
- Collaborative Governance arrangements
- Establishing PMO, Programme Director & external support
- Responding to Government Consultation
- Communications: external and internal



What happens next?

- Ministers will decide, subject to Parliamentary approval, which option, if any, to implement for Lancashire – expecting a decision by July.
- Following decision, a Structural Changes Order will be laid in Parliament, which establishes the new single tier of local government and makes provision to abolish the predecessor councils.

The SCO will establish the arrangements for:

- Elections to the new authorities (exp May 2027)
- Functions of the new councils during the transition
- Transitional governance arrangements – giving powers to the relevant executive or joint committee overseeing the transition.



When will things start to feel different?

- Internal work now to prepare for LGR scenarios
- Post decision – work will scale up, including with Districts/unitaries
- New governance arrangements from the autumn: joint committees will mean some decision-making will change.
- Shadow elections: new unitaries will start to take shape – expect some people to start to migrate across into new structures.
- LGR means the end of the County Council, and existing Districts.
- But this is an opportunity to create new councils: making them the best they can be for Lancashire residents.
- Take the best of what we do, and the best of what Districts do, to build joined-up councils, fit for the future.



What this means for you?

- Most staff can expect to transfer to the new authorities
- We will need to work out how to do this (disaggregation of the County Council services)
- Districts will be aggregated into the new authorities
- Staff reductions most likely to be in senior roles and where there is duplication

How we will approach this:

- Focus on opportunities that LGR will bring for staff – in delivering transition, and in future transformation.
- Maximise opportunities for staff in new authorities
- Ensure smooth transition for workforce
- Deliver smooth, seamless transition for service users / residents
- Regular, transparent communication

