

CABINET

Meeting held on Tuesday, 10th February, 2026 at the Council Offices, Farnborough at 7.00 pm.

Voting Members

Cllr Gareth Williams, Leader of the Council
Cllr Sophie Porter, Deputy Leader and Healthy Communities & Active Lives Portfolio Holder

Cllr Gaynor Austin, Finance & Resources Portfolio Holder
Cllr Keith Dibble, Housing & Planning Portfolio Holder
Cllr Christine Guinness, Pride in Place / Neighbourhood Services Portfolio Holder
Cllr Julie Hall, Economy, Skills & Regeneration Portfolio Holder

The Cabinet considered the following matters at the above-mentioned meeting. All executive decisions of the Cabinet shall become effective, subject to the call-in procedure, from **23rd February, 2026**.

58. **DECLARATIONS OF INTEREST –**

Having regard to the Council's Code of Conduct for Councillors, no declarations of interest were made.

59. **MINUTES –**

The Minutes of the meeting of the Cabinet held on 13th January and 20th January, 2026 were confirmed and signed by the Chairman.

60. **ANNUAL PEOPLE REPORT AND OTHER PEOPLE MATTERS –** (Cllr Gaynor Austin, Finance & Resources Portfolio Holder)

The Cabinet considered Report No. PEO2601, which set out a number of updates in relation to the Council's workforce.

Members were informed that the report contained updates on the implementation of elements of the Council's People Strategy implemented in 2021, which had since been reviewed to reflect the new Council Delivery Plan and the future effects of devolution and Local Government Reorganisation (LGR). The Cabinet were advised that a new two-year People Plan 2026-28, had been developed to strengthen support to staff. It also provided key data on the Council's workforce for 2025, the latest Pay Policy Statement and Gender Pay Gap and Ethnicity Pay Gap calculations, which would be considered by the Licensing and Corporate Business Committee and the Council.

In discussing the Report, Members acknowledged the great job the People Team did in supporting the wider staff cohort and expressed their thanks to all staff.

The Cabinet RESOLVED that

- (i) the People Plan 2026/28, be agreed,
- (ii) the Annual People Report 2025, as set out in Report No. PEO2601, be noted; and,
- (iii) the Pay Policy Statement, Gender Pay Gap and Ethnicity Pay Gap report to the Licensing and Corporate Business Committee and the Council, as set out in Appendix 3 of the Report, be noted.

61. **COUNCIL DELIVERY PLAN, PERFORMANCE AND RISK REGISTER QUARTERLY UPDATE Q3 OCTOBER TO DECEMBER 2025/26 –**
(Cllr Gareth Williams, Leader of the Council)

The Cabinet received Report No. ED2601, which set out the performance monitoring information for the Council Delivery Plan and key service measures for the third quarter of 2025/26. Members were informed that key projects and activities from the Council Plan and key service indicators and measures used by the Council to monitor how the Council runs services were included in the report. The Cabinet heard that the Council's Corporate Risk Register identified factors that could impact on the future delivery of the Council's services and key priorities. A summary of those risks was provided in the report for discussion. At the request of the Cabinet an additional data set had been provided, which set out the largest risk gap (residual vs target).

In discussing the report, Members were satisfied that good progress was being made by the Council towards delivering this year's Council Delivery Plan.

The Cabinet RESOLVED that

- (i) the progress made towards delivering the Council Delivery Plan and the latest performance information in relation to Council services, as set out in Report No. ED2601, be noted; and,
- (ii) the changes highlighted in the Corporate Risk Register, as set out in Section 5 of the Report, be noted.

62. **GENERAL FUND BUDGET 2026/27 AND MEDIUM TERM FINANCIAL STRATEGY 2026/27 TO 2029/30 –**
(Cllr Gaynor Austin, Finance & Resources Portfolio Holder)

The Cabinet considered Report No. FIN2603, which set out the draft General Fund Budget for 2026/27 and Medium Term Financial Strategy (MTFS) up to 2029/30.

The Cabinet were advised that the MTFS sets out the financial context of the Council over the next two years and beyond into the new council after Vesting Day on 1st April 2028.

It was reported that the Council could set a balanced budget, with the use of reserves, to Vesting Day. There was a deficit of £11.94 million over the MTFS term,

but this could be resolved through capital receipts, which would reduce capital charges in the revenue accounts whilst during down reserves to fund the balance of the current deficit of £3.962 million.

The Cabinet discussed the report and felt that it was a sensible and appropriate budget, based on factual assumptions, that supported the Council's Delivery Plan and protected services. Members expressed their gratitude for the hard work of the finance team.

