



HILLINGDON
LONDON



CABINET

To all Members of the Cabinet:

Date: THURSDAY, 7 JULY 2022

Time: 7.00 PM

Venue: COMMITTEE ROOM 6 -
CIVIC CENTRE, HIGH
STREET, UXBRIDGE

**Meeting
Details:** Members of the Public and
Media are welcome to attend
this meeting and observe the
public business discussed.

This meeting will also be
broadcast live on the
Council's YouTube Channel.

You can view the agenda
at www.hillingdon.gov.uk or use a smart
phone camera and scan the code below:



Ian Edwards, Leader of the Council
(Chairman)

Jonathan Bianco, Deputy Leader of the
Council & Cabinet Member for Property,
Highways & Transport (Vice-Chairman)

Martin Goddard, Cabinet Member for
Finance

Douglas Mills, Cabinet Member for
Corporate Services

Susan O'Brien, Cabinet Member for
Children, Families & Education

Jane Palmer, Cabinet Member for Health
& Social Care

Eddie Lavery, Cabinet Member for
Residents' Services

Published:
Wednesday, 29 June 2022

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Putting our residents first

Lloyd White
Head of Democratic Services
London Borough of Hillingdon,
Phase II, Civic Centre, High Street, Uxbridge, UB8 1UW

Useful information for residents and visitors

Watching & recording this meeting

You can watch the public part of this meeting on the Council's YouTube channel, live or archived after the meeting. Residents and the media are also welcome to attend in person, and if they wish, report on the public part of the meeting. Any individual or organisation may record or film proceedings as long as it does not disrupt proceedings.

Watch a **LIVE** broadcast of this meeting on the Council's YouTube Channel: *Hillingdon London*

Those attending should be aware that the Council will film and record proceedings for both official record and resident digital engagement in democracy.



It is recommended to give advance notice of filming to ensure any particular requirements can be met. The Council will provide seating areas for residents/public, high speed WiFi access to all attending and an area for the media to report. The officer shown on the front of this agenda should be contacted for further information and will be available to assist. When present in the room, silent mode should be enabled for all mobile devices.

Travel and parking

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Accessibility

For accessibility options regarding this agenda please contact Democratic Services. For those hard of hearing an Induction Loop System is available for use.

Emergency procedures

If there is a FIRE, you will hear a continuous alarm. Please follow the signs to the nearest FIRE EXIT and assemble on the Civic Centre forecourt.

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Notice

Notice of meeting and any private business

The London Borough of Hillingdon is a modern, transparent Council and through effective Cabinet governance, it seeks to ensure the decisions it takes are done so in public as far as possible. Much of the business on the agenda for this Cabinet meeting will be open to residents, the wider public and media to attend. However, there will be some business to be considered that contains, for example, confidential, commercially sensitive or personal information. Such business is shown in Part 2 of the agenda and is considered in private. Further information on why this is the case can be sought from Democratic Services.

This is formal notice under The Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012 to confirm that the Cabinet meeting to be held on:

7 July 2022 at 7pm in Committee Room 6, Civic Centre, Uxbridge

will be held partly in private and that 28 clear days public notice of this meeting has been given. The reason for this is because the private (Part 2) reports listed on the agenda for the meeting will contain exempt information under Part 1 of Schedule 12A to the Local Government Act 1972 (as amended) and that the public interest in withholding the information outweighs the public interest in disclosing it. An online and a hard copy notice at the Civic Centre in Uxbridge indicates a number associated with each report with the reason why a particular decision will be taken in private under the categories set out below:

- (1) information relating to any individual
- (2) information which is likely to reveal the identity of an individual
- (3) information relating to the financial or business affairs of any particular person (including the authority holding that information)
- (4) information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.
- (5) Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.
- (6) Information which reveals that the authority proposes (a) to give under any enactment a notice under or by virtue of which requirements are imposed on a person; or (b) to make an order or direction under any enactment.
- (7) Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime.

Notice of any urgent business

To ensure greater transparency in decision-making, 28 clear days public notice of the decisions to be made both in public and private has been given for these agenda items. Any exceptions to this rule are the urgent business items on the agenda marked *. For such items it was impracticable to give sufficient notice for a variety of business and service reasons. The Chairman of the Executive Scrutiny Committee has been notified in writing about such urgent business.

Notice of any representations received

No representations from the public have been received regarding this meeting.

Date notice issued and of agenda publication

29 June 2022
London Borough of Hillingdon

Agenda

- 1 Apologies for Absence
- 2 Declarations of Interest in matters before this meeting
- 3 To approve the minutes of the last Cabinet meeting 1 - 14
- 4 To confirm that the items of business marked Part 1 will be considered in public and that the items of business marked Part 2 in private

Cabinet Reports - Part 1 (Public)

- 5 Council Strategy 2022-2026 (Cllr Ian Edwards) 15 - 22
- POLICY FRAMEWORK*
- 6 Older People's Plan update (Cllr Ian Edwards & Cllr Jane Palmer) 23 - 44
- 7 Outcome of Consultation on the proposed satellite of Meadow Special School on the Harefield Academy Site and increase in number of places (Cllr Susan O'Brien) 45 - 90
- 8 Carers Strategy Update (Cllr Jane Palmer) 91 - 108
- 9 Monthly Council Budget Monitoring Report (Cllr Ian Edwards / Cllr Martin Goddard)
- REPORT TO FOLLOW*
- 10 Public Preview of matters to be considered in private (All Cabinet Members) 109 - 114

Cabinet Reports - Part 2 (Private and Not for Publication)

- | | | |
|-----------|--|-----------|
| 11 | Contract for the Supply, Erection & Repair of Fencing and Gating
(Cllr Jonathan Bianco) | 115 - 124 |
| 12 | Asbestos Removal & Making Safe Service Contract (Cllr Jonathan Bianco) | 125 - 134 |
| 13 | Grant of lease for the Brookfield Adult Education Centre, Uxbridge
(Cllr Jonathan Bianco) | 135 - 140 |

The reports in Part 2 of this agenda are not for publication because they involve the disclosure of information in accordance with Section 100(A) and Part 1 of Schedule 12 (A) to the Local Government Act 1972 (as amended), in that they contain exempt information and that the public interest in withholding the information outweighs the public interest in disclosing it.

- 14** Any other items the Chairman agrees are relevant or urgent

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Minutes

CABINET

Thursday, 16 June 2022

**Meeting held at Committee Room 6 - Civic Centre,
High Street, Uxbridge**



Decisions published on: 17 June 2022

Decisions come into effect from: 5pm, 24 June 2022

Cabinet Members Present:

Ian Edwards (Chairman)
Jonathan Bianco (Vice-Chairman)
Martin Goddard
Douglas Mills
Susan O'Brien
Jane Palmer
Eddie Lavery

Members Also Present:

June Nelson

1. APOLOGIES FOR ABSENCE

All Cabinet Members were present.

2. DECLARATIONS OF INTEREST IN MATTERS BEFORE THIS MEETING

No interests were declared by Members present at the meeting.

3. TO APPROVE THE MINUTES OF THE LAST CABINET MEETING

The decisions and minutes of the Cabinet meeting held on 21 April 2022 were agreed as a correct record.

4. TO CONFIRM THAT THE ITEMS OF BUSINESS MARKED PART 1 WILL BE CONSIDERED IN PUBLIC AND THAT THE ITEMS OF BUSINESS MARKED PART 2 IN PRIVATE

This was confirmed.

5. BUILDING SAFETY STRATEGY 2022/23 - 2025/26

RESOLVED:

That the Cabinet:

- 1 Approves the Hillingdon Building Safety Strategy 2022/23 to 2025/26 in Appendix A and delegates authority to the Cabinet Member for Property, Highways and Transport, in consultation with the Corporate Director of Place, to update the Strategy if changes in future legislation, regulations and guidance require this.
- 2 Agrees that the Corporate Director of Place will approve and update as required operational Action Plans to deliver the Strategy's aims, in consultation with the Cabinet Member for Property, Highways & Transport.

Reasons for decision

Cabinet agreed a new Building Safety Strategy which set out Hillingdon Council's approach to preparing for and implementing the new nationwide building safety regime

The Cabinet Member for Property, Highways & Transport noted that following the Grenfell Tower fire disaster in 2017, the new Building Safety Act had come into force along with widescale reform to improve building and fire safety. It was welcomed that Hillingdon Council had made significant progress since the tragedy on new fire safety precautions, doors and sprinkler systems to ensure that residents felt safe in their homes.

Alternative options considered and rejected

None, as the Council was required to set out its plans for implementing the new building safety regime.

Relevant Select Committee	Property, Highways & Transport
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	5pm, Friday 24 June 2022
Officer(s) to action	Gary Penticost
Directorate	Place Directorate
Classification	Public
	<i>The report and any background papers relating to this decision by the Cabinet are available to view on the Council's website or by visiting the Civic Centre, Uxbridge.</i>

6. BUDGET OUTTURN 2021/22

RESOLVED:

That the Cabinet:

- 1. Note the budget position and treasury management update as at March 2022 (Month 12) as outlined in Part A of this report.**
- 2. Approve the financial recommendations set out in Part B of this report set out below:**
 - a) Approve acceptance of gift funding in relation to a Planning Performance Agreement in accordance with the provisions of Section 93 of the Local Government Act 2003 for;**
 - I. Prologis DC7.5 - £17,500**
 - II. 1 The Square - £20,000**
 - III. Compass Centre - £67,000**
 - IV. Squirrels Trading Estate - £40,000**
 - V. COMAG - £32,000**
 - b) Approve the proposed fees and charges for the Council's 2022 FIESTA Summer Holiday provision for young people outlined below.**
 - c) Accept HS2 Amenity Fund £313k grant for improvements to mitigate the impacts of the HS2 project in areas affected by the construction works.**
 - d) Approve a contribution of £25k to the Mayor's Charity from revenue generated from sales of resident deposits at textile banks within the authority.**
 - e) Approve a total £237.5k allocation facilitating future roll-out of the successful Ward Budget initiative.**

Reasons for decision

Cabinet was informed of the outturn revenue, capital and treasury position from the previous financial year 2021/22. Cabinet noted the net in-year underspend of £618k on normal activities, and the legacy Covid-19 costs which were fully funded by Government.

The Cabinet Member for Finance updated Cabinet on the achievement of the savings target over the year, the good progress towards the elimination of the deficit in the Dedicated Schools Budget and the planned re-phasing of the capital programme. The Cabinet Member noted a solid financial performance in challenging conditions over the year and expressed his thanks to the Council's Finance Team.

Cabinet made a number of other financial related decisions including acceptance of a HS2 amenity fund grant and the allocation of funding towards the successful Ward Budget Initiative.

The Leader of the Council welcomed the underspend and savings achieved and how this should give confidence to residents in how the Council manages its finance.

Alternative options considered and rejected

None.

Relevant Select Committee	Finance & Corporate Services
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	Decision 2 (a-e) are for call-in only and by 5pm, Friday 24 June 2022
Officer(s) to action	Andy Evans
Directorate	Resources
Classification	Public <i>The report and any background papers relating to this decision by the Cabinet are available to view on the Council's website or by visiting the Civic Centre, Uxbridge.</i>

7. **PLANNING OBLIGATIONS AND COMMUNITY INFRASTRUCTURE LEVY - ANNUAL MONITORING REPORT**

RESOLVED:

That the Cabinet:

- 1. Notes the Council's current financial position regarding its S106 balances.**
- 2. Notes the Hillingdon Community Infrastructure Levy (CIL) outturn for the 2021/22 Financial Year.**

Reasons for decision

Cabinet considered an update on the Council's planning obligations monies received and the consequent progress in the allocation, provision and implementation of such funds towards local projects to benefit residents.

The Cabinet Member for Residents' Services outlined how the £6.5m received from the CIL had been spent on the Council's Chrysalis Programme and towards the new Yiewsley Leisure Centre project. In respect of s106 planning obligation contributions from new developments, it was noted that these monies had increased over the year and would be spent on specific sites.

Alternative options considered and rejected

None

Relevant Select Committee	Residents' Services
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	This matter is not for call-in, as noting only.

in)	
Officer(s) to action	Nicola Wyatt & Julia Johnson
Directorate	Place Directorate
Classification	Public
	<i>The report and any background papers relating to this decision by the Cabinet are available to view on the Council's website or by visiting the Civic Centre, Uxbridge.</i>

8. **APPROPRIATION OF GARAGES AT GLENISTER HOUSE, AVONDALE DRIVE FOR THE HAYES ESTATE REGENERATION**

RESOLVED:

That the Cabinet agree:

- 1) That the two garage blocks known as 49-60 Glenister house (12 garages) and garage block known as 61-69 Glenister House (9 garages) are no longer required for the purposes for which they were or are currently used and that they be declared surplus to requirements as per the site plan attached showing the two sites.
- 2) That the garages be appropriated from the General Fund to the Housing Revenue Account with effect from 31 March 2022, in order that the garage sites can be incorporated into the proposed development of the wider estate for general needs housing as set out in the report.

Reasons for decision

Cabinet agreed to transfer the garages at 49-60 and 61-69 Glenister House, Avondale Drive, Hayes from the Council's General Fund Budget to the Housing Revenue Account Budget. The Cabinet Member for Property, Highways and Transport explained how this would assist the Council in facilitating the redevelopment of the wider estate. The Leader of the Council welcomed the associated plans for new homes.

Alternative options considered and rejected

None, as not to proceed would have prevented the sites being incorporated into the Estate Regeneration Project.

Relevant Select Committee	Property, Highways & Transport
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	5pm, Friday 24 June 2022
Officer(s) to action	Michele Wilcox
Directorate	Place Directorate

Classification	Public
	<i>The report and any background papers relating to this decision by the Cabinet are available to view on the Council's website or by visiting the Civic Centre, Uxbridge.</i>

9. PUBLIC PREVIEW OF MATTERS TO BE CONSIDERED IN PRIVATE

RESOLVED:

That Cabinet note the reports to be considered later in private and Part 2 of the Cabinet agenda and comment on them as appropriate for public information purposes.

Reasons for decision

The Leader of the Council introduced the report which provided a public summary of the matters to be discussed in the private part of the Cabinet meeting later.

Alternative options considered and rejected

These were set out in the public Cabinet report.

Relevant Select Committee	Various
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	This matter is not for call-in, as noting only.
Officer(s) to action	Mark Braddock
Directorate	Central Services
Classification	Public
	<i>The report and any background papers relating to this decision by the Cabinet are available to view on the Council's website or by visiting the Civic Centre, Uxbridge.</i>

10. CONTRACT: SOFTWARE SUPPORT AND MAINTENANCE FOR THE COUNCIL'S REVENUES, BENEFITS AND HOUSING SYSTEMS

RESOLVED:

That the Cabinet:

- 1. Accept the direct award from NEC Software Solutions UK Limited via the RM3821 DAS Framework for the provision of hosting, support and maintenance of the Council's revenues, benefits and housing systems to the London Borough of Hillingdon for a three-year period from 1 August 2022 to 31 July 2025 and at the cost of £1,688,800.**
- 2. Note the provision to extend the contract for a further two-year period, with an aggregate estimated cost for the full five years of £2,803,800 (subject to RPI uplifts in years four and five, and delegate approval for any contract extension to the Leader of the Council and Cabinet Member for Corporate Services, in consultation with the Corporate Director of Central Services.**
- 3. Notwithstanding the decisions above, agree that should opportunities arise to provide greater value-for-money in respect of the provision of the Council's technology systems in the intermediate period of the contract, that the Corporate Director of Central Services, in consultation with the Leader and Cabinet Member for Corporate Services, be authorised to negotiate and agree with the provider alternate contractual arrangements.**

Reasons for decision

Cabinet made decisions regarding the award of a contract for the provision of hosting, support and maintenance of the Council's Revenues, Benefits and Housing systems. The Cabinet Member for Corporate Services noted that this would ensure continuity of business critical applications for key services to residents, whilst also taking into account future circumstances or opportunities for the provision of Council services.

Alternative options considered and rejected

Cabinet could have recommended a full tender exercise takes place, but due to the specialised nature and complexity of the current applications and their integration with other systems, this was not deemed feasible at the current time.

