



Shareholders Committee

Thu 21 Aug
2025
6.30 pm

Oakenshaw Community Centre,
Castleditch Lane, B98 7YB

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

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GUIDANCE ON FACE-TO-FACE MEETINGS

Please note that this is a public meeting.

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

Notes:

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

Shareholders Committee

Thursday, 21st August, 2025
6.30 pm
Oakenshaw Community Centre

Agenda

Membership:

Cllrs:	Sharon Harvey (Chair)	Bill Hartnett Jane Spilsbury
	Ian Woodall (Vice- Chair)	
	Juliet Barker Smith	

1. Apologies for Absence and Named Substitutes

2. Declarations of Interest

3. Exclusion of the Press and Public

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

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

These paragraphs are as follows:

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

- Para 1 – any individual;
- Para 2 – the identity of any individual;
- Para 3 – financial or business affairs;
- Para 4 – labour relations matters;
- Para 5 – legal professional privilege;
- Para 6 – a notice, order or direction;
- Para 7 – the prevention, investigation or prosecution of crime;

and may need to be considered as ‘exempt’.

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- 4. Minutes of the Previous Meeting (Pages 5 - 20)**
- 5. Quarter 4 Performance Monitoring Outturn Report 2024/25 (Pages 21 - 30)**
- 6. Quarter 1 Performance Monitoring Report 2025/26 (Pages 31 - 40)**
- 7. To consider any urgent business, details of which have been notified to the Assistant Director of Legal, Democratic and Property Services prior to the commencement of the meeting and which the Chair, by reason of special circumstances, considers to be of so urgent a nature that it cannot wait until the next meeting**



Shareholders Committee

Thursday, 27th February,
2025

MINUTES

Present:

Councillor Sharon Harvey (Chair), and Councillors Jen Snape, Jane Spilsbury, Monica Stringfellow and Ian Woodall

Also Present:

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

Officers:

Peter Carpenter

Democratic Services Officers:

Jo Gresham

13. APOLOGIES FOR ABSENCE AND NAMED SUBSTITUTES

Apologies for absence were received from Councillors Baker and Hartnett with Councillors Stringfellow and Spilsbury as named substitutes respectively.

Members were informed that Councillor Matthew Dormer had been invited to attend the meeting as a leader of a political group, in line with the terms of reference for the Committee. Councillor Dormer had advised that he was hoping to attend the meeting, but he was due to attend another Committee meeting the same evening. In the event, that meeting had not finished by the time that the Shareholders Committee meeting concluded and therefore he was unable to attend.

14. DECLARATIONS OF INTEREST

Councillor J. Spilsbury declared an Other Registerable interest in that her son worked at Arrow Valley. Councillor Spilsbury remained

Chair

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in the room for consideration of Minute Nos. 18,19, and 20 and took part in the vote thereon.

Councillor M. Stringfellow arrived at the meeting at 18:41. On arrival, she declared an Other Disclosable Interest in that her husband was a volunteer at the Palace Theatre in Redditch. Councillor Stringfellow remained in the room for consideration of Minute Nos. 18,19, and 20 and took part in the vote thereon.

There were no further Declarations of Interest.

15. COUNCIL FUNDING AND SUPPORT - UPDATE

The Deputy Chief Executive and Section 151 Officer presented the Council Funding and Support – Update report for Members' consideration.

In doing so, it was highlighted that the Council had delivered its budget in two tranches this year, as it had done previously. The second tranche had been approved at the Full Redditch Borough Council meeting held on 24th February 2025. Included in the approved budget had been a significant number of Capital bids which related to Rubicon. These included:

1. Refurbishment of the Abbey Stadium Roof (£250,000).
2. Refurbishment of Abbey Valley Stadium indoor Changing Rooms & Toilets (£300,000).
3. Installation of a new outdoor Kiosk and Toilet refurbishment at Forge Mill (£90,000).
4. Refurbishing the Male changing rooms and 2nd Green at Pitcheroak (£90,000).
5. Upgrade of the Athletics Track Surface (£300,000).

The Council had now closed their accounts for the financial year 2023-2024 and the draft accounts 2024-2025 were required by 30th June 2025. Rubicon's draft accounts were required earlier than this to form part of the draft Council submission. It was noted that the Council's closed accounts had 'Disclaimer Options' attached to them. This might prove to be a problem for external auditors in terms of the backstop and for trading entities such as Rubicon. It was however reported that there were many Councils across the country in the same position.

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Following the presentation Members expressed that it was good to see that investment in Rubicon's assets was underway. It was noted that this was important in order to increase revenue in the future and continue to provide good services throughout the Borough. It was noted that this investment was ongoing and that there would be additional areas that required investment such as sports hall conversion / fitness extension at the Abbey Stadium and Community Centre redevelopments.

RESOLVED that

the report be noted.

16. MINUTES OF THE PREVIOUS MEETING

RESOLVED that

the minutes of the meeting of the Shareholders Committee held on 2nd December 2024 be approved as a true and correct record and signed by the Chair.

17. EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED that:

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

Minute Item No 18 – Performance Monitoring Report – Quarter 3 2024 2025

Minute Item No. 19 – Rubicon Leisure Limited – Business Plan 2025 - 2026

Minute Item No 20 – Rubicon Leisure Limited – Budget report 2025 – 2026

18. PERFORMANCE MONITORING REPORT - QUARTER 3 2024/25

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The Managing Director of Rubicon Leisure Limited presented the Performance Monitoring Report – Quarter three for the 202/25 financial year.

