

OFFICER DECISION NOTICE



Reading
Borough Council

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This notice is to be used for the following types of officer decisions. (Select one option).

A. Decisions taken by officers under a specific express delegation from Council or a Committee.

B. Decisions taken by officers under a general delegation from Council or a Committee, which relates to (i) a permission or a licence, or (ii) the rights of an individual, or (iii) a contract or expenditure over £100,000.

1. Title of decision:	Brighter Futures for Children Ltd – Date of Transfer
2. Date of the decision:	30 May 2025
3. The decision maker:	Assistant Director Legal and Democratic Services acting as Executive Director for Resources

4. Decision details:

To confirm the transfer date of the Brighter Futures for Children Ltd service contract and therefore the TUPE date for staff transferring from the company to the Council: 1 October 2025.

5. Reasons for the decision:

Council approved (inter alia) the following resolution in relation to the Brighter Futures for Children Ltd service contract:

(2) *That by 1 April 2026, services currently provided by BFfC, including all remaining support services, be brought in house to be delivered directly by the Council;*

(3) *That the Executive Director of Resources, in consultation with the Leader of the Council, the Lead Councillors for Children and Education, the relevant statutory officers and Chair of the Board, be authorised to:*

- i. Transfer all staff from BFfC to the Council;*
- ii. Remove the secure designated pension arrangements between BFfC, the Council*
- iii. Novate all BFfC contracts to the Council;*
- iv. Take all steps legally required to close the BFfC Company;*
- v. Make any changes required to the Terms of References for Committees to reflect the change of delivery model and remove reference to the Company and contract within the Lead Councillor portfolios;*
- vi. Make any other necessary amendments to the Council's Constitution and Scheme of Officer Delegation to reflect the changes of the delivery model;*

in relation to item 2 and item 3(i) discussions have taken place with the Board of Brighter Futures which has agreed an earlier transfer date: 1 October. The project is currently working towards this date with staff consultation to commence imminently.

6. Alternative options considered (if any) and rejected:

None.

7. List of open Background Papers:

None.

8. List of confidential or exempt Background Papers:

None.

9. Any other matters taken into consideration:

<input type="checkbox"/> Legitimate expectation of consultation	<input type="checkbox"/> Procedural requirements
<input type="checkbox"/> Public Health implications	<input type="checkbox"/> Environmental or Climate Change
<input type="checkbox"/> Health and Safety	<input type="checkbox"/> Risk Management implications
<input type="checkbox"/> Transparency of Information (FOI etc)	<input type="checkbox"/> Privacy Impact Assessments
<input type="checkbox"/> Human Rights Act Duties	<input type="checkbox"/> Equality Impact Assessment
<input type="checkbox"/> Corporate Parenting	<input type="checkbox"/> Community Safety
<input type="checkbox"/> Regulatory duties	<input type="checkbox"/> EU withdrawal
<input type="checkbox"/> Armed Forces Covenant	<input type="checkbox"/> Other

Details of the matters taken into account:

None.

10. Legal considerations

Legal advice has been taken through the Project Board.

11. Financial considerations

Financial advice has been taken through the Project Board.

12. Internal consultations

All relevant services have been consulted via the Project Board.

Sections 13- 18: To be completed only for Decision A (express delegation from a Committee)	
13. The name of the Committee:	Council
14. Date of the meeting:	28 January 2025
15. Minute number:	32(3)(i)
16. The delegation given by the Committee:	<p>That the Executive Director of Resources, in consultation with the Leader of the Council, the Lead Councillors for Children and Education, the relevant statutory officers and Chair of the Board, be authorised to:</p> <ul style="list-style-type: none"> i. Transfer all staff from BFfC to the Council; ii. Remove the secure designated pension arrangements between BFfC, the Council and the Pension Fund; iii. Novate all BFfC contracts to the Council; iv. Take all steps legally required to close the BFfC Company; v. Make any changes required to the Terms of References for Committees to reflect the change of delivery model and remove reference to the Company and contract within the Lead Councillor portfolios; vi. Make any other necessary amendments to the Council's Constitution and Scheme of Officer Delegation to reflect the changes of the delivery model;
17. The name of any member of the committee who declared a conflict of interest in relation to the decision:	None
18. Any councillor or officer required to be consulted prior to the exercise of this delegation and details of their response.	<p>The following councillors and officers were consulted via email on 28 May 2025 and their response was as follows:</p> <p>Leader of the Council – agreed 28/05/25</p> <p>Lead Councillor for Children – agreed 28/05/25</p> <p>Lead Councillor for Education and Public Health – agreed 28/05/25</p> <p>Chair of the Board – agreed 28/05/25</p> <p>Chief Finance Officer (Deputy acting) – agreed 28/05/25</p> <p>Monitoring Officer – author of ODN (agreed)</p> <p>Chief Executive – agreed 30/05/25</p>