Relevant Select Committee	Finance & Corporate Services
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	5pm, Friday 24 June 2022
Officer(s) to action	Helen Vincent Jo Allen

Directorate	Central Services
Classification	Resources
	Private
	<i>Whilst the Cabinet's decisions above are always made public, the officer report relating to this matter is not because it was considered in the private part of the meeting and contained information relating to the financial or business affairs of any particular person (including the Authority holding that information) and the public interest in withholding the information outweighed the public interest in disclosing it in accordance with Section 100(A) and paragraph 3 of Part 1 of Schedule 12 (A) to the Local Government Act 1972 (as amended).</i>

11. CONTRACT: PLANNED REPLACEMENT OF DOMESTIC BOILERS FOR 2022/23

RESOLVED:

That Cabinet agree:

- 1) To vary the current contract with TSG Building Services PLC for the Reactive Boiler Replacements with the addition of the Planned Boiler Replacement of 735 domestic boilers at an estimated cost of £1,646k.
- 2) The capital release request of £1,811k from the Gas Boilers workstream within the Housing Revenue Account Works to Stock Programme 2022/23 for the planned replacement of 735 domestic boilers.

Reasons for decision

Due to the need to replace older boilers in the Council's housing stock, Cabinet agree to vary the contract with the current term contractor, in order to permit the contractor to undertake a planned replacement programme over a five-year period to replace them with new energy efficient boilers. The Cabinet Member for Property, Highways & Transport welcomed the upgrade which would support the Council's energy efficiency drive and also more cost-efficient heating systems for residents.

Alternative options considered

None.

Relevant Select Committee	Property, Highways & Transport
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	5pm, Friday 24 June 2022
Officer(s) to action	Kayleigh Richardson
Directorate	Place Directorate

Classification**Private**

Whilst the Cabinet's decisions above are always made public, the officer report relating to this matter is not because it was considered in the private part of the meeting and contained information relating to the financial or business affairs of any particular person (including the Authority holding that information) and the public interest in withholding the information outweighed the public interest in disclosing it in accordance with Section 100(A) and paragraph 3 of Part 1 of Schedule 12 (A) to the Local Government Act 1972 (as amended).

12. CONTRACT: CLEAN AND WASTE WATER SERVICES**RESOLVED:**

That the Cabinet accept the tender from Anglian Water Business (National) Ltd trading as Wave for the provision of Clean and Wastewater Services to the London Borough of Hillingdon for a 4 year period from 1st May 2022 to 30th April 2026 and at the projected contract value of £1,037,512.

Reasons for decision

Following a procurement process, Cabinet agreed a new contract for clean and wastewater services to provide the Council with reduced supplier margin costs and efficiency gains through consolidated billing and improved contract and account management. The Cabinet Member for Finance noted the small saving that would be achieved over the lifetime of the contract.

Alternative options considered and rejected

None.

Relevant Select Committee	Finance & Corporate Services
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	5pm, Friday 24 June 2022
Officer(s) to action	Richard Coomber
Directorate	Resources
Classification	Private <i>Whilst the Cabinet's decisions above are always made public, the officer report relating to this matter is not because it was considered in the private part of the meeting and contained information relating to the financial or business affairs of any particular person (including the Authority holding that information) and the public interest in withholding the information outweighed the public interest in disclosing it in accordance with Section 100(A) and paragraph 3 of Part 1 of Schedule 12 (A) to the Local Government Act 1972 (as amended).</i>

13. CONTRACT: BLUE COLLAR AGENCY STAFF

RESOLVED:

That the Cabinet:

1. Accept the direct award from Pertemps Recruitment Partnership Limited via the MSTAR 3 framework for a 2-year period from 1st July 2022 to 30th June 2024 at an expected cost of up to £18million.
2. Furthermore, agrees that that this includes the provision to extend the contract for a two-year period, delegating approval of any extension to the Leader of the Council and Cabinet Member for Corporate Services, in consultation with the Corporate Director of Central Services.

Reasons for decision

As the Council's arms-length contract for the provision of blue-collar agency workers was due to end, Cabinet agreed a new contract following a procurement exercise in order to continue to provide flexibility in the Council's workforce through the use of agency staff. The Cabinet Member for Corporate Services noted how this assisted the Council in providing excellence in the delivery of front-line services to residents, such as waste collection.

Alternative options considered and rejected

Cabinet could have chosen an alternative provider but considered that continuing a contract with the incumbent provider would provide the necessary capability to meet the Council's requirements for its services.

Relevant Select Committee	Finance & Corporate Services
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	5pm, Friday 24 June 2022
Officer(s) to action	Lydia Newman
Directorate	Central Services
Classification	Private <i>Whilst the Cabinet's decisions above are always made public, the officer report relating to this matter is not because it was considered in the private part of the meeting and contained information relating to the financial or business affairs of any particular person (including the Authority holding that information) and the public interest in withholding the information outweighed the public interest in disclosing it in accordance with Section 100(A) and paragraph 3 of Part 1 of Schedule 12 (A) to the Local Government Act 1972 (as amended).</i>

14. CONTRACT EXTENSION: INTEGRATED PUBLIC HEALTH SERVICES CONTRACTS

RESOLVED:

That the Cabinet agree to extend the current contracts with:

- 1. Central and North West London NHS Foundation Trust ("CNWL") for the provision of the following public health services to the London Borough of Hillingdon:**
 - a. 0-19 Healthy Child Service (Health Visiting and School Nursing) at a value of £7,319.6k;**
 - b. Children's Integrated Therapies Service at a value of £682.7k (*The cost value represents the Council's funding. The service is jointly commissioned with Hillingdon CCG, who are the majority funder.);**
 - c. Child Obesity and Weight Management programme at a value of £8.8k;**
 - d. Multi Agency Psychology Service (children and young people) at a value of £539.9k;**
 - e. Smoking Cessation Service at a value of £206.5k;**
 - f. Clinical and Non-clinical Community Drug and Alcohol Services at a value of £4,537.6k;**
 - g. And note that the total value of the integrated contract with CNWL which includes the above services, for the period of the 1st of August 2022 to the 31st of January 2024, is £13,295.k.**
 - h. And further note, that Hillingdon Clinical Commissioning Group (CCG) contribute the majority of funding for the Children Integrated Therapies Service and for the period of the 1st of August 2022 to the 31st of January 2024 at a value of £3,426.3k.**
- 2. London North West Healthcare ("LNWH") for the provision of Integrated Sexual and Reproductive Health Services to the London Borough of Hillingdon for the period of 1st August 2022 to the 31st of January 2024 at a value of £5,097.3k;**
- 3. The Hillingdon GP Confederation on behalf of the 45 Individual GP surgeries contracts for the provision of NHS Health Checks to the London Borough of Hillingdon for the period of 1st of August 2022 to the 31st of January 2024 at a value of £420k;**
- 4. The Hillingdon GP Confederation for the provision of Lifestyle Weight Management Service for Adults to the London Borough of Hillingdon for the period of 1st of August 2022 to the 31st of January 2024 at a value of £37.5k.**

Reasons for decision

Due to the pandemic response, Cabinet noted the delay in plans to undertake a full retender of these services. As a result, Cabinet agreed to extend current arrangements for key public health services locally for an 18-month period, whilst a review could be undertaken to look at new delivery models for such services and a future re-tender. The Cabinet Member for Health & Social Care informed Cabinet that the timetable was on track to review and re-tender such services.

Alternative options considered and rejected

None.

Relevant Select Committee	Health & Social Care
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	5pm, Friday 24 June 2022
Officer(s) to action	Kelly O'Neill, Director of Public Health (Interim) Claire Fry
Directorate	Adult Services & Health
Classification	Private <i>Whilst the Cabinet's decisions above are always made public, the officer report relating to this matter is not because it was considered in the private part of the meeting and contained information relating to the financial or business affairs of any particular person (including the Authority holding that information) and the public interest in withholding the information outweighed the public interest in disclosing it in accordance with Section 100(A) and paragraph 3 of Part 1 of Schedule 12 (A) to the Local Government Act 1972 (as amended).</i>

15. RELOCATION OF HILLINGDON OUTDOOR ACTIVITY CENTRE

RESOLVED:

That Cabinet approve:

- 1) The relocation of HOAC and other facilities to a new site at Broadwater Lake, Harefield, and the purchase of the land at Broadwater Lake (outlined in red on the site plan included in this report) to facilitate this at the cost set out in the report plus Stamp Duty.
- 2) The capital release of £1,311k, inclusive of the reallocation of previously released project funding, from the Hillingdon Outdoor Activity Centre Reprovision budget for project costs including the land purchase and associated fees, the reappointment of MACE (RIBA Stages 2 & 3+) to provide Multi-Disciplinary Consultancy services at the Broadwater Lake

facility, additional surveys including Specialist Ecology and Planning Consultants at Broadwater Site and for internal project management fees.

- 3) The facility will be named as Hillingdon Water Sports and Activity Centre (HWSAC) as a working title. HOAC and others will be a tenant of the facility.
- 4) The extension of agreement with HS2 for the continuous funding of the project.
- 5) Delegation of all future decisions regarding this project to the Cabinet Member for Property, Highways and Transport and the Cabinet Member for Finance, in conjunction with the Corporate Director of Place.

Reasons for decision

In light of the new HS2 viaduct and railway being built over the existing site of the Hillingdon Outdoor Activity Centre (HOAC), Cabinet agreed to the purchase of land at Broadwater Lake, Harefield as a suitable new site for a state-of-the-art water sports and outdoor activity centre in the Borough, where the Hillingdon HOAC would continue to operate from. Cabinet also agreed to continue the Professional Services Contract to manage the project from the initial design stages through to procurement and construction and the continued funding of the project via HS2 Ltd. The Leader of the Council welcomed the decision.

Alternative options considered and rejected

Cabinet had considered alternative sites to use, but these were considered either not possible or unfeasible following discussions with relevant parties.

Relevant Select Committee	Property, Highways & Transport
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	5pm, Friday 24 June 2022
Officer(s) to action	Michael Naughton
Directorate	Place Directorate
Classification	Private <i>Whilst the Cabinet's decisions above are always made public, the officer report relating to this matter is not because it was considered in the private part of the meeting and contained information relating to the financial or business affairs of any particular person (including the Authority holding that information) and the public interest in withholding the information outweighed the public interest in disclosing it in accordance with Section 100(A) and paragraph 3 of Part 1 of Schedule 12 (A) to the Local Government Act 1972 (as amended).</i>

16. ANY OTHER ITEMS THE CHAIRMAN AGREES ARE RELEVANT OR URGENT

No additional items were considered by the Cabinet.

The meeting closed at 7.20pm

Internal Use only*

Implementation of decisions & scrutiny call-in

When can these decisions be implemented by officers?

Officers can implement Cabinet's decisions in these minutes only from the expiry of the scrutiny call-in period which is:

5pm, Friday 24 June 2022

However, this is subject to the decision not being called in by Councillors on the relevant Select Committee. Upon receipt of a valid call-in request, Democratic Services will immediately advise the relevant officer(s) and the Cabinet decision must then be put on hold.

Councillor scrutiny call-in of these decisions

Councillors on the relevant Select Committee shown in these minutes for the relevant decision made may request to call-in that decision. The call-in request must be before the expiry of the scrutiny call-in period above.

Councillors should use the Scrutiny Call-in App (link below) on their devices to initiate any call-in request. Further advice can be sought from Democratic Services if required:

[Scrutiny Call-In - Power Apps](#) (secure)

Notice

These decisions have been taken under The Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

This Cabinet meeting was also broadcast live on the Council's YouTube channel [here](#) for wider resident engagement.

Please note that these minutes and decisions are the definitive record of proceedings by the Council of this meeting.

If you would like further information about the decisions of the Cabinet, please contact the Council below:

democratic@hillingsdon.gov.uk

Democratic Services: 01895 250636

Media enquiries: 01895 250403

COUNCIL STRATEGY 2022-2026

Cabinet Member(s)	Cllr Ian Edwards
Cabinet Portfolio(s)	Leader of the Council
Officer Contact(s)	Dan Kennedy, Central Services
Papers with report	Appendix 1 – Draft Hillingdon Council Strategy 2022-2026

HEADLINES

Summary	<p>Hillingdon Council is committed to putting its residents first. Through strong leadership, sound financial management and transforming how it works, the Council will ensure it provides high-quality services residents expect in the most efficient way.</p> <p>The four-year council strategy presented in this report provides a clear vision and a comprehensive framework of commitments to residents which continue to enhance the Borough, continuously improve council services, represent value for money and meet residents' needs.</p> <p>Cabinet is asked to consider and approve the draft four-year council strategy for consultation and to agree to receive the findings of the consultation and any recommended changes in the Autumn, prior to approving the strategy for adoption by full Council.</p>
Putting our Residents First	<p>This report presents a four-year strategy for the Council with clear commitments to put our residents first.</p>
Financial Cost	<p>There are no direct financial implications arising from the recommendations set out in this report, with ongoing development of the Council's medium Term Financial Forecast and Budget Strategy being aligned to the Council Strategy.</p>
Relevant Select Committee	All Select Committees
Wards	All.

RECOMMENDATIONS

That the Cabinet:

1. Approves Hillingdon's draft Council Strategy 2022-26 in Appendix 1 for consultation and;
2. Agrees to receive the final Council Strategy 2022-2026 in October 2022, informed by the findings from the proposed consultation process, in order to recommend the Strategy to full Council for adoption.

Reasons for recommendation

Hillingdon's draft Council strategy sets out a clear vision for the Borough and the Council, for the next four years and forms a key element of the policy framework. Approval is sought from Cabinet to approve the strategy for consultation, to ensure that residents and partners have the opportunity to consider and comment on the commitments. The consultation stage is prior to Cabinet approving to recommend Council adopt the strategy in the Autumn.

Alternative options considered / risk management

No alternative options were considered. The draft strategy sets out the vision and priorities for the council over the next four years and consideration of resident and partner feedback arising from the consultation will ensure the council continues to put residents first.

Democratic compliance

The Council Strategy is a policy framework document as set out in Chapter 4 of the Council's Constitution. Consideration of this Strategy is, therefore, to be undertaken in accordance with the Budget and Policy Framework Procedure Rules and these require the Cabinet to set out a timetable for the Strategy's adoption, to include a minimum 6-week consultation period and consideration by the relevant select committees. The following timetable is proposed:

1. Consultation draft to Cabinet – 7 July 2022
2. Minimum 6-week public consultation period and select committees (July / August 2022)
 - a. Finance & Corporate Services Select Committee – 13 July 2022
 - b. Health & Social Care Select Committee – 19 July 2022
 - c. Children, Families & Education Select Committee – 20 July 2022
 - d. Residents' Services Select Committee – 21 July 2022
 - e. Property, Highways & Transport Select Committee – 28 July 2022
3. Cabinet consideration of final draft, consultation and select committee responses – 13 October 2022
4. Council adoption of Council Strategy – 17 November 2022

Select Committee comments

None at this stage. As a policy framework document, comments from Select Committees will be presented to Cabinet following the conclusion of the consultation process.

SUPPORTING INFORMATION

1. Hillingdon Council continues to put residents first in everything it does. This includes our excellent waste and recycling services, investing in footpaths and roads, providing high quality leisure facilities and award-winning green spaces, building new affordable homes, enhancing schools, supporting local high streets, tackling the effects of climate change, protecting residents from harm and supporting residents to live independent and healthy lives, the Council is committed to making a difference.
2. The Council's approach of strong leadership, sound financial management and transforming how it works will continue to ensure high-quality services and facilities residents expect are provided in the most efficient way.
3. The draft Council Strategy 2022-2026 builds on the successes of the Council to date and sets a clear vision, the ambition for residents and the council, and commitments to residents over the next four years to continue to respond positively to changing demands and requirements.

Our Ambition for Residents

Hillingdon is a safe, inclusive, green, more digital borough with a strong economy.

Our Ambition for the Council

We will strive to be an efficient, well-run, digital-enabled council working with partners to deliver services to improve the lives of our residents.

Commitments to Residents

1. Safe and Strong Communities

Hillingdon is a safe place with resilient, strong communities with access to good quality, affordable housing.

2. Thriving, Healthy Households

Children, young people, their families and vulnerable adults and older people live healthy, active and independent lives.

3. A Green and Sustainable Borough

Hillingdon will be a sustainable, carbon-neutral borough, protecting Hillingdon's heritage, built environment and valued green spaces. Residents will live in pleasant neighbourhoods with access to sustainable waste management and transport.

4. A Thriving Economy

We are actively working with local businesses and partners to create a borough where businesses grow within a strong economy and local people can improve their skills and enjoy good quality jobs.

5. A Digital-Enabled, Modern, Well-Run Council

We are a well-run, sustainable council with sound financial management, achieving positive outcomes for residents.

4. The draft strategy (appendix 1) provides a broad, overarching framework for effective business planning and strong performance management within the Council to drive the transformation of services to continue to meet the changing needs and expectations of residents.
5. The Council wants to hear from residents, community groups, partners and businesses about the details set out within the draft strategy. Cabinet is, therefore, asked to agree that the draft plan is subject to a consultation process to engage meaningfully with residents, the community and businesses to inform the final strategy, to be presented to Cabinet in October 2022.