The Cabinet

- (i) **RECOMMENDED TO THE COUNCIL** that approval be given to:
 - (a) the Medium-Term Financial Strategy and the strategy, set out in this report, to mitigate the 2026/27 and 2027/28 MTFFS deficit;
 - (b) the General Fund Revenue Budget Estimates Summary 2026/27 Appendix 1;
 - (c) the Council Tax Requirement of £8,324,717 for this Council;
 - (d) the Council Tax level for Rushmoor Borough Council's purposes of £246.87 for a Band D property in 2026/27 (an increase of £7.17);
 - (e) the Capital Programme as per Appendix 1; and
 - (f) the Strategy for the Flexible use of Capital Receipts as per paragraph 3.16 of this report.
- (ii) **RESOLVED** that the requested earmarked reserves and delegations, as set out in paragraph 3.05 – 3.07 of Report No. FIN2603, specifically:
 - (a) supplementary approvals in respect of legal, finance and planning expenditure that may not be managed within existing budget, such as Interim professional capacity, advice and consultation up to a total of £400k from useable reserves, delegated to the Senior Leadership team in consultation with the relevant Portfolio Holder; and
 - (b) supplementary approvals in respect of activity to deliver the Council Delivery Plan priorities amounting to £237k to be funded as one off activities from useable reserves, delegated to the Senior Leadership Team in as per itemised scheduled in Appendix 1, be approved.

63. COUNCIL DELIVERY PLAN 2026-28 – (Cllr Gareth Williams, Leader of the Council)

The Cabinet considered Report No. ED2602, which set out a Council Delivery Plan for 2026-28.

Members were informed that the plan set out the Council's priorities and the key projects and activities that the Council would undertake over the following two years

to contribute to delivering the new strategic priorities. The plan was structured across five themes:

- Skills, Economy and Regeneration
- Homes for All: Quality Living, Affordable Housing
- Community and Wellbeing: Active Lives, Healthier and Stronger Communities
- Pride in Place: Clean, Safe and Vibrant Neighbourhoods
- The Future and Financial Sustainability

In discussing this matter, the Cabinet were very pleased that the Council Delivery Plan was delivering on priorities that residents wanted and that the financial sustainability of the Council had settled and funds were available to achieve the priorities set out.

The Cabinet **RECOMMENDED TO THE COUNCIL** that the Council Delivery Plan 2026-28, as set out in Report No. ED2602, be approved.

64. **NATIONAL ARMED FORCES DAY JUNE 2026 - FORMATION OF WORKING GROUP –**
(Cllr Sophie Porter, Healthy Communities & Active Lives Portfolio Holder)

The Cabinet received Report No. ED2603, which set out the background to the Council's successful bid to host the National Armed Forces Day event in June 2026, a launch for which had been held on 5th December, 2025.

A multi-agency Project Delivery Board (PDB) was being established and an event director, to support the delivery of the event, had been sought. However, in addition, to ensure good governance around the event, it was being proposed that a cross-party, politically balanced, Cabinet Working Group be established to meet on a four weekly cycle to receive updates from the PDB.

The Cabinet RESOLVED to establish a National Armed Forces Day Working Group to oversee the delivery of the National Armed Forces Day Event 2026.

65. **MATTERS ARISING FROM OVERVIEW AND SCRUTINY COMMITTEE MEETING - 5TH FEBRUARY, 2026 –**

It was noted that no recorded recommendations had been made as a result of the Overview and Scrutiny Committee meeting held on 5th February 2026, in respect of Farnborough Leisure Centre - Leisure Operator Procurement and Union Yard, Aldershot - Disposal of Blocks C & D.

66. **EXCLUSION OF THE PUBLIC –**

RESOLVED: That, taking into account the public interest test, the public be excluded from the meeting during the discussion of the under mentioned item to avoid the disclosure of exempt information within the paragraph of Schedule 12A to the Local Government Act, 1972 indicated against the item:

Minute No.	Schedule 12A Para. No.	Category
67	3	Information relating to financial or business affairs

**THE FOLLOWING ITEM WAS CONSIDERED
IN THE ABSENCE OF THE PUBLIC**

67. LEISURE OPERATOR CONTRACT AWARD –
(Cllr Sophie Porter, Deputy Leader and Healthy Communities & Active Lives Portfolio Holder)

The Cabinet considered Report No. OS2603 and the Exempt Appendices, which sought approval to award the operator contract to run the existing and proposed new leisure facilities in the Borough.

The Cabinet were appraised of the procurement process based on a 60% quality and 40% cost criteria and were provided with a summary of the outcomes.

The Cabinet RESOLVED that

- (i) the successful completion of the procurement process to secure a leisure operator for the Council's existing leisure facilities and the proposed new centre in Farnborough, be noted;
- (ii) the implications of the risks highlighted in sections 3.1 – 3.4 of the Report, be noted;
- (iii) the award of the leisure operating contract be made to the highest scoring bidder, as outlined in Exempt Appendix 1, subject to the completion of the standstill period. The contract was on the basis of an agency agreement and covered a 15 year term, (with an option to extend by five years), plus an additional interim phase whilst the new centre was under development, be agreed;
- (iv) the adjustment to budgets from 2026/27 to reflect the proposed contract requirements as detailed in Exempt Appendix 2, be approved;
- (v) a feasibility study revenue budget for the Alpine Snowsports Centre of £30,000 to be funded from the remaining balance of the 2025/26 ski centre revenue budget, as referenced in section 3.6, be approved, and;
- (vi) authority be delegated to the Executive Head of Operations, in consultation with the Corporate Manager – Legal Services, to finalise and enter into the leisure operating contract with the successful bidder, be approved.

The Meeting closed at 8.41 pm.

CLLR GARETH WILLIAMS, LEADER OF THE COUNCIL