The Committee was advised that Rubicon Leisure Limited continued to report a strong position for the year with income, performance and risk being monitored carefully.

Members queried when some of the activities that had been developed at the Arrow Valley Country Park would be up and running, such as the swan pedalos. It was noted that a jetty was being prepared at the park with a view to commencing the swan pedalos for the Easter period. In addition to this, it was reported that there would also be row boats, paddleboards and kayaks available during the season. These were seasonal activities however they would be available from Easter to the end of the summer holidays of 2025.

Members felt that all services and activities were positive for the residents of Redditch. However, these successes needed to be celebrated more widely, and communications provided so that all activities were promoted effectively. The Managing Director of Rubicon Leisure Limited reported that there had been some recent investment in marketing including the recruitment of a marketing manager. The reach for social media had also increased to between eight to ten thousand followers for each site. The website now provided information and showcased activities across the Rubicon Leisure Limited portfolio in one place.

Members were also encouraged to communicate such events to their networks, if they were not already doing so. Some Members explained that they did provide residents within their wards with 'dates for the diary' which included events across Rubicon. It was noted that currently there were no specific roles within Rubicon that managed the development of community centres and that caretakers managed the sites.

RESOLVED that

the report be noted

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

19. RUBICON LEISURE LIMITED - BUSINESS PLAN 2025/26

The Managing director of Rubicon Leisure Limited presented the Rubicon Leisure Limited - Business Plan 2025/26.

Members were advised that there were priorities and themes that underpinned the Plan for 2025 - 2026. Several themes were also included that would provide structure and focus over the coming twelve months.

Members queried whether there were any opportunities as part of the Business Plan to increase collaborations with key partners such as the NHS or Public Health England to help improve health and wellbeing across Redditch. Rubicon met monthly with the NHS and Public Health partners through the Redditch District Collaborative.

It was reported that there were a large number of volunteers who supported Rubicon Leisure Limited who were an extremely valuable part of the organisation.

RESOLVED that

The Rubicon Leisure Annual Business Plan 2025/26 be approved.

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

20. RUBICON LEISURE LIMITED - BUDGET REPORT 2025/26

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The Managing Director of Rubicon Leisure Limited presented the Rubicon Leisure Limited - Budget Report 2025/26 for Members' consideration.

Members were informed that overall, this was a good budget, and Rubicon was in a good position going forward.

RESOLVED that

The Rubicon Leisure Budget Report 2025/26, and its underlying assumptions be approved.

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

The Meeting commenced at 6.30 pm
and closed at 7.31 pm

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

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SHAREHOLDERS COMMITTEE

21st August 2025

RUBICON LEISURE QUARTER 4 PERFORMANCE MONITORING REPORT (OUTTURN) 2024-25

Relevant Portfolio Holder	Councillor Juliet Barker Smith
Relevant Head of Service	Ruth Bamford, Assistant Director of Planning, Leisure and Cultural Services
Ward(s) Affected	N/A
Ward Councillor(s) Consulted	N/A
This report contains exempt information as defined in Paragraph 3 of Part I of Schedule 12A to the Local Government Act 1972, as amended	

1. SUMMARY OF PROPOSALS

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

2. RECOMMENDATIONS

The Committee is asked to RESOLVE that

the report be noted.

3. KEY ISSUES

- 3.1 The fourth quarter (outturn) report is attached at Appendix A and details the work that has been undertaken by the company during this period.

4. Financial Implications

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

5. Legal Implications

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

SHAREHOLDERS COMMITTEE

21st August 2025

6. Customer / Equalities and Diversity Implications

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

7. RISK MANAGEMENT

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

8. APPENDICES

- 8.1 Appendix A - Quarter 4 Performance Monitoring Outturn Report (2024-25)

9. BACKGROUND PAPERS

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

AUTHOR OF REPORT

Name: Jess Bayley-Hill, Principal Democratic Services Officer
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By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
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REDDITCH BOROUGH COUNCIL**SHAREHOLDERS COMMITTEE****21st August 2025****RUBICON LEISURE QUARTER 1 PERFORMANCE MONITORING REPORT 2025-26**

Relevant Portfolio Holder	Councillor Juliet Barker Smith
Relevant Head of Service	Ruth Bamford, Assistant Director of Planning, Leisure and Cultural Services
Ward(s) Affected	N/A
Ward Councillor(s) Consulted	N/A
This report contains exempt information as defined in Paragraph 3 of Part I of Schedule 12A to the Local Government Act 1972, as amended	

1. SUMMARY OF PROPOSALS

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

2. RECOMMENDATIONS

The Committee is asked to **RESOLVE** that

the report be noted.

3. KEY ISSUES

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

4. Financial Implications

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

5. Legal Implications

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

REDDITCH BOROUGH COUNCIL**SHAREHOLDERS COMMITTEE****21st August 2025**

6. Customer / Equalities and Diversity Implications

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

7. RISK MANAGEMENT

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

8. APPENDICES

- 8.1 Appendix A - Quarter 1 Performance Monitoring Report (2025-26)

9. BACKGROUND PAPERS

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

AUTHOR OF REPORT

Name: Jess Bayley-Hill, Principal Democratic Services Officer
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