Financial Implications

There are no direct financial implications associated with the recommended consultation and subsequent consideration by Cabinet of the draft strategy. As outlined above the strategy will provide the overarching framework within which the Council will deliver for residents, with development of the Council's Medium Term Financial Forecast and Budget Strategy to be undertaken in pursuit of these ambitions and commitments.

RESIDENT BENEFIT & CONSULTATION

The benefit or impact upon Hillingdon residents, service users and communities?

The four-year council strategy presented in this report provides the vision and a comprehensive framework of commitments to residents which seek to continue to enhance the Borough and continuously improve council services to be modern, represent value for money and meet residents' needs.

The proposed consultation stage for the strategy will seek views from residents, partner organisations and businesses to ensure comments are considered prior to finalising the strategy.

Consultation carried out or required

The report recommends Cabinet approves a consultation stage with residents, partner organisations and businesses to seek views on the proposed four-year strategy to inform the final strategy to be presented to Cabinet in October 2022. The consultation will involve a structured survey available to all residents, promotion through a variety of channels, pro-active contact with partners and engagement with residents' associations. The consultation stage will invite comments from all Select Committees.

CORPORATE CONSIDERATIONS

Corporate Finance

Corporate Finance has reviewed this report and draft Council Strategy, noting that the ambitions set out for both Residents and the Council will inform ongoing development of the Medium-Term Financial Forecast and Budget Strategy. As noted above, there are no direct financial implications arising from the development of and consultation on the draft Council Strategy.

Legal

Legal Services confirm that there are no specific legal implications arising from this report at the current time. More detailed legal advice will be given to Cabinet in October 2022, following the outcome of the consultation.

BACKGROUND PAPERS

NIL

Appendix 1 – Draft Council Strategy 2022-2026

Hillingdon Council

Our Borough

Hillingdon is a prosperous, modern, diverse and connected London Borough. It is the westernmost borough in Greater London with a population of just over 309,000. Hillingdon has outstanding facilities and opportunities that position the borough to be a great place to live, work, study and do business.

- Hillingdon is the second largest of London's 32 boroughs, covering an area of 42 square miles (11,571 hectares) and located just 14 miles from central London.
- A diverse and vibrant population, with 92 spoken languages in the Borough.
- Home to Heathrow Airport, historically the region's biggest employment site supporting the economy, jobs and local services.
- An excellent strategic location for business, with good transport connections including the London Underground Metropolitan, Piccadilly and Central lines, the Elizabeth Line, the national rail network and air, as well as major UK motorways (M4, M25 and M40).
- A Borough with more than 16,000 businesses. As well as a vibrant local business sector, Hillingdon has one of the highest concentrations of major international and European headquarters outside of the City of London and the West End.
- A green borough where town meets country - with 800 acres of woodland, country parks, fields and farms, several rivers and the Grand Union Canal. The borough maintains more than 200 green spaces, totalling around 1,800 acres (730 hectares).
- A place for learning - home to more than 100 schools, Uxbridge College, Brunel University and a campus for Buckinghamshire New University.
- Three hospitals – The Hillingdon Hospital, Mount Vernon and the Harefield Hospital.
- Cultural and art offers – local theatres, visitor attractions and heritage trails.

Our Vision

Putting Our Residents First

Our Ambition for Residents

Hillingdon is a safe, inclusive, green, more digital borough with a strong economy. We want all our residents to:

- Live active and healthy lives.
- Enjoy access to green spaces, leisure activities, culture and arts.
- Live in a sustainable borough that is carbon neutral.
- Be / feel safe from harm
- Live in good quality, affordable homes in connected communities.
- Stay living independently for as long as they are able.
- Achieve well in education, with opportunities for learning at all ages.
- Have opportunities to earn an income that supports their families.

Our Ambition for the Council

We will strive to be an efficient, well-run, digital-enabled council working with partners to deliver services to improve the lives of our residents.

Our Commitments to Residents

1. Safe and Strong Communities

Hillingdon is a safe place with resilient, strong communities with access to good quality, affordable housing. We will;

- Work to keep residents safe from harm.
- Actively work in partnership with the Police, other partners and communities to prevent and tackle crime, including anti-social behaviour and drug-related crime.
- Support residents to play an active role in resilient and respectful communities.
- Take enforcement action to protect residents and the environment.
- Enable more new homes to be available, in the appropriate places.
- Increase the number of affordable homes available each year.
- Prevent and tackle homelessness, including rough sleeping.

2. Thriving, Healthy Households

Children, young people, their families and vulnerable adults and older people live healthy, active and independent lives. We will;

- Work with partners, including schools, to deliver a range of innovative programmes that help improve the health of our residents and tackle differences in health outcomes.
- Support the most vulnerable residents in our communities to live independently.
- Develop housing options for vulnerable adults and older people that promotes active independent living.
- Develop innovative ways for residents to access early advice and support when they need it, to help prevent needs escalating.
- Work with the NHS and other partners to continue to develop joined-up services to meet the health, care and support needs of residents in the community, including the development of a new Hillingdon Hospital.
- Work with partners to ensure better access to healthcare in the community
- Explore ways to work innovatively with the voluntary sector to help improve health and wellbeing outcomes for residents.
- Ensure every Hillingdon child has access to a school place, including children with additional needs.
- Improve educational outcomes with partners and work to reduce the achievement gaps for children, including those with vulnerabilities and special educational needs and/or disabilities (SEND).
- Have access to 'Good' and 'Outstanding' local education settings
- Increasing supported employment and apprenticeships for vulnerable people.
- Develop opportunities to support children with social, emotional and mental health and wellbeing at an early stage.
- Improving digital access for all
- Develop programmes that enrich the lives of young people and support them to move successfully into adulthood and be ready for work.

3. A Green and Sustainable Borough

Hillingdon will be a sustainable, carbon-neutral borough, protecting Hillingdon's heritage, built environment and valued green spaces. Residents will live in pleasant neighbourhoods with access to sustainable waste management and transport. We will;

- Work towards being a carbon-neutral organisation by delivering Hillingdon's Climate Action Plan with partners, including planting more trees and enabling investment in new sustainable infrastructure. Create opportunities to increase biodiversity across the Borough.
- Protect the heritage, built environment, green belt, parks and open spaces.
- Promote sustainable transportation, including walking, cycling, the use of public transport and electric vehicles.
- Help residents and businesses to reduce waste and increase recycling.
- Help to improve the energy efficiency of homes.

4. A Thriving Economy

We are actively working with local businesses and partners to create a borough where businesses grow within a strong economy and local people can improve their skills and enjoy good quality jobs. We will;

- Work with partners and local businesses to promote investment and business growth, including attracting new companies to the Borough.
- Procure services that supports local businesses and adds social value.
- Work in partnership with local employers and other stakeholders to provide opportunities for residents to learn new skills, to find local jobs and progress into better-quality jobs.
- Strengthen the digital infrastructure in the Borough.
- Create opportunities for investment in sustainable local infrastructure to support economic growth.
- Work with partners to help tackle low pay.
- Support thriving multi-purpose, viable town centres, including creating a new master plan for Uxbridge.
- Target support to help residents out of financial hardship.

5. A Digital-Enabled, Modern, Well-Run Council

We are a well-run, sustainable council with sound financial management, achieving positive outcomes for residents. We will;

- Be a strong leader of joined-up public services for Hillingdon residents.
- Promote resident engagement in connected communities.
- Embrace technology to be efficient and make it easier for residents to use council services.
- Make the best use of our land and buildings.
- Ensure value for money in the procurement and delivery of services.
- Continue to review and develop services to achieve the best possible outcomes for residents and communities.
- Develop a diverse, committed and skilled workforce in the Borough.

OLDER PEOPLE'S PLAN UPDATE JULY 2022

Cabinet Member(s)	Cllr Ian Edwards Cllr Jane Palmer
Cabinet Portfolio(s)	Leader of the Council Health & Social Care
Officer Contact(s)	Kevin Byrne Central Services Directorate
Papers with report	Appendix A - Older People's Action Plan update

HEADLINES

Summary	To provide an update on the progress in delivering the actions in the plan for older people.
Putting our Residents First	The Older People's Plan assists the Council to deliver its plans to put residents first. Supporting older people to live independent, active, healthy lives and providing opportunities to improve well-being is key to Hillingdon's Health and Wellbeing Strategy.
Financial Cost	There are no direct financial implications for the Council in respect of this strategic update report.
Relevant Select Committee	Health & Social Care
Relevant Ward(s)	All

RECOMMENDATION

That Cabinet notes the successes to date and continued progress to deliver the Older People's Action Plan during 2021-22 to improve the quality of life, health and wellbeing of older people in Hillingdon.

Reasons for recommendation

The Older People's Plan endorses the commitment from the Council and its partners to the continued improvement of services and support designed to create a better quality of life for older people in Hillingdon. The plan supports the Council to put residents first and contributes to improving the health and wellbeing of Hillingdon's older residents.

Alternative options considered / risk management

The alternative would have been to not deliver some or all of the support offered to older residents which would not have enabled the Council to achieve its objectives of supporting older people to live well and be independent.

Select Committee comments

None at this stage.

SUPPORTING INFORMATION

1. Supporting older people to live independent, active lives, to make a positive contribution to local communities and helping older people to feel safer in their homes and in the wider community and contributes directly to the priorities of the Health and Wellbeing Strategy.
2. In Hillingdon there are well-established arrangements to hear from older people and keep Hillingdon's older residents informed and involved across the Borough on important matters. This includes their involvement through Hillingdon's Older People's Assembly.
3. Hillingdon's Older People's Plan, led by the Older People's Champion (Cllr Ian Edwards, Leader of the Council) sets out a range of actions that the Council and its partners are undertaking in response to issues that older people in Hillingdon have said are important to them.
4. The Older People's Plan is grouped under 5 broad headings - Safety and Security, Preventative Care, Keeping Independent and Healthy (Health and Wellbeing), Supporting Older People in the Community, and Housing. The Plan is discussed and agreed through the Older People's Assembly and with the Leader of the Council in his role as Older People's Champion.
5. The Covid-19 pandemic inevitably curtailed some activities, but services have now resumed and there have been several achievements during 2021-22. Some are highlighted in the summary below, with a fuller update attached at Appendix A.

Safety and Security

6. To help older people feel safe and secure, free burglar alarms have been installed into the homes of older people aged over 65. Since the beginning of the scheme in 2008, the Council has installed 11,299 alarms in the homes of Hillingdon's older residents.

7. Following a suspension from March to September 2020 during the first pandemic lockdown, installations of alarms resumed. The volume of applications is significantly lower than before the pandemic. In the period June 2021 to end April 2022, 196 alarms were installed in Phase 13.
8. The current contract with our supplier ERA Home Security Ltd is due to expire in February 2023. It is recommended that options for the future are reviewed.

Preventative Care

9. The TeleCareLine service supports residents to live safely and independently in their own homes using a range of equipment, such as sensors and detectors all connected back to a control centre to assist to older people when needed, 24/7. As at 31st May 2022, Hillingdon had 7,034 residents in receipt of Telecare, this is an increase of 199 since May 2021. 5,910 are aged over 75 years. In preparation to the digital switch over in 2025, TeleCareLine is continuing the program of upgrading the Lifeline units, resulting in a saving of £28 per unit.

Keeping Independent and Healthy

10. A new Sport and Physical Activity Strategy (2022 – 2025) is in the final stages of completion. London Sport was commissioned in summer of 2021 to undertake internal stakeholder interviews and draft a Strategy that addressed local need, Active Lives data (showing current levels of inactivity amongst children, young people and adults), Public Health Outcomes Data, and Hillingdon's Health and Wellbeing Strategy. The Strategy is due for completion by summer 2022.
11. Chairobics sessions have resumed in libraries. Ensuring adequate air-flow to the rooms enabled sessions to take place. Working with each individual library, risk assessments were completed, and sessions were launched in a total of 8 libraries: Botwell, Charville, Harefield, Harlington, Manor Farm, Oak Farm, Ruislip Manor, Uxbridge. 2,357 residents attended these sessions.
12. In July 2021, the first online Dementia Friends training session was held for library staff. This was well received, and more sessions are planned for the autumn. From November 2021 to May 2022, 11 dementia friends' sessions were held online, for library staff, Social Care staff, residents and NHS staff. A total of 92 people attended.
13. Dementia Friends sessions and 'dementia friendly training' has continued to run throughout the year with a success being the on-going relationship with HHCP to run the dementia section of their monthly staff induction training. In total 221 people have attended the sessions. This includes library and local heritage staff, NHS staff, Brunel staff and residents. In addition, a range of training has taken place with library and bunker staff on how to run a dementia session and utilise the range of resources available centrally at Uxbridge library.
14. In May 2021, several events took place for Dementia Action Week. These included two sensory walks at Eastcote House Gardens; a walking football event at Middlesex FA; and outdoor sessions at Uxbridge Sports club for the wider dementia group and the early onset group. The *Day of the Older Person* event was held in February 2022, reaching over 300 residents with representations from a range of services across Hillingdon.

15. The Brown Badge Older Person's parking scheme continues to be popular with older residents. Between April 2021 and March 2022 (inclusive), a total of 893 new Brown Badges were issued, along with 252 replacement badges where they had been lost or misplaced. This service continued operating as normal throughout the lockdown period. At the start of April 2022 there were a total of 13,608 active Brown Badge users.
16. Opportunities open to older people are promoted regularly through Hillingdon People magazine, which carries a dedicated 'older people' page in each edition.
17. The Older People's Assembly brings together older residents to discuss topics of interest and to review the Older People's Plan. Meetings have resumed as the pandemic has receded.

Supporting Older People in the Community

18. The Leader's Initiative for Older People provides funding to support capital and revenue projects which benefit older people living in Hillingdon. The Older People's Initiative has resumed its support for community groups working with older people. In 2021, 17 grants totalling almost £15k were provided to groups to hold Christmas lunches and parties. Applications for Summer events have been submitted for consideration.
19. Age UK Hillingdon provides a range of services which support older residents. Age UK's information and advice services helped Hillingdon's older residents to secure £1,064,646 of benefits during 2021/22.
20. The Age UK Hillingdon Help at Home service continued to support clients throughout the pandemic, including periods of lockdown. During 2021/22 they made 3,103 visits, providing 4,365 hours of support to 273 of our most vulnerable clients. They delivered services such as shopping, meal preparation and general wellbeing checks requested from families who were unable to visit their parents/grandparents.
21. Age UK Hillingdon's Call, Chat, Care service continued to ensure that the most isolated or vulnerable people had support. Referrals were taken from social services, social prescribers, GP's and others. Calls consisted of asking if enough food and medication was available and if the client felt unwell or had any Covid symptoms, with signposting for further help if required. The regular contact with a volunteer stopped many from feeling forgotten or alone during shielding or just being isolated from family and friends.
22. Growing numbers of older people have access to, and make use of, the internet but there are still many who do not use this technology. The Council is providing funding for an Age UK Hillingdon project for people 65+ living in Hillingdon who are vulnerable - low resilience, requiring coping strategies and practical support - and/or impoverished - mental health, physical health, social isolation or financial - to enable them to have new access and ability to use the internet, to combat loneliness and support mental and physical health.

Financial Implications

There are no direct implications for this strategic update.

RESIDENT BENEFIT & CONSULTATION

The benefit or impact upon Hillingdon residents, service users and communities?

The Older People's Plan is welcomed by older residents as positively continuing to raise their value and profile and is an opportunity to improve the lives of older people in the community. Appendix A includes more detail on the work being carried out.

Consultation carried out or required

Regular feedback from the Hillingdon Older People's Assembly Steering Group and Older People's Assembly is used to help shape future priorities. The Older People's Assembly in Hillingdon periodically receives progress updates on the Older People's Plan.

CORPORATE CONSIDERATIONS

Corporate Finance

Corporate Finance has reviewed the report and concur with the financial implications set out above, that there are no direct financial implications associated with the recommendations in this report.

Legal

Legal Service confirm that there are no specific legal implications arising from this report.

BACKGROUND PAPERS

Older People's Plan.

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Appendix A

Older People's Action Plan Update – July 2022

Ref No	Task	Actions	Lead	Target Dates	Progress Update
1. Safety and Security					
1.1	Increase home security amongst older people.	1.1.1 Ensure the free burglar alarms scheme is delivered and that a free service is offered after 12 months.	John Wheatley	31.03.23	<p><u>Ongoing</u> – To help older people feel safe and secure, free burglar alarms have been installed into the homes of older people aged over 65.</p> <p>In the period June 2021 to end April 2022, a further 196 alarms were installed in Phase 13 of the scheme.</p> <p>Since the beginning of the scheme in 2008, the Council has installed 11,299 alarms in the homes of Hillingdon's older residents.</p>
1.2	Take action to tackle rogue traders.	1.2.1 Address reports of Rogue Traders including raising awareness.	Martin King	31.03.23	<p><u>Ongoing</u> - The Trading Standards Service continues to respond to reports of rogue traders / doorstep crime on receipt of reports.</p> <p>In circumstances where intervention may be required, officers will visit victims to advise on how to avoid repeat incidents. Where appropriate we liaise with the council's Adult Safeguarding Team to ensure that residents receive any further help and support they may need.</p> <p>Trading Standards are now part of the Adult Financial and Material Abuse Sub Group, working with various teams in the Council and the Met Police to tackle collective issues. The team met with the MASH Team to discuss how we may better signpost concerns.</p>

2. Preventative Care					
2.1	Assist vulnerable people to secure and maintain their independence	2.1.1 Continue to deliver the TeleCareLine service	Louise Forster	31.03.23	<p><u>Ongoing</u> - The TeleCareLine service supports residents to live safely and independently in their own homes using a range of equipment, such as sensors and detectors all connected back to a control centre to assist to older people when needed, 24/7.</p> <p>As at 31st May 2022, Hillingdon had 7,034 residents in receipt of Telecare, this is an increase of 199 since May 2021. 5,910 are aged over 75 years.</p> <p>In preparation to the digital switch over in 2025, TeleCareLine is continuing the program of upgrading the Lifeline units.</p> <p>In discussion with the equipment suppliers, we are now purchasing the new V lifeline (£90) rather than the V+ lifeline (£123), both versions are digitally compatible.</p> <p>The V+ enables additional sensors to be added and can replace the V lifeline easily should the requirement arise.</p> <p>The majority of our users are on a standard package that the V lifeline will support at a cost saving of £28 per unit.</p>
3. Keeping Independent and Healthy (Health and Wellbeing)					
3.1	Provide opportunities for older people to participate in sport and physical activity.	3.1.1 Work with a range of partners to deliver and promote take-up of physical activity as part of Hillingdon's Health and Wellbeing Strategy	Priscilla Simpson	31.03.23	<p><u>Ongoing</u></p> <p>A new Sport and Physical Activity Strategy (2022 – 2025) is in the final stages of completion. London Sport was commissioned in summer of 2021 to undertake internal stakeholder interviews and draft a Strategy that addressed local need, Active Lives data (showing current levels of inactivity amongst children, young people and adults), Public Health Outcomes Data, and Hillingdon's Health and Wellbeing Strategy. The Strategy is due for completion by summer 2022.</p>

		3.1.2 Continue to offer free swimming sessions to residents aged 65+	Nicky McDermott	31.03.23	<p><u>Ongoing</u> – The programme for older people to take up free swimming continues to be popular.</p> <p>Free swimming for older people has recovered well following a period of closure for Covid 19. Each month 1600 free swims take place at Highgrove, Botwell and Hillingdon Sports and Leisure Centre.</p>
		3.1.3 Deliver free swimming lessons for people aged 65+	Nicky McDermott	31.03.23	<p><u>Ongoing</u> – Free swimming lessons in Hillingdon commenced from April 2014 and have been very popular.</p> <p>Hillingdon Complex: Free over 65 resident lessons restarted in September 2021. From Sept 2021 to May 2022, 15 people booked onto 29 sessions.</p> <p>Highgrove: 5 people are booked onto the Tuesday morning class.</p> <p>Botwell: From Jan 2022 to date, there were 35 people booked onto classes.</p>
		3.1.4 Hold regular tea dances and other dances for older people to promote participation in physical activity.	Priscilla Simpson	31.03.23	<p><u>Ongoing -</u></p> <p>Tea and other dances have remained suspended due to facility availability. Events are due to restart June 2022 at 3 venues.</p>

		3.1.5 65+ MOVES gentle exercise classes.	Priscilla Simpson	31.03.23	<p><u>February 2021 – March 2022</u></p> <p>65+ online gentle exercise classes. Participants sign up prior to sessions by completing a health questionnaire. Online codes to join class are sent weekly and participants complete a 1 hour weekly live class.</p> <p>Online started 2nd week in February 2021</p> <p>106 residents attended over 12 weeks.</p> <p><u>September 2021 and March 2022</u></p> <p><u>Online Classes</u></p> <ul style="list-style-type: none"> – 65+ online sessions continue on a weekly basis – 154 residents attended these sessions <p><u>Outdoor Classes (Harefield)</u></p> <ul style="list-style-type: none"> – Outdoor fitness sessions were offered to residents to enable them to feel safe returning to exercise – 135 residents attended these sessions <p><u>Library settings</u></p> <ul style="list-style-type: none"> – Library settings were re-opened and the chairobic sessions were able to restart with joint working – Air flow to the rooms was a significant factor to the individuals allowed in the room at any one time. Working with each individual library, risk assessments were completed, and sessions were launched – A total of 8 libraries held classes, Botwell, Charville, Harefield, Harlington, Manor Farm, Oak Farm, Ruislip Manor, Uxbridge. Some of the venues run 2 weekly sessions – 2357 residents attended these sessions
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		3.1.6 - To better enable residents living with dementia to continue to live independently in our community and feel supported and knowledgeable of where they can access advice and help when required.	Priscilla Simpson	31.03.23	<p><u>Tovertafel ('Magic Tables')</u></p> <p>Six Tovertafel tables reopened in February 2022. The tables are now available to book through individual libraries and there are also drop-in sessions at 3 libraries. There have been bookings from Care homes and Special Schools with a weekly dementia drop-in every Friday at Northwood Hills. Numbers remain restricted dependant on library regulations however the tables are in regular use.</p> <p><u>Training & resources</u></p> <p>A Dementia Reminiscence training session was held with 18 library staff on Zoom in June 2021.</p> <p>In July'21, the first online Dementia Friends training session was held for library staff. This was well received, and more sessions are planned for the autumn.</p> <p>From November 21 - May 22, 11 dementia friends' sessions were held online, for library staff, Social Care staff, residents and NHS staff. A total of 92 people attended.</p> <p>Dementia Friends sessions and 'dementia friendly training' has continued to run throughout the year with a success being the on-going relationship with HHCP to run the dementia section of their monthly staff induction training.</p> <p>In total 221 people have attended the sessions this includes library and local heritage staff, NHS staff, Brunel staff and residents. In addition, a range of training has taken place with library and bunker staff on 'how to' run a dementia session and utilise the range of resources available centrally at Uxbridge library.</p> <p>The local heritage team have increased the number of resources</p>
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with the purchase of two 'smell' boxes, a hat box and a variety of games. As well as this we have built a collection of reminiscence boxes which are all available to staff and residents to borrow and utilise to support residents living with dementia.

Events 2021 - 2022

In May 2021, several events took place for Dementia Action Week. These included two sensory walks at Eastcote House Gardens which 23 people attended; a walking football event at Middlesex FA which 24 people attended; and outdoor sessions started again at Uxbridge Sports club for the wider dementia group and the early onset group with 18 people attending.

In October 2021, 24 residents attended a tour at Cranford Park. There was a Christmas event held at Yiewsley West Drayton Community Centre for 96 people in December 21, a *Punch and Judy* afternoon tea for 50 residents in February'22; a day at the Bunker Museum for 32 residents in March; finally, The Day of the Older Person Event was held in February'22 reaching over 300 residents with representations from a range of services across Hillingdon.

Dementia Friendly Hillingdon

The DAA meetings have continued throughout the year on a quarterly basis. The work achieved in Hillingdon has been recognised by the Alzheimer Society in Dementia Friendly Communities as well as by the GLA for Hillingdon achieving

					<p>dementia friendly venue status for ten out of local sites including libraries, theatres, local heritage and the Bunker Museum.</p> <p>Referrals continue to be received by the Memory Service, Admiral nurses, Extra Care and the Alzheimer Society Advisors.</p> <p><u>Leisure opportunities</u></p> <p>Since August 2021 residents living with dementia now attend weekly walking football sessions at the Middlesex FA. These sessions are run in partnership with Middlesex FA and Uxbridge Amblers and include walking football exercise and reminiscence sessions.</p> <ul style="list-style-type: none"> - An average of 25 residents attend weekly. <p>Since September 2021 residents living with dementia have had the opportunity to attend weekly adaptive golf sessions and weekly adaptive tennis.</p> <ul style="list-style-type: none"> - On average 24 residents attend golf and around 10 residents attend tennis. <p>Since January 2022, residents living with dementia have been able to attend a monthly daytime disco with the opportunity to dance to music from across the decades.</p> <ul style="list-style-type: none"> - On average 30 residents attend these sessions.
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					<p><u>Library sessions</u></p> <p>There are now 10 library-based dementia coffee mornings operating on a weekly basis including one early onset group at Northwood library. Since July 2021, 2012 residents have attended the library groups with an average of 65 residents attending weekly since July.</p> <p>Currently there are 79 residents attending weekly.</p>
		3.1.7 Continue to deliver the led walks programme "Walk Hillingdon"	Priscilla Simpson	31.03.23	<p>A range of graded walks delivered across the borough to allow for varying levels of fitness. Phased return from May 2021:</p> <ul style="list-style-type: none"> • 9 locations in May 2021 increased to 18 by March 2022 • Throughput was 1,751 • 6 new volunteers recruited • 2 new short walks are introduced to support Covid recovery
3.2	Continue to develop and expand the Brown Badge Parking Scheme for older people.	3.2.1 Continue to deliver the Brown Badge older persons parking scheme and promote the scheme to older people. Encourage provision of Brown Badge bays as part of planning developments wherever possible.	Roy Clark	31.03.23	<p><u>Ongoing</u> -</p> <p>The Brown Badge Older Person's parking scheme continues to be popular with older residents.</p> <p>Between April 2021 and March 2022 (inclusive), a total of 893 new Brown Badges were issued, along with 252 replacement badges where they had been lost or misplaced. This service continued operating as normal throughout the lockdown period.</p> <p>At the start of April 2022 there were a total of 13,608 active Brown Badge users.</p>

3.4	Continue to develop and expand facilities for older people in Hillingdon's allotments.	3.4.1 Improve access and facilities for older people in Hillingdon's allotments	Stuart Hunt	31.03.23	<p><u>Ongoing:</u></p> <p>We continue to carry out regular maintenance jobs, including repairing water leaks to troughs, repairs to fencing and gates along with any substantial waste being removed as required. The first borough wide communal area cut is underway.</p> <p>We currently have 387 allotment plots allocated to over 65s and 98 allotment plots allocated to over 60s including those that are disabled and receive benefits on the concessionary rate.</p> <p>We have streamlined our allotment allocation process, bringing it online and paperless, which has improved efficiency for our allotments team. New terms and conditions have recently been improved and will be sent out to all current tenants soon. Waiting lists are now closed due to high demand for allotment plots, we are working to allocate plots accordingly.</p> <p>Projects: The Chrysalis and Green Spaces team are currently working together to help improve the drainage at Moor Lane allotments by creating a flood bund along the boundary of the site. Currently in the early stages of development is the removal of a historical waste mound and creating new parking for allotment tenants at the Grosvenor Allotment site.</p>
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3.5	Actively promote the opportunities available to older people to keep healthy, independent and well and establish what difference they are making to improve the lives of older people	3.5.1 Ensure articles appear in every edition of Hillingdon People and on the Council website promoting the opportunities available and making use of feedback from older people	Emma Gilbertson / Marion Finney	31.03.23	<p><u>Ongoing</u> – articles appear in every edition of Hillingdon People within the older people's page. Recent and planned content is as follows:</p> <p>Hillingdon People May/June 2021</p> <ul style="list-style-type: none"> • Highlighting the support available for unpaid carers. • Feature on the extra care housing schemes at Park View Court, Grassy Meadow Court, Triscott House and Cottesmore House. • Coronavirus feature – keeping Hillingdon safe. • Older people page – supporting residents and carers who are living with dementia through online support and trailing Amazon's Alexa to provide targeted support in the home. • What's on – exercise classes for the over-65s. <p>Hillingdon People July/August 2021</p> <ul style="list-style-type: none"> • Review of dementia action week 2021 and the events held. • Feature on keeping well and active (outdoor gyms, golf, tennis, free swimming, bowling, seated exercise classes, walking groups). • Coronavirus feature – keeping Hillingdon safe. <p>Hillingdon People September/October 2021</p> <ul style="list-style-type: none"> • NHS weight loss programme article. • Uxbridge BID and the Fassnidge Memorial Trust hold tea dance on Civic Centre forecourt. • Coronavirus feature – keeping Hillingdon safe. • Article on downsizing your council home (includes extra-care options). • Feature on Citizens Advice and how they support residents. <p>Hillingdon People November/December 2021</p> <ul style="list-style-type: none"> • Article to launch Community Awards.
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					<ul style="list-style-type: none"> • Coronavirus feature – keeping Hillingdon safe. • Feature on staying well and warm in the winter (seated exercise classes, outdoor gyms, golf, free swimming, led walks, heater loan scheme, hot meal delivery service, support for residents living with dementia) <p>Hillingdon People January/February 2022</p> <ul style="list-style-type: none"> • Article on the Heart Month activities being run by the Libraries Service. • Round-up of Leaders' Initiative funded Christmas parties. Advert for Day of the Older Person event. • Coronavirus- Stay safer this winter. • Feature on health and fitness featuring free activities for over-65s. <p>Hillingdon People March/April 2022</p> <ul style="list-style-type: none"> • Feature on Community Award winners. • Feature on Platinum Jubilee. • Feature on International Day of the Older Person event • Learning to live with COVID-19 feature. • NHS article on helping to prevent type two diabetes. <p>HP Locals 2022: Included section on each targeted at older residents.</p> <p>After a long break due to the pandemic, the Older People's Assembly has resumed. First one was held on 21 March 2022. The leader was introduced as the new champion for older residents. Next assembly due to take place in June</p>
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4. Supporting Older People in the Community					
4.1	Improve financial inclusion for older people in the borough	4.1.1 Deliver benefits and financial advice and support sessions for older people across the borough through the Age UK Hillingdon financial health checks	Age UK Hillingdon Julian Lloyd	31.03.23	<p><u>Ongoing</u> -</p> <p>Through their information and advice services Age UK helped Hillingdon's older residents to secure £1,064,646 of benefits during 2021/22. This additional income has the potential to radically improve quality of life for older residents of Hillingdon as well as inject new money into the local economy.</p> <p>As the government guidance evolved through the course of the year face to face surgeries were re-established and were greatly valued. Age UK have developed their ability to support older people over the phone, via email and also through our digital inclusion programme are supporting older people to be able to help themselves to apply for benefits or to liaise with statutory bodies.</p>
4.2	Support older people in their own homes to stay warm and healthy during the winter months	4.2.1 Provide free temporary heaters and small grants to cover electricity costs to older people.	John Wheatley	31.03.23	<p><u>Ongoing</u> -</p> <p>The Council continues to offer the loan of heaters to homeowners aged over 65 whose heating has broken down. In addition, once the heater or heaters are returned, the Council offers to pay a small one-off grant to ensure people are not discouraged from using the heater by the cost of fuel.</p> <p>There are 36 heaters in stock as at June 2022, with a further 20 awaiting collection.</p>
4.3	Provide and encourage opportunities for older people to actively participate in events	4.3.1 Provide support to community groups for older people as requested through the Leader's Initiative	John Wheatley	31.03.23	<p><u>Ongoing</u> -</p> <p>The Older People's Initiative has resumed its support for community groups working with older people. In 2021, 17 grants totalling almost £15k were provided to groups to hold Christmas lunches and parties. Applications for Summer events have been submitted for consideration.</p>

5. Housing					
5.1	Help older people to live independently in safe, warm homes	5.1.1 Provide access to assistance with repairs and other home maintenance services.	Age UK Hillingdon Julian Lloyd	31.03.23	<p><u>Ongoing</u> -</p> <p>The Age UK Hillingdon Help at Home service continued to support clients throughout the pandemic, including lockdown periods. During 2021/22 they made 3,103 visits, providing 4,365 hours of support to 273 of our most vulnerable clients. They delivered services such as shopping, meal preparation and general wellbeing checks requested from families who were unable to visit their parents/grandparents. PPE, full training and regular testing of staff was maintained to ensure the safety of our clients and staff.</p> <p>Received from a client's family after she had passed away: <i>"I am writing to say how grateful I am with the care B received from all your ladies over the last 6 years Age UK was the first organisation I used when B needed some support ,starting with just one hour a day. This has gone on without fail and you have never let B down. Your girls have had to adapt to her changing needs and I do know on several occasions have gone above and beyond their actual duties - please pass on my thanks to the whole team. It is through all their dedication that B was able to stay in her own home where she wanted to be right to the end."</i></p> <p>Our Homeshare Scheme was suspended due to Covid-19 We are now back up and running, promoting the service on Social Media and our Website. During 2021/22 we have received 127 enquiries and have 3 sharers who have been successfully placed with householders. We now have 26 local tradespeople on our Trusted Traders list. Some traders suspended services during lockdown, those who continued trading were vetted to ensure infection control measures were in place. During 2021/22 664 enquiries have been signposted to local traders.</p>

		5.1.2 Deliver the Falls Prevention Service	Age UK Hillingdon Julian Lloyd	31.03.23	<p><u>Ongoing</u> -</p> <p>Falls: During 2021/22 the Falls prevention team have worked with a total of 308 clients in their homes on one or more occasions, with over 800 visits or phone calls. Strong risk assessments and use of PPE have ensured staff and patient safety.</p> <p>Good Neighbour Service Short Walks task. - Due to the huge impact on older people's confidence in going outside after Covid Lockdowns, we have added a short walks task to our GNS service. An older person who is mobile enough to walk safely and independently is matched with a volunteer for a short walk each week.</p> <p>This improves confidence in going outside, improves health and wellbeing both physically and mentally and allows them to re-enter the community feeling supported by a volunteer.</p> <p>Ageing Well walking group has also been established with the aim of promoting physical exercise and social interaction. This has proved very popular and we are looking to replicate the model.</p>
5.2	Deliver the major adaptations programmes for all tenures within budget	5.2.1 Improve private sector homes for older vulnerable people. Complete major adaptations increasing independence for older people	Sarah Jane Bartlett	31.03.23	<p><u>Ongoing</u> –</p> <p>Between April 2021 to April 2022 308 major adaptations were completed, of which 213 were Housing Revenue Account, and 95 Disabled Facilities Grant projects. In all cases a range of housing options is considered to ensure the solution offered to older residents best meets their needs and promotes their independence.</p>

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OUTCOME OF CONSULTATION ON THE PROPOSED SATELLITE OF MEADOW SPECIAL SCHOOL ON THE HAREFIELD ACADEMY SITE AND INCREASE IN NUMBER OF PLACES

Cabinet Member(s)	Councillor Susan O'Brien
Cabinet Portfolio(s)	Cabinet Member for Children, Families & Education
Officer Contact(s)	Nav Minhas – School Place Planning
Papers with report	Appendix 1 - Public Notice Appendix 2 - Full Proposal Appendix 3 - FAQ sheet Appendix 4 – Full Consultation Responses

HEADLINES

Summary	Cabinet will consider the outcome of Consultation on the proposed satellite of Meadow Special School on the Harefield Academy Site and increase in number of places.
Putting our Residents First	This report supports the following Council objectives of: <i>Our People; Our Natural Environment; Our Built Environment; Our Heritage and Civic Pride; Strong financial management.</i>
Financial Cost	Estimates for the expansions of Meadow High and Harefield Academy amount to £16,984k in total to be funded from the Schools SRP/SEND capital programme. The expansions will deliver 180 permanent special needs places, a net increase of 98 from existing provision.
Relevant Select Committee	Children, Families and Education Select Committee
Wards	All, specifically Harefield Village & Colham & Cowley

RECOMMENDATION

That Cabinet consider the responses to the statutory consultation as set out in the report and Appendix 4 and approve the proposed satellite of Meadow High School at the Harefield Boarding Block and subsequent increase in number of places.

Reasons for recommendation

Meadow High School is the only Council maintained Secondary Special school, as well as the only Secondary Special for pupils with Moderate Learning Difficulties and Autism (MLD and ASD). It has continuously expanded over the past few years, with the January 2022 census roll being 256 pupils. This is now by far the largest special school, around 30% of all pupils in special schools in the borough. Pupils are taught in 3 separate “Pathways” to meet their individual mix of learning difficulties, physical, social, and other needs.

All the parents and staff have been involved in various meetings and had information on the proposals over the past six months, and issues have been clarified. There were relatively few responses to the formal consultation. There are currently 65 pupils in Pathway 1 who are taught in smaller groups, each by one teacher in one classroom, more similar to a primary model, and they do not use the specialist subject classrooms or teachers.

The school partially relies on four old double modular units which had previously been used on other sites which were intended for temporary use. They are unsuitable for use by pupils with limited mobility and are deteriorating, so need to be replaced one at a time over the next four years, which would reduce the total capacity at the school by 82 by 2026. However, the Local Authority need more places in the school to meet rising demand and reduce the use of independent placements, which are far more expensive per pupil and will increase the deficit on the High Needs Block.

The proposal is to move all Pathway 1 pupils to the new site into purpose built classrooms and other facilities, and grow from 65 to 90. This will change arrangements for some current pupils, some will have to travel further, whilst others will live nearer, since this is the only provision in a large borough. Pupils will have continuity of teachers and therapeutic staff and school. Pupils and parents will be supported by school and local authority staff with the transition to the new site. Furthermore, additional pupils will gain a place on both sites, who are currently turned away, and have to travel far out of the borough or receive only interim tuition. This is the quickest and most cost effective route to meeting the needs of Hillingdon pupils requiring a place at Meadow High School from 2024 and into the future.

The benefits of the satellite provision will ensure the pupils in Pathway One continue to receive access to the full National Curriculum adapted and individualised for their learning needs in a classroom-based approach, beneficial to pupils as it minimises transitions and maintains a safe, consistent approach to learning and support. The facilities being created will provide pupils increased access to specialist rooms, in the form of a dedicated food technology room, sensory and therapy spaces, a bespoke playground designed to meet all pupils' physical and sensory needs and larger and more spacious classrooms. As these facilities will be shared by only 90 pupils, opposed to the 260 on the Royal Lane site, it is anticipated pupils will greatly benefit from increased access, whilst maintaining a smaller, calmer provision for pupils and maximising independence. Where appropriate, accredited courses will be offered at the satellite site or pupils will be supported to access courses alongside their peers on the Royal Lane Site. Pupils will continue to benefit from a strong emphasis on 'real life' learning and our strong community cohesion approach, accessing transport training, community facilities for leisure and learning and work experience opportunities. Alongside opportunities for pupils to access social events alongside those at Royal Lane, it is anticipated that there will be greater opportunities for them to

act as peer role models themselves as they mature, supporting and guiding their younger peers as they prepare for adulthood.

Building a satellite of Meadow High School on the Harefield Academy site would enable the demolition and removal of the four huts in one go without losing pupils and allow building of extra places attached to the main building in 2023/24; which could be at least in part in double storey, with a smaller footprint than the huts. The proposed work at the current Meadow High School site and Harefield Boarding Block will provide 180 permanent special needs places, 90 at each site (82 places re-provided and 98 additional places) with a net gain of 98 places, and sufficient external play space on each site. There is no other educational site of the size available in the borough.

These proposed works have been discussed with DfE in outline and are included as the largest single project in the formal Council Deficit Safety Valve Submission made to DfE in March 2022, setting out how the Deficit can be reduced, mainly by adding more places, and including a bid for capital grant to fund this and other potential projects to create more places, and then the DfE will wipe off the current Deficit.

Democratic compliance / previous authority

Cabinet in March 2022 has previously agreed to progress the expansion of Meadow High School and delegated future decisions in respect of the construction and works required to the Leader of the Council and relevant Cabinet Members. This decision is in respect of formally approving the statutory education school organisation proposals.

SUPPORTING INFORMATION

Need for places

Meadow High School is a special school for pupils with Moderate Learning Difficulties (MLD) and Complex needs, such as Autism Spectrum Disorders (ASD) linked to MLD. The school currently has 256 pupils (January 2022 Census) on roll making it the largest Special school in the borough. Meadow High School and Hedgewood School (primary MLD school) are the only maintained schools in the borough with all other SEN schools being Academies.

Approximately 60% of the existing buildings at Meadow High School are currently being rebuilt under a Priority School Building Programme phase 2 (PSBP2) by the DfE to upgrade facilities for pupils to meet the required standards and add a dining hall. No extra places are being provided as part the PSBP2 works.

The school roll has grown rapidly since 2016 and the school has 82 pupils in the 4 temporary double modular classrooms on site that accommodate the extra pupils. As part of the PSBP2 works the DfE did not agree to replace these modular classroom unit as they deem them as temporary provision.

Due to the poor condition of the modular classroom units the school and the Council agreed that one double modular unit would be removed each year from the end of 2022 as they are coming

to the end of their serviceable life. This would lead to around 20 place reduction a year, for four years, seriously reducing or pausing accepting new pupils. However, the demand for the school continues to increase, and alternative places out of the borough are expensive. As part of the Dedicated School Grant (DSG) Safety Valve plan being negotiated with DfE to increase SEN places within schools in the borough including Meadow High School, as it is essential to reduce the Council reliance on out of borough placements. This supports pupils continuing to access local communities.

The proposed works will provide a net gain of 98 places works across both sites, Harefield Academy (*up to 90 additional places*) and the Meadow High School (*up to 90 minus 82 equalling 8 additional places*). The works at the Harefield Boarding Block will need to progressed first and once completed up to 90 pupils will relocated to this site from Meadow High School. This will free up the places to allow for the modular units to be demolished at Meadow High and the new replacement permanent block to be constructed, with no loss of current places. The overall capacity across both sites will be 354 places (*256 plus 8 at Meadow High and 90 places at Harefield*).

The proposal for the Harefield Boarding Block was originally initiated following discussions to avoid losing 82 places as it was necessary to take the opportunity to look at options to *increase* the number of places. The proposals have been discussed with DfE and Members in outline and discussions have taken place with the Meadow High School and Harefield Academy and DfE.

Proposals for Harefield Boarding Block

An external Architectural Consultancy was appointed to carry out a feasibility assessment and details of the proposed development are outlined below. The proposed development at the Harefield Academy block will provide places for Pathway 1 pupils to increase capacity up to 90.

Existing site and building

The Harefield Boarding Block was constructed 10 years ago and was until a couple of years ago used as boarding facility for the academy of Watford Football Club, who joined the school roll. The boarding block is 3 storeys with an open central atrium across all 3 storeys. The bedrooms and kitchens are on the first and second floor around the edge of the building with corridor leading to these bedrooms overlooking the atrium. As the block is made up of a series of small rooms there is a requirement to reconfigure the internal area to provide spaces of suitably large size for use by a school. The block is timber framed structure with a large proportion of the partition walls between the bedrooms and kitchens acting as supporting walls for the building. This adds complexity and additional costs when creating rooms sizes large enough for classrooms and other spaces.

The Council owns the freehold for the Harefield Academy site including the boarding and the Academy has a long-term 150-year lease from 1st July 2005 for the whole site from the Council.

The intention is for The Trust to revert back part of the lease for this building and its immediate surrounding area to the Council as the freeholder for use by Meadow High School. Externally there is a Multi-Use Games Area MUGA and soft landscaped areas adjacent to the boarding block.

The area required for the school has been determined using Building Bulletin 104 (BB104) which is the space standards guidance document developed by the Department of Education for Special Schools. Based on BB104 there is insufficient floor area within the building to provide sufficient accommodation for the school, even when an infill of the atrium areas on the first and second floor is considered. Therefore, an extension to the existing building is required. The building will need to undergo an extensive adaptation and alterations works to make the building suitable for use as a school.

Proposed works at Harefield Academy

A new two storey extension which will contain six classrooms is being proposed in planning application made 6th May 2022. The existing boarding block will contain 3 classrooms on the first floor with the other required ancillary area (offices, medical room, kitchen, dining/assembly areas) spread across all 3 floors. Overall this option is broadly in line with target area required under BB104.

The main advantage of the proposal is that the area provided closely meets the area requirements under BB104, the areas which will be used most often by pupils with mobility issues are restricted to the ground and first floor. With the inclusion of the Food Technology room within the development there will be no need to use any space within the main Harefield Academy building.

Proposals for an increase in pupil numbers at Meadow High School

Existing site and buildings

This site consists of several buildings, with the main school building constructed in the 1960s, an extension to the building constructed in the 1990s which contains the Science and Technology classrooms. A standalone sixth form block was construction 8 years ago. There is also collections of temporary modular classrooms and huts which are beyond economic repair and will not be suitable for use beyond the next 2 to 3 years.

The main school building from the 1960s is currently being rebuilt by DfE funded Priority School Building Programme with improved facilities and a gym hall but will be adding any new places.

The school have indicated that they will stop using the temporary modular classrooms and huts over the next few years which will reduce the capacity of the school by 82 places, therefore the focus of the feasibility exercise on the Meadow High School site will be replace the accommodation that will be lost when the modular classroom units and huts stop being used with a building that can accommodate up to 90 pupils (a net gain of 8 places on this site).

The proposed work at the current Meadow High School site and Harefield Academy will provide 180 permanent special needs places, 90 at each site (82 places re-provided and 98 additional places) with a net gain of 98 places. The overall capacity across both sites will be 354 places (256 *plus 8 at Meadow High and 90 places at Harefield*).

Please note that the actual number of pupils will vary, dependant on their individual needs and the number in each class, classes have ranged between 8-11 pupils.

Financial Implications

The expansions of Meadow School and Harefield Academy will be funded from the Schools SRP/SEND capital programme. Including prior years and pending Cabinet approval of 2021-22 year end capital budget re-phrasings, this programme amounts to £55,595k up to 2026/27, financed by Special Provision Capital Fund and High Needs Provision Capital grants. Annual previously confirmed grant allocations from 2018-2024 amount to £18,369k. In addition, the Council has recently been successful in securing further funding from the Department for Education, resulting from a bid for capital funding for several proposed schemes, linked to the Dedicated Schools Grant (DSG) deficit recovery safety valve agreement. The proposals within the bid included the expansions of Meadow School and Harefield Academy, with a figure of £16,984k included in the bid for the two expansions, based on latest pre-tender cost estimates.

The permanent provision of special needs places through these two expansion schemes will support delivery of the DSG recovery plan. Each additional place provided in the borough is estimated to achieve an average saving of £24k from reducing use of more expensive independent out of borough placements and £11k reductions in SEN transport costs. In total, 180 permanent new places will be created over both sites, an increase of 98 from existing provision.

RESIDENT BENEFIT & CONSULTATION

Consultation

Informal consultations were planned by Meadow High School to engage with stakeholders to answer any queries and take on board any concerns. Please see timeline of information sharing with families at Meadow High School regarding Northwood Road:

Date	Action
Thursday 10 th March 11am, 1pm and 6pm	<i>Information presentation by the Headteacher to all Meadow families</i>
Friday 11 th March	<i>Information in the weekly bulletin</i>
Friday 11 th March	<i>Letter to all families confirming their child's Pathway and expected site of provision for September 2023</i>
Wednesday 16 th March	<i>Whole school assembly with Headteacher regarding Northwood Road and Royal Lane developments</i>
Thursday 17 th March 6pm	<i>Information presentation by the Headteacher to all Meadow families</i>
Friday 18 th March	<i>Pathway 1 assembly with Assistant Headteacher regarding Northwood Road developments</i>
Wednesday 23 rd March	<i>Information presentation by the Headteacher to Year 6 Pathway 1 transition families</i>
Thursday 12 th May 10am, 2pm and 6pm	<i>More detailed information session with Pathway 1 families. Q and A at the end.</i>

During the informal consultation with parents/ guardians, presentations were provided by the Headteacher to all Meadow families which are available as background papers on request, a FAQ

sheet **Appendix 3** was developed, and a questionnaire shared with Pathway 1 families. Conversations and meetings were also arranged with individual families.

Part 5, Statutory process:

The prescribed alterations requires a minimum of a 4 week consultation period. The consultation was designed to ensure that the following received notification of the consultation, in line with the guidance “Making significant changes (‘prescribed alterations’) to maintained schools”:

- the GB/LA (as appropriate);
- the parents of every registered pupil at the school - where the school is a special school;
- if it involves or is likely to affect a school which has been designated as having a religious character:
 - the local Church of England diocese;
 - the local Roman Catholic diocese; or
 - the relevant faith group in relation to the school;
- proposals affecting a special school should go to any LA that has commissioned a place at the school (i.e. all relevant authorities who have made an out of county/borough placement there); and
- any other body or person that the proposer thinks is appropriate e.g. any affected educational institutions in the area.

The consultation document was available from Wednesday 18th May 2022 to Friday 17th June 2022 on the consultation page of the Hillingdon Council website. This included a brief outline of the proposed change, the full proposal and a questionnaire to obtain feedback in direct response to each proposal.

Information regarding the consultation was publicised to the all the schools within the Borough.

As Hillingdon Council also receives school place applications from residents who live outside of the Borough, the consultation was designed to be inclusive. Therefore, officers contacted the following surrounding Local Authorities:

- London Borough of Ealing
- London Borough of Hounslow
- London Borough of Brent
- London Borough of Harrow
- Hertfordshire County Council
- Buckinghamshire County Council
- Slough Borough Council

No responses were received.

The details of the proposal were also shared with the following groups: Parent Carer Forum and Hillingdon Autistic Care and Support (HACS).

Consultation Responses (set out in full in Appendix 4)

24 responses were received in total during the consultation period, with 22 of which were submitted via the online questionnaire and 2 were received by email.

Online Questionnaire responses are summarised below:

1. **18** respondents stated that they had children under the age of 18 living in their household. Respondents were also given the opportunity to provide information on their interest in the proposals.
 - A pupil - 0
 - A parent/carer/guardian - 11
 - A staff member – 2
 - A local resident - 2
 - Other – 6
 - Prefer not to say - 1
2. Respondents were invited to state which school(s) their child(ren) currently attend and the responses were as follows:
 - Charville Academy
 - Bishophalt
 - Coteford Junior School, St Bernard Catholic Grammar School & St Clement Danes
 - Hayes Park Primary School
 - Mainstream School with a SRP
 - Meadow High School x 3
 - Below School Age
 - No Longer at School
 - Pinner Park
 - Swakeleys School for Girls and Meadow High School
3. **12** respondents agreed with the proposed satellite site for Meadow High School at the Harefield Boarding Block:
 - Yes - 12
 - No - 10
 - Don't know – 0
4. Of the 9 respondents that answered 'No' or 'Don't know', reasons have been provided in Appendix 4.
5. **15** respondents agreed with the proposed 98 additional places for pupils on roll at Meadow High School:
 - Yes - 15
 - No- 5

- Don't know - 2
6. Of the 7 respondents that answered 'No' or 'Don't know', reasons have been provided in Appendix 4.
 7. 10 respondents agreed these proposed changes will disadvantage any residents in Hillingdon?
 - Yes - 10
 - No- 12
 - Don't know – 0
 8. Of the 10 respondents that answered 'Yes', reasons have been provided in Appendix 4.
 9. 12 respondents confirmed that they had attended one of the Family Information presentations regarding the Meadow High School development plans:
 - Yes - 12
 - No - 10
 10. Additional comments from the questionnaire have been provided in **Appendix 4**.

Consultation responses received via email:

In addition to this the Local Authority received a total of 2 near identical email letter responses **Appendix 4** shows these in detail along with the Council and Meadow High School response to each point raised.

1 letter was sent on behalf of 3 sets of parents expressing their concerns and objections over the proposal which re-iterated many of the points already made and set out above. One parent confirmed that they had submitted both a response via the questionnaire and email to education@hillington.gov.uk.

The school has liaised directly with the parents of pupils who have raised concerns about the new proposed provision.

Conclusion

The formal statutory consultation helped to collate views and queries of both parents and staff.

The consultation process outlined some of the concerns raised by a number of parents who have pupils currently attending Meadow School, but overall the school community can see the benefits of the proposal for the satellite site. This provision will also meet the needs of more Hillingdon pupils and parents. The LA and the school will continue to work hard with individual families to ensure a smooth transition and that positive education continues for all pupils. There will be an ongoing dialogue with parents, carers and families to work collaboratively to demonstrate the culture of inclusive practice at the heart of the LA and the school.

If approval is granted by the Council, the Education Service will notify the Department for Education and implement the proposal following the requirements set within the document "Making significant changes ('prescribed alterations') to maintained schools" [School organisation: local-authority-maintained schools - GOV.UK \(www.gov.uk\)](#)

CORPORATE CONSIDERATIONS

Corporate Finance

Corporate Finance has reviewed this report and concurs with the financial implications set out above, noting the recommendation to approve the proposed satellite of Meadow High School at the Harefield Site.

The Council has recently secured funding from the Department for Education, resulting from a bid for capital funding for several proposed schemes, linked to the Dedicated Schools Grant (DSG) deficit recovery safety valve agreement. The expansions of Meadow High and Harefield Academy were included in the bid with a pretender amount of £16,984k, to be funded from the Schools SRP/SEND capital programme.

The expansion supports the DSG recovery plan, with each additional place provided in the borough is estimated to achieve an average saving of £24k from reducing use of more expensive independent out of borough placements and £11k reductions in SEN transport costs, resulting in a financial benefit of £6,300k across the Council's Schools and General Fund Budgets.

Legal

The proposed changes are prescribed alterations for the purposes of the School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013. The local authority is entitled to propose and decide upon these changes. The local authority must follow the statutory process for consultation in relation to the proposed changes.

Infrastructure / Asset Management

The entire site is leased to the Harefield Academy Trust under the terms of a 150-year lease from 1st July 2005 and it is proposed that part of the site needed for the proposed new Meadow Special School will be surrendered back to the Council by way of a part surrender agreement. The Council will then have an unencumbered freehold of the new school site.

BACKGROUND PAPERS

Presentation – Stakeholder Information
Presentation for families of Pathway 1 pupils



LONDON BOROUGH OF HILLINGDON

Statutory Notice

**Satellite site of Meadow High School and change in number of pupils
Royal Lane, Hillingdon, Middlesex, Uxbridge, Middlesex, UB8 3QU
URN: 102462**

Part 1: Prescribed Alteration to Meadow High School (Maintained)

Notice is given in accordance with The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013 that the London Borough of Hillingdon is proposing a satellite site of Meadow High School at the the Harefield Boarding Block and subsequent change in number of pupils. The prescribed alterations will provide:

- The addition of a satellite site at Northwood Way, Harefield, Uxbridge, UB9 6ET
- 98 additional places for pupils on roll at Meadow High School

This Notice is an extract from the complete proposal, copies of which may be obtained from School Place Planning Team, Hillingdon Council, Civic Centre, 4E/01, High Street Uxbridge, UB8 1UW

Email: education@hillington.gov.uk.

Within four weeks from the date of publication of this proposal, any person may object to or make comments on the proposal via School Place Planning Team, Hillingdon Council, Civic Centre, 4E/01, High Street, Uxbridge, UB8 1UW

Email: education@hillington.gov.uk.

Responses must be received by 17th June 2022 at 5pm.

Signed: VIKRAM HANSRANI

Date: 18th May 2022



Detailed Proposal Document

School and LA details

Meadow High School is a community maintained special school in the London Borough of Hillingdon.

Description of alteration and evidence of demand

Meadow High School is the only Council maintained Secondary Special school, as well as the only Secondary Special for pupils with Moderate Learning Difficulties and Autism (MLD and ASD). It has continuously expanded over the past few years, with the January 2022 census roll being 256 pupils. This is now by far the largest special school, around 30% of all pupils in special schools in the borough. The school partially relies on four old double modular units which had previously been used on other sites which were intended for temporary use. They are unsuitable for use by pupils with limited mobility and are deteriorating, so need to be replaced one at a time over the next four years, which would reduce the total capacity at the school by 82 by 2026 in line with the EFSA survey recommendations. However, the Local Authority needs more places in the school to meet rising demand and reduce the use of independent placements, which are far more expensive per pupil and will increase the deficit on the High Needs Block.

Notice is given in accordance with The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013 that the London Borough of Hillingdon is proposing a satellite site of Meadow High School at the Harefield Academy Boarding Block and subsequent change in number of pupils. The prescribed alterations will provide:

- The addition of a satellite site at the Harefield Academy Boarding Block, Northwood Way, Harefield, Uxbridge, UB9 6ET
- 98 additional places for pupils on roll at Meadow High School

The proposed new satellite of Meadow High School will use the Boarding Block and adjacent external area at the edge of the site, away from the academy building and sports areas and will use a separate entrance from Northwood Road. The LA is the freeholder of the whole site for the purposes of education and there will be a varying of the lease for this area to be used by Meadow High School.

Need for places

Meadow High School is a Special school for secondary aged pupils with Moderate Learning Difficulties (MLD) and Complex needs, such as Autism Spectrum Disorder (ASD) linked to MLD. The school currently has 256 pupils on roll making it the largest Special school in the borough. Meadow High School and Hedgewood School (primary MLD school) are the only maintained schools in the borough with all other SEN schools being Academies.

Approximately 60% of the existing buildings at Meadow High School are currently being rebuilt under a Priority School Building Programme phase 2 (PSBP2) by the DfE to upgrade facilities for pupils to meet the required standards and add a dining hall. No extra places are being provided as part of the PSBP2 works.

The school roll has grown rapidly since 2016 and the school has 82 pupils in the 4 temporary double modular classrooms on site that accommodate the extra pupils. As part of the PSBP2 works the DfE did not agree to replace these modular classroom units as they deem them as temporary provision. There is no other space for building on the main Meadow site.

Due to the poor condition of the modular classroom units the school and the Council agreed that one double modular unit will be removed each year at a time from the end of 2022 as they are coming to the end of their serviceable life. This will lead to around 20 place reduction a year, seriously reducing or pausing accepting new pupils. However, the demand for the school continues to increase, and alternative places out of the borough are expensive. As part of the Devolved School Grant (DSG) Safety Valve plan being negotiated with DfE to increase SEN places within schools in the borough including Meadow High School it is essential to reduce the Council reliance on out of borough placements.

The proposed satellite site will provide a net gain of 98 places works across both sites, Harefield Boarding Block (*up to 90 additional places*) and the Meadow High School (*up to 90 minus 82 equalling 8 additional places*). The works at Harefield will need to progress first and once completed up to 90 pupils will relocate to this site from Meadow High School. This will free up the places to allow for the modular units to be demolished at Meadow High and the new replacement permanent block to be constructed. The overall capacity across both sites will be 354 places (*256 plus 8 at Meadow High and 90 places at Harefield*).

Objectives, e.g. how the change would increase standards of education or increase parental choice

As a local Special School with longstanding Ofsted Good rating, Meadow High school is well placed to expand onto a satellite site to continue to provide a high quality provision for pupils with MLD and ASD in Hillingdon. Both the Head and Deputy Head have significant experience of specialist MLD and ASD. To maximise this experience, as well as the school's significant experience, it is the intention to move current Pathway 1 staff to the Northwood Road site and to recruit new staff as the pupil numbers gradually increase. Any pupil who currently receives Home / School transport will not be disadvantaged by the change of location. Pupils who are currently attend the Royal Lane site and are not eligible for Home - School transport will be reassessed to see if they have now become eligible.

Subject to an assessment of their needs via Annual Review and consultation with parents, children and young people from the main school site may be placed at the new provision to better suit their needs. The admissions arrangements, governance, budget, policies will be the same across both sites.

Opening a satellite provision of this kind will positively impact outcomes for this cohort of children. It would offer parents the opportunity to send their children to high-quality local provision, instead of out of the area. We anticipate that this will have the following additional benefits to families and the local authority:

- Bespoke provision
- More Pathway 1 pupils in year groups 7 – 14, but a smaller provision overall (max 90 compared to current 260)
- More flexible classroom design
- Additional facilities e.g dedicated food tech room / horticulture garden / fitness room and outdoor gym / large therapy spaces / sensory room

- Pathway 1 focused outdoor spaces, fully accessible
- Access to other courses based at Royal Lane
- Whole school events
- A greater number of children will be educated within their local area and will not lose community links by being placed a significant distance away from their homes.
- Multi-agency working and communication will be easier / better for these children and their families if they remain in a local placement and are able to access local services
- The quality of education will be more closely monitored for this particularly vulnerable cohort of children and the resource will be able to access Local Authority.
- Placement cost, including transport, will be less than the cost of independent/non-maintained placements.

Admission and curriculum arrangements

The admission arrangements will be the same as currently for Meadow High School - the LA make the decision to place pupils at the school. The LA consults with the school who confirm whether they can meet each pupil's need and whether they have capacity.

There will generally be no movement of pupils between sites. However, where there are some Pathway 1 pupils who currently integrate into Pathway 2 lessons, this will be facilitated. Pathway 2/3 pupils may travel to the Northwood Road site for work experience, but this would be for a complete day. For whole school events, staff and pupils will come together at the appropriate site.

Governance, staffing and administration

The Headteacher has led informal consultation with staff and parents on the proposed satellite site as it will lead to changes in working for all staff and the outcome has shaped the final proposal.

Most of the administrative support will remain at Royal Lane (Finance / HR / attendance) with two reception-admin staff based full time at Northwood Road. They will have additional functions e.g First Aid / consultation support / library etc.

All contracts will have the facility for staff to be deployed at either site. The working reality will be that apart from a few staff (Headteacher / Welfare Lead / Safeguarding Lead / Therapists / Office manager) the majority of staff will be allocated to one site or the other. In the event that the school cannot recruit to or temporarily fill a staffing gap on either site, they would consider temporarily redeploying staff.

The Governing Body will oversee all pupil and staff on both sites, with one Governor being allocated in a special interest capacity to each site. The Senior Leadership Team continues with a slightly expanded team at the Northwood Road site to ensure sufficient capacity on days when the Headteacher is at Royal Lane.

Physical characteristics of the school

It is intended that the two sites will be largely self-contained and both will have the required facilities so that no group is disadvantaged by regular / lengthy travel to access facilities. However, facilities on each site will be used for special events etc should that be desired. This has been planned to maximise staff time (by avoiding journey time) and learning time (by avoiding pupils making journeys between the two sites). Should we need the use of a closer

playing field, we have the ability to arrange this with the Harefield Academy, but it is not anticipated that this will happen with any regularity.

The school community comes from the whole of Hillingdon and beyond. Many current Pathway 1 pupils live in the south of the borough and the site proposed is situated in the north of Hillingdon. As the vast majority of these pupils are entitled to home-school transport, this would continue to be the case, the minibuses will be quite reasonable times, especially once HS2 works move from Harefield. The school and the LA have considered options to help families who do not drive, when they need to collect an unwell child from the new location.

Effect on other institutions

Currently, learners from this cohort who are placed out of area in independent or non-maintained provision incur a significant cost to the London Borough of Hillingdon's high needs block. This funding provides for the needs of all young people with SEND. These out of area placements are placing unsustainable pressure on the high needs block which will negatively impact other services.

It is not anticipated that this development will have a detrimental effect on any other local special provision as there is a significant shortage of provision in the area for children Moderate Learning Difficulties (MLD) and Autism Spectrum Disorder (ASD).

The impact on pupils at the Harefield Academy will be minimal as the proposed new satellite is at the edge of the site, away from the academy building and sports areas and will use a separate entrance from Northwood Road. The building and classrooms will enable it to be self-sufficient, buying in meals from Harefield to eat in their own hall. Due to the pupils high level of needs, they will be within their building and external areas and supervised by staff at all times. The optimum arrangements for the pupils' minibus arrival, drop off and pick up has been discussed with the previous Principal and other staff at the Academy, to minimise disruption to their pupils. It is aimed to agree structured liaison between the pupils and staff of the two schools for mutual benefit.

Project costs, how these will be met, and long-term value for money

The cost of any building works will be met via an allocated budget from the council's Capital Programme and from the High Needs Capital Allocation grant from the DfE. As building and set up costs are based around refurbishment of an existing site, they offer a significant saving over the cost of building an equivalent provision from new.

Implementation plan

Pending the outcome of this consultation, building work will commence on the site in line with project planning being led by the Capital Programme team at the London Borough of Hillingdon. Parallel to this, separate planning for staff recruitment, curriculum, finance and admissions will be undertaken with wider stakeholders.

An indicative programme plan for the scheme is set out below. No work can start at Meadow High School site until pupils have moved out and the new school facility at the Harefield Boarding Block site is operational.

<u>Harefield Boarding Block adaptation and extension</u>	
Pre-Construction (design, planning, contractor procurement)	Jan 2022 – Aug 2022
Construction	Sep 2022 – Aug 2023
Relocating pupils for Meadow High to Harefield	Aug 2023
School operational	Sep 2023
<u>Meadow High School new classroom block</u>	
Pre-Construction (design, planning, contractor procurement)	Aug 2022 – Aug 2023
Construction	Sep 2023 – Aug 2024
New classroom block operational	Sep 2024

Procedure for making responses

Anyone wishing to respond to this proposal can do so by visiting the consultation page www.hillingdon.gov.uk/consultation and completing the questionnaire or by emailing education@hillington.gov.uk.

You can also send in your comments to: School Place Planning Team, Hillingdon Council, Civic Centre, 4E/01, High Street, Uxbridge, UB8 1UW

Responses must be received by 17th June 2022 at 5pm.



Please see these frequently asked questions regarding the relocation of Pathway 1 pupils to another site of Meadow High School, Northwood Road, Harefield.

Q: Why is the Northwood Road site being added to the school?

A: Meadow is a popular school and each year we have more pupils wanting to come to the school than we can take. The second site will allow more children to benefit from attending Meadow High School.

Q: Why have Pathway 1 pupils been chosen to move rather than any other group?

A: There were two groups that were initially identified as possibilities: Pathway 1 and 6th Form. However, the 6th Form group includes many pupils who travel to school independently using public transport. This would have severely disadvantaged them should they have been moved to Northwood Road.

Q: Does this mean that children in Pathway 1 will never be independent travellers?

A: No, absolutely not. We will continue to develop pupils skills and will work with families to get their child to the best level of independent travel they are capable of. *However*, the current cohort of Pathway 1 pupils does not include anyone who travels fully independently to and from school.

Q: Is moving this cohort of pupils disability discrimination?

A: No. Careful consideration was given to which cohort of pupils it was most appropriate to move to this site.

Q: Where is the Northwood Road site?

A: The Northwood Road site is in Harefield and is next to, but not part of, Harefield Academy.

Q: I don't drive, how can I get there?

A: The 331 bus serves the Northwood Road site and this connects directly to Ruislip, Northwood and Uxbridge.

Q: Why can't you make two mixed schools on both sites e.g. pupils from all Pathways?

A: Due to the way our timetable is constructed for Pathway 2 and 3 pupils, this would have meant that subject specialist staff would be required to move between the sites. This was not economically viable.

Q: Will my child still get transport to school?

A: Yes, should you still want it. We are currently confirming whether this is for a fixed period or the remainder of your child's education at Meadow High School.

Q: We live very near to Royal Lane and my child doesn't like going on school transport?

A: We would work with your child to overcome this. We have supported many pupils in the past to adapt to travelling on home to school transport.

Q: How will you make sure the Therapists are shared appropriately between the two sites?

A: The allocation of Therapy and Rehab Assistant time is based on the requirements of the pupils EHCP. To reduce the impact of travel time between sites, we are currently exploring whether we can have a site specific Therapy Team.

Q: Are the staff moving with the children?

A: Yes, that is the intention. However, until we have completed the formal staff consultation, we cannot confirm if all Pathway 1 staff will be making this move. During our informal process, we believe that the vast majority of Pathway 1 staff do intend to move across to the new site.

Q: What happens if I say no and don't want my child to relocate to the Northwood Road site?

A: Your child has been placed at Meadow High School because the school can meet the needs outlined in your child's EHCP. This would not change due to the location of your child's education so the Local Authority would take the view that the placement would remain appropriate.

Q: Will we have an opportunity to see the building design?

A: Yes. The work to finalise the building design is approaching a final stage. Representatives from the school have been involved at all stages. Once there is a final design, this will be shared with all stakeholders.

Q: Will we have an opportunity to visit the site before my child starts attending there?

A: No. It is unlikely that we will be able to have safe access until after completion of the works. We will welcome parents to tour and view the facilities once we are able but this is likely to be after handover. Updates to how the works are progressing will be shared with families throughout the process. Should we be able to facilitate a site visit, we will of course invite families.

Q: Is the site secure and separate from Harefield Academy?

A: Yes. This is a separate site with its own boundary fencing. There will be no mixing of the schools populations unless planned.

Q: Will my child's curriculum stay the same?

A: Yes. The approaches and techniques will be the same. There may be some changes over time however due to new facilities on offer at the new site offering opportunities to enrich the existing curriculum further, e.g. horticulture, increased access to Food Technology and more bespoke play/sports equipment.

Q: Will the facilities be as good as at the current school?

A: Yes. As a minimum they will be the same but due to the bespoke design of the building and the tailoring to the Pathway 1 population there will be areas that are greatly improved.

Q: Will my child's school uniform stay the same?

A: Yes, your child will still attend Meadow High School so the uniform, Bulletin and all other services will be the same.

Q: How will you support my child to prepare them for this move?

A: Your child will be supported as needed on an individual basis. All the students will have access to social stories and information sessions to help prepare them.

Q: Is it worth my child transferring to Northwood Road if they only have one or two years left at Meadow?

A: Yes. If you are concerned about additional transitions for your child please consider that this is a transition with familiar people and pupils. It will be good practice for your child prior to them making a transition to a new provision with unfamiliar people. Additionally, pupils have been supported to make a successful transition to this new building on the Royal Lane site. We don't anticipate the move to Northwood Road presenting any greater difficulties.

Q: Will Teddy the dog be moving to Northwood Road?

A: Teddy tends to follow Miss Willis wherever she goes! Once the staff consultation is complete it is anticipated we will know for sure which staff are moving to the Northwood Road school.

Appendix 4 - Consultation Responses

Responses received via the questionnaire:

The Local Authority (LA) and Meadow High School have responded to comments made within the questionnaire as shown. As some comments have been repeated these have been left blank.

1. **18** respondents stated that they had children under the age of 18 living in their household. Respondents were also given the opportunity to provide information on their interest in the proposals.
 - A pupil - 0
 - A parent/carer/guardian - 11
 - A staff member – 2
 - A local resident - 2
 - Other – 6
 - Prefer not to say - 1
2. Respondents were invited to state which school(s) their child(ren) currently attend and the responses were as follows:
 - Charville Academy
 - Bishophalt
 - Coteford Junior School, St Bernard Catholic Grammar School & St Clement Danes
 - Hayes Park Primary School
 - Mainstream School with a SRP
 - Meadow High School x 3
 - Below School Age
 - No Longer at School
 - Pinner Park
 - Swakeleys School for Girls and Meadow High School
3. **12** respondents agreed with the proposed satellite site for Meadow High School at the Harefield Boarding Block:
 - Yes - 12
 - No - 10
 - Don't know – 0
4. Of the 9 respondents that answered 'No' or 'Don't know', the following reasons were provided:
 - “I believe that if they want to make the school bigger they should let new children join but not take children already settled in their surroundings to be placed next to able children to be more at risk from verbal discrimination and isolation”

LA/ School Response: Unfortunately this is unviable as this this does not work with the staffing structure of Meadow High School and also will prevent the removal of the temporary classrooms that the DFE have informed us are not fit for purpose for much longer.

- “Moving special needs children that are already settled in their school across the borough is unfair.”

LA/ School Response: Pupils will be fully supported to make the transition. Familiar teaching and support staff will follow pupils to the new site and so this should not pose any problems for pupils and their access to the same staff.

- “I do not agree with the proposed use for any Satellite site as I believe it is inappropriate to segregate Pathway 1 children from the rest of their peer group in Pathways 2 & 3 and also from all other year group children of mixed ages & abilities (Pathways 2&3) as this is not conducive to either their social or mental well-being. Pathway 1 children must not be segregated/ isolated simply because of their educational learning difficulties, they need social interaction with children of all abilities and the current proposal demonstrates prejudice not Inclusiveness. If a 2nd school site is required an alternative use for it should be considered - maybe as a 6th Form College for special educational need pupils, or an additional school for local SEN pupils to that area and/ or pupils outside the Borough.”

LA/ School Response: Pupils are not being ‘segregated’ due to their educational difficulties. It was not feasible to take pupils from all Pathways as this would have required staff to move backwards and forward across the two sites, necessitating a number of additional staff. This would result in time lost in transit.

- “The proposal is to move pathway 1 children only thus creating a new school not a satellite. It also reduces the social and educational mix of children meaning that pathway 1 children only have pathway 1 children to mix with. You have said that pathway 2 and 3 children can’t go there because of difficulties travelling independently and that pathway 1 children will not travel independently. You are limiting their potential or even the possibility of independent travel. You are discriminating against pathway 1 children based on their disability.”

LA/ School Response: We are not saying that pathway 1 pupils will not and cannot learn to travel independently. There are several children who are in stages of independent travel training and there is no reason that this cannot continue. Travel training and community safety has always been and will continue to be an integral part of the Pathway 1 curriculum. It is true that pupils (apart from those who live geographically close or have no transfers to make) are unlikely to make the journey to Northwood Road independently.

- “Harefield Boarding block is in an isolated semi-rural location with limited public transport links. It has been decided by the school and governing body that the lowest ability and in turn the most vulnerable pupils of Meadow High School will be relocating to a new site at Northwood Road, many of which currently live in the South of the borough. Not only is this unacceptable in terms of segregation and discrimination but is regressing some thirty years whereby these children, especially those with a diagnosis of Down Syndrome were institutionalised and kept away from society. It will also result in majority of pupils having to access school transport for them to get to and from school. The increased travel time

will cause greater pressure on their medical conditions, result in them arriving at school tired, thus resulting in poor concentration and lack of learning.”

LA/ School Response: It is incorrect that Pathway 1 pupils are the most vulnerable. They are an extremely vulnerable group but because they require far more adult support and supervision they are rarely exposed to situations where this vulnerability can be exploited. Our Pathway 2 and 3 pupils, particularly those who are neurodivergent, independent travellers with no visible disability are the most vulnerable group as they are moving about society and navigating a range of challenging situations. This is the breakdown of how Pathway 1 pupils currently journey to school:

- Current pupil number: 63
- On Hillingdon Transport: 43
- Semi-independent: 1
- Parent transported to gate/door: 19 pupils. Some are not eligible for transport through proximity, and some have opted to take a transport budget in lieu of transport.

Meadow High School already support pupils who have significant journeys to school which includes a free breakfast and a soft start to the day. Some of these pupils have acute medical conditions that require regular support from Great Ormond Street Hospital (GOSH).

- “The satellite site is limiting childrens' progress and placing low expectations on Pathway 1 children. It is narrowing social inclusion for this cohort of children. Full details of my appeal have been submitted by email to education@hillindon.gov.uk on 6/6/22”

LA/ School Response: The expectations of the school will not change. Meadow High School aspire for all of their young people to attain the highest level of independence. Please see a link to Pathways to Success and Life beyond Meadow document for reference.

<https://www.meadowhighschool.org/page/?title=Pathways+to+Success+and+Life+After+Meadow&pid=824>

- “I don’t like the idea of my child being segregated from all the friends she has made at this school”

LA/ School Response: Part of the transition work carried out by Meadow High School will be to identify if pupils have particular friendships across the Pathways. The school are currently discussing how they will facilitate these relationships if this is the case.

- “Pupils should not have to be sent to somewhere that does not have easy travel access to and from in case of an emergency. Why would or should they be singled out, it’s taking the education of these children back to 20 years ago”

LA/ School Response: In an emergency the school would call emergency services as they currently do. If a non-emergency but the child is ill, the school would expect parents with transport to pick up their child. For those without transport, the school would expect the majority to make their way to the school but we would facilitate transport home for them and their child.

- 1) Disability Discrimination

The cohort chosen to move to Northwood Road has been selected based on the severity of their learning disability. The cohort is referred to as “Pathway 1”. Pathway 1 comprises the children in school with the greatest social challenges and learning disability, those least able to cope with change. The cohort to be moved to Northwood Road will suffer disadvantage through the disturbance of having to move sites, generally increased transport times and generally impaired access to school for parents and carers. Other, non discriminatory, criteria could be used to determine which children are educated at Northwood Road. Selecting children based on their disability is not proportionate. On this basis, the Proposal appears to be discriminatory under the Equality Act 2010.

LA/ School Response: We do not believe this to be the case.

- 2) This is Really a New School

While proposed as a “satellite” site, what we are seeing is the proposal for a new school. This is clear in so far as:
admission criteria for the two sites will be different
pupils will rarely move between sites
all but the most senior staff will be dedicated to a single site
facilities will not be shared between the two sites
the two sites are significantly geographically separate
While remaining a Community school, Meadow High School would very much mimic the attributes of a multi-academy trust.

LA/ School Response: Admission criteria and process to Meadow High School will not change. The school receive consultations and respond by confirming if they can meet the need of the pupil or not and which Pathway we would place the child in. At phase transfer, the LBH SEND team then select pupils from this group and name Meadow High School. For in year consultations, the school additionally state whether there is a space in the appropriate cohort / Pathway / class or not.

- 5. **15** respondents agreed with the proposed 98 additional places for pupils on roll at Meadow High School:

- Yes - 15
- No- 5
- Don't know - 2

- 6. Of the 7 respondents that answered 'No' or 'Don't know', the following reasons were provided:

- “If they want more children at the school they should be the ones using the new block not the most vulnerable children to be uprooted to provide these places”
- “You are moving children already settled in the school to make room for other children.”
- “What is really needed is another complete meadow school over the other side of the borough then children would be able to go to their nearest school. It needs to be sited where it would have good transport links with the areas in the borough from which it

will take its children. Having two schools in opposite sides of the borough may then have a hidden cost positive effect by reducing travel costs. The borough needs to look at all its special needs provision and provide enough spaces for all its SEN children to attend school in the borough without the need to go to expensive out of borough provisions.”

LA/ School Response: The Council is reviewing all SEND provision across the borough. This project will ensure that there is adequate SEND provision for those young people in a special secondary school.

- “Not at the expense of the current pupils, if the current setting cannot accommodate additional pupils, the existing pupils should not be punished by moving them to the other side of the borough, causing upheaval and unsettlement to make way for more pupils. The current pupils should be able to stay in there setting for the duration of their education, a choice that parents made when placing them at Royal Lane Hillingdon.”
- “Because my child is having to move and be inconvenienced to make way for children that have even attended the school yet.”
- “I have no objection to the current Meadows school being increased in size and numbers, but not at the expense of the Pathway 1 children. The school should be increased as necessary to accommodate children of mixed abilities as current - Pathways 1-3.”
- “I would say yes if there was to be no satellite site and all the extra places were to be at the current Royal Lane site. Why on earth was the school not expanded greatly during the current building project on the Royal Lane site?”

LA/ School Response This was suggested several times during the planning stages but was not taken up as an option. However, without a significantly bigger project than our current one, the site would not have sufficient outdoor / social / play / sport space to accommodate all the pupils. (FYI This could only have been achieved by building one single school block at the back of the site, thereby amalgamating all the current buildings. we have a 1996 building, a 2012 6th form building, the 2021 main block and various temporary structures which is planned to replace with a consolidated block in 2023/2024)

7. 10 respondents agreed these proposed changes will disadvantage any residents in Hillingdon?
- Yes - 10
 - No- 12
 - Don't know – 0
8. Of the 10 respondents that answered 'Yes', the following reasons were provided:
- “Yes because more funding would be needed from local government to pay for transport for children being sent to (Coventry) Harefield as most of the ones being sent are being taken by to school by the parents but moving so far away to where they placed their children will have trouble getting to harefield school”

LA/ School Response There may be more pupils who require access to home-to-school transport.

- “It will cost more money to transport these children to the new site when these children are mostly taken to school by parents/ guardians but now won’t be able to do so as it is across the borough.”
- “I believe that local (Hillingdon) Pathway 1 children are to be relocated to the Harefield site for the ease and convenience of sorting out the issue of pupil increase, which in itself is not the best reason, and will cause segregation from their peer group and other aged children of mixed abilities (Pathways 2&3) throughout the rest of their education therefore disadvantaging them in their social skills and mental well-being.”
- “It will disadvantage pathway 1 children and their families. It will also disadvantage pathway 2/3 children as they will have a narrower mix of children to socialise with.”
- “Meadow High School is currently the only maintained SEN secondary school in the London Borough of Hillingdon that accommodates moderate learning difficulties. The remaining SEN secondary facilities within the London Borough of Hillingdon accommodate moderate to severe learning difficulties, some only accepting pupils with an ASD diagnosis. An application for our child to attend this facility was made knowing that it is the only SEN secondary school to cater for moderate learning difficulties and the inclusion policy as published on the school website. As parents, we felt it was the most inclusive, mixed ability school with peer groups from different pathways to interact with, thus developing a greater understanding of social skills to in turn allow them to be integrated into life in society after their education. If we had wanted our child to attend a setting for moderate need with no interaction with children with higher cognitive and/or social ability then we could have applied for another setting. By creating the proposed satellite site at Northwood Road, the choice to choose what we feel is in our child’s best interest from both an education and health perspective is now potentially being taken away from us, thus also taking this choice away for future pupils and parents in the Hillingdon Borough. Segregation is not the answer, inclusion is.”

LA/ School Response There will be further clarity on the curriculum offer prior to and once the new site is operational. We hope that once pupils are settled and happy, parents will see that this is not detrimental to their child.

- “The proposal will cause disadvantage to residents who are parents of children that live south of the borough.”

LA/ School Response As we know, the geography of Hillingdon is unique and large. The Local Authority are aware of the pressure and demands for places and continue to review the need for additional provision that could more locally serve the Hillingdon SEND population.

- “Because we will have to travel to harefield twice daily which is a total inconvenience”

LA/ School Response The school would support parents and families with travel arrangements.

- “travel for pupils will make it a long day for them and access to the Harefield site is not easy”
- “Pupils, parents and carers of many children relocated will suffer impaired access to the Northwood Road site in comparison to their current access to the Royal Lane site.”

- “If you have or in future have a Pathway 1 child currently at Meadow High School.”

9. 12 respondents confirmed that they had attended one of the Family Information presentations regarding the Meadow High School development plans:

- Yes - 12
- No - 10

10. Respondents were also asked to provide any comments on the proposal:

- “There is lot of problem for spaces for children with Autism in Special Schools that provide the right environment”
- “I strongly endorse this proposal. It will create sorely needed school places for children with SEND , utilise an underused school building, and be overseen by a specialist school provision with a great track record”
- “I think it’s a great plan/solution and exactly what is needed. There are not enough school places for secondary children with additional needs.”
- “Hillingdon needs more SEN school places. A whole new school I feel would be preferable. 98 places is better than nothing though. So many Hillingdon children are having to go to school out of borough and this puts them at a disadvantage due to travelling and adds to the length of time for their school day. This impacts on their learning due to tiredness.”
- “The Borough needs a more comprehensive SEN offer there are too few specialist schools and resource centres in the borough. To often alit if money is being spent sending children to expensive private specialist schools.”
- “I would like to know when the same investments will be inputted to increase the size of the Hedgewood School site and increase the facilities that they can offer our complex children. As a parent struggling to gain a place at a Primary level, why is the investment not being made into Primary SEN provision?”
- “Think the proposal has discrimination against the more disabled children who are more vulnerable and need more help with change and more needs that will disrupt there lives which they are the pupils need more security and as little change as possible. NOT RIGHT to move these young most vulnerable children to place them next to able children to be segregated from them or be victims from these pupils”

LA/ School Response Some parents have expressed their concern that pupils at Harefield Academy will target, bully and victimise Meadow High School pupils. While we do not believe this to be the case, the school will ensure it isn’t by working closely with the academy to ensure that they build good relationships, strong links and become good neighbours and friends. Although the site will be free standing alongside Harefield Academy and not incorporated within it, the satellite provision will be of benefit the entire community on the site.

- “I feel for my child this is not the best move for her. you are moving her across the borough next to a mainstream high school where she is more likely to be discriminated against. making her extremely vulnerable. I feel that i sent her to her school now due to its close proximity to myself and the local hospital due to her health issues. My

daughter needs stability in her life not more upheaval as she does not like change. I feel as a parent we should of been told of this proposal and been given a choice as this could of impacted where I then chose as a secondary school to send her. I could of chose differently so as not to have all the upset and upheaval. Also what happens if one of our children doesn't make the transport or doesn't want to go on the transport we then have to drive across the borough to get them to school where as now it's not as far. It is a real shame as my daughter is extremely happy at her school now but I feel like I need to look at other options that aren't as far as this new site will be which will now be more upheaval/upset for her but I feel I have no choice."

LA/ School Response We understand, particularly for families whose child has only just started at the school that they feel they should have been informed sooner. Once this project was agreed and was progressing, Meadow High School immediately started information sessions with families.

- "As per my answer in question 2, as a grandparent of a child currently at Meadows school who is a Pathway 1 child, I have grave concerns about the proposal to move such children to a separate "Satellite" school in Harefield thus segregating them from the other children in their year group and also from all other pupils in the school in Pathways 2&3. Children in Pathway 1 may have greater educational learning difficulties, but their need for social interaction with other pupils of mixed educational abilities is equal or more necessary to facilitate their social skills and mental well being and preparing them for life outside the school room. Confining them to mix only with pupils with the most needs is not in their best interests as they need to mix with others of all abilities and personalities to enable them to fit in and be accepted in the real world. Confining them to a specific group throughout their education will not enable this need. I firmly believe that Pathway 1 children already at Meadows should not have enforced relocation to the proposed Satellite school at Harefield as, like my own daughter, I'm sure a great deal of thought and investigation was done by the parents before deciding on Meadows as their school of choice. Parents of these children should therefore be giving the option of whether they wish their child to move to Harefield or not, and those that do not should be accommodated at Hillingdon and appropriate plans put in place to allow this to continue until the end of their education. It is not acceptable to take the easy option of moving the most vulnerable who cannot fight for themselves on the pretext that the new school will be all "Bells & Whistles" for this group of children without considering the detrimental effect segregating, basically institutionalising them, will do. Children of all abilities need to be Included not Excluded. This would be a backward step to times of years past when such children were hidden away. Parents make their choices with their child's best interest at the heart of it all and should therefore be listened to and their requests heeded and acted upon to joint benefit. The easy option is not always the best option and One size does not generally Fit all. Alternate use for a second school site should be further explored eg. 6th Form pupils."
- "The satellite site at Harefield is not a case of a school simply split across two sites, it will be a school split on ability and vulnerability. A stereotypical segregation that many of us parents hoped we would never be part of and never wanted our children to experience. Being parents of children with a disability is challenging from the moment they take their first breath. A child with Down Syndrome is exceptionally challenging as it is a lifelong condition diagnosed at birth, unlike many other hidden disabilities such as autism. We encounter criticism, discrimination and judgement from other

parents, professionals and members of society who are ignorant and do not understand our children's need. By attending their current setting, we know in our hearts that we are providing them with the best opportunity for them to go on to be accepted into society and lead an independent life to the best of their ability. Segregation is not the answer, inclusion is. The proposal is unacceptable."

- "Full comments on the proposal have been submitted by email to education@hillingdon.gov.uk on 6/6/22."
- "My child has been a meadow high for 5 years and she has to be upheaved and unsettled for other children who have never attended the school it's just not good enough"
- "Has this really been thought through and the long term affect this will have on these pupils long term, people have fought so long for the education and facilities that they currently have, why would you then (name something that has worked ,if it's not broken, don't change it, listen to the parents of these children."
- "1. Looking at the planning application, the Northwood Road site will have few items of wheelchair accessible outdoor equipment. The proposed play area just has the usual 'token' wheelchair roundabout. That is just one piece of wheelchair accessible equipment that will be provided out of 10 for the play area. Any wheelchair bound pupil will get very bored at playtime watching all their able-bodied classmates use all the other equipment. What about also adding a wheelchair swing and interactive play equipment which wheelchair users can reach? 2. The outdoor gym equipment looks totally unsuitable if you are a wheelchair user with limited arm ability i.e. cannot lift your arms. 3. There is no school field. 4. There will not be enough parking spaces for both staff and visitors. Only 22 parking spaces for 45 full-time equivalent staff will be provided. This is parking for a location on the edge of the borough with not many transport links. There are only to be 3 disabled bays provided. Where will parents park to drop off/collect their child for appointments? If there is a school event, where will parents park? The parking for the site looks totally inadequate. 5. Slightly surprised to see that the cost of the project on the planning application form being 'between £2m and £100m'! A typo I presume. 6. Please upgrade ventilation to include HEPA filters so that ALL rooms in the school are more COVID-19 safe. HEPA filtration would also help to future proof for further pandemics. Pandemics of other zoonoses are expected to increase. The more protections there are in school to decrease the prevalence of pathogens the better. Not just for pupils who are clinically vulnerable and extremely clinically vulnerable but for other pupils and staff too. 7. If the therapy staff are shared between sites, how often will children receive therapies such as physiotherapy? Currently physio is performed at school daily for our child."

LA/ School Response As shared in the information session with stakeholders, the first proposal from the design team simply had some outline pieces of playground equipment. There is a Northwood Road pupil working party who are selecting the equipment and resources they think will meet the needs of the pupil range. As a credit to them, they are paying particular attention to those who have more physical challenges and disabilities. We have already identified that we will not have sufficient car parking spaces (this is even more of a problem on the Royal Lane Site). Many of the school staff will have to park off site. The three disabled bays will be kept for disabled and visitor parking and will continue to review the arrangements. The point on the cost of the project of £2m to £100m is a typing error. We are happy to raise the point of the HEPA filters with the design team. Arrangements will be made to ensure that pupils continue to receive their

therapeutic interventions. Most daily physio programs are delivered by Rehab assistants, and we anticipate that this would continue.

Responses received via email:

Email 1:

5th June 2022

To Whom It May Concern,

Without prejudice

Re: Proposal of a satellite site of Meadow High School at the Harefield Boarding Block and increase in number of places.

We are writing with regards to the above proposal and have detailed our concerns and objections below.

- Meadow High School is currently the only maintained SEN secondary school in the London Borough of Hillingdon that accommodates moderate learning difficulties. The remaining SEN secondary facilities within the London Borough of Hillingdon accommodate moderate to severe learning difficulties, some only accepting pupils with an ASD diagnosis. An application for our child to attend this facility was made knowing that it is the only SEN secondary school to cater for moderate learning difficulties and the inclusion policy as published on the school website. As parents, we felt it was the most inclusive, mixed ability school with peer groups from different pathways to interact with, thus developing a greater understanding of social skills to in turn allow them to be integrated into life in society after their education. If we had wanted our child to attend a setting for moderate need with no interaction with children with higher cognitive and/or social ability then we could have applied for another setting. By creating the proposed satellite site at Northwood Road, the choice to choose what we feel is in our child's best interest from both an education and health perspective is now potentially being taken away from us.
- The school and governing body have decided that the lowest ability and in turn the most vulnerable pupils of Meadow High School will be relocating to a new site at Northwood Road, Harefield from September 2023. This site is being portrayed as a bespoke facility for Pathway 1 pupils. As parents we feel that the lowest ability pupils are being segregated in the North of the borough, seven miles away from their current setting. Opening a satellite provision of this kind will not positively impact outcomes for this cohort of children. Meadow High Schools inclusion policy states "Making sure everyone can participate, whatever their background or circumstance". However, by relocating only Pathway 1 pupils to the Northwood Road site, the school are not ensuring everyone can participate; instead, we appear to be regressing some thirty years whereby these children, especially those with a diagnosis of Down Syndrome were institutionalised and kept away from society.
- The proposal states that there will be more Pathway 1 pupils in year groups 7-14, but a smaller provision overall (max 90 compared to current 260). By reducing the number of pupils in the facility will significantly reduce their social interaction with other children, many of the

children requiring social peers in order to progress with both their education and social abilities.

- The proposal also states there will be additional facilities e.g., dedicated food tech room, horticultural garden, fitness room and outdoor gym, large therapy spaces, sensory room. The only additional facility listed here is the sensory room, fitness room and outdoor gym. The children currently have the other facilities listed in their current setting. Only specific children within Pathway 1 will benefit from a sensory room. The provision of these two extra facilities does not make up for the fact of the loss of other facilities they currently access, such as after school clubs, enrichment afternoon on a Friday during which they interact with pupils from all Pathway and on-site Therapists.
- Meadow High Schools ethos of Discrimination states – “To promote equality and good relations and not discriminate on any grounds. Take appropriate action in any case of actual or potential discrimination”. The school are in fact enforcing the opposite by removing the ability for the Pathway 1 pupils to develop equality and good relations with the pupils on Pathways 2 & 3, the higher ability pupils. To not discriminate on any grounds would be to continue with a fully inclusive setting, mixing low ability Pathway 1 and high ability Pathways 2 & 3 students.
- Meadow High Schools ethos of Cohesion states – “People from different backgrounds getting on well together (good community relations). There is a shared vision and sense of purpose or belonging. Diversity is valued. Relationships are strong, supportive, and sustainable. Cohesion is an outcome of equality and inclusion”. There will no longer be a sense of purpose or belonging as Pathway 1 children will potentially experience discrimination from within their own school and could be viewed as the ‘silly kids’ from Northwood Road, who weren’t able enough to remain at the Royal Lane site. To say such opinions do not exist is unrealistic and many parents of children with learning difficulties have experienced behaviour like this since our children were born and by moving Pathway 1 children to Harefield is enforcing this division.
- In addition to their development delay, our children have various medical needs and at their current location they are in very close proximity to their local hospital and GP surgeries. The Northwood Road site is in close proximity to both Harefield Hospital and Mount Vernon Hospital, neither of which have an Accident & Emergency Department. Harefield Hospital is a Cardiology hospital and Mount Vernon has no paediatric facility.
- Most of the administrative support will remain at Royal Lane (Finance / HR / attendance) with two reception-admin staff based full time at Northwood Road. They will have additional functions e.g. First Aid / consultation support / library etc. At the Royal Lane site Pathway 1 pupils are situated on the ground floor giving them easier access to the medical room, so where is the rationale in relocating them to a semi-rural location with no access to a Welfare Person or hospital facilities. The school and the LA have considered options to help families who do not drive, when they need to collect an unwell child from the new location. If these children are unwell, they need the reassurance and support of their parents/guardians and will not want to travel whilst unwell with school staff or school transport personnel.
- The children’s current hospital appointments are held at Hillingdon Hospital and it is not always possible to schedule these out of school hours. To be based at Northwood Road

would increase their travel time to and from these hospital appointments, thus resulting in them losing more of their education time. It also puts added pressure on the parents who have to allow extra time for travelling, thus making some hospital appointments almost impossible due to work restrictions.

- Stated on the proposal on the London Borough of Hillingdon website is that a greater number of children will be educated within their local area and will not lose community links by being placed a significant distance away from their homes. Multi-agency working and communication will be easier/better for these children and their families if they remain in a local placement and are able to access local services. How were these statistics calculated? As per the above paragraph, many of the children will be much further away from home with the exception of children living furthest north of the borough and children that currently access Meadow High School from out of the borough.
- Full details of the proposal on the London Brough of Hillingdon website states that 'The school community comes from the whole of Hillingdon and beyond. Many current Pathway 1 pupils live in the south of the borough and the site proposed is situated in the north of Hillingdon'. This contradicts the above statement that 'a greater number of children will be educated within their local area'.
- The working reality will be that apart from a few staff (Headteacher / Welfare Lead / Safeguarding Lead / Therapists / Office manager) the majority of staff will be allocated to one site or the other. It is reiterated here that the most vulnerable pupils (Pathway 1) will also not have access to on site Therapists. Is there to be a consultation to ascertain the percentage of children that access the therapists currently across the Pathways?
- It has been suggested during the informal consultations held by Meadow High School that if certain Pathway 1 pupils mix well with Pathways 2 and 3 then they will be brought over from Northwood Road for some activities. This will subject these children to extra travelling during their school day when they have already travelled a long distance to school in the morning. This can only have a further detrimental effect on their learning as they are losing further education time. Due to their medical conditions, this will result in them being tired, thus affecting their concentration. We have been advised that it would be for a specific lesson or activity and not for the complete school day as stated within your proposal.
- The majority of the pupils would now have to access school transport for them to get to and from school. The increased travel time will cause greater pressure on their medical conditions and result in them arriving at school tired, thus resulting in poor concentration and lack of learning.
- The Northwood Road site will be adjacent to Harefield Academy, separated by either a fence or brick wall boundary (subject to planning proposals). The full proposal online states 'the impact on pupils at the Harefield Academy will be minimal as the proposed new satellite is at the edge of the site, away from the academy building and sports areas and will use a separate entrance from Northwood Road'. This is false information as during the informal presentations we have been informed that there will be a wire fence separating the Harefield Academy tennis court area from the new Meadow High School site MUGA (Multi-use games area) and it is anticipated that the pupils from both schools will exchange positive communication/relationships. In our personal opinion and from information obtained first hand

from some of the current students at Harefield Academy, it is known that Harefield Academy has a reputation of anti-social behaviour and bullying and is generally a hostile, volatile environment. We are fully aware that Harefield Academy has now obtained a Good Ofsted rating, however that does not change the 'make up' of pupils that attend the facility. We are being expected to place our children, the most vulnerable pupils from Meadow High School in close proximity to this environment. The proposal states that 'due to the pupil's high level of needs, they will be within their building and external areas and supervised by staff at all times'. As parents, we have been subjected to standing in the playground of a mainstream school bordering a SEN school and been first hand witnesses to the discriminative behaviour, which no child with a learning difficulty should be subjected to. This will not only affect their confidence but also enhance their anxiety and mental wellbeing. Whether there are staff present in the external areas such behaviour will still occur as it does in their current setting unnoticed by staff on duty. We know this such behaviours goes unnoticed as staff often have to access the CCTV data to get clarification on incidents.

- Meadow High School has recently been completely redeveloped and the current pupils are settled in this environment; why are we now being advised that it cannot accommodate our children? It has been stated that the Local Authority requires Meadow High School to increase their student capacity due to a lack of SEN secondary school places in the borough. If the SLT at Meadow, board of governors and the local authority feel that Meadow is not able to facilitate this within the current site, then why are the Local Authority not enforcing that the Northwood Road facility is a satellite site which is fully inclusive SEN facility for moderate learning disabilities with the same aims and values as the current Royal Lane site, rather than dividing the current pupils and in turn losing the school ethos and values.
- During the informal presentations, we were advised that there were several options put on the table for review prior to the final decision of the relocation of Pathway 1 students. The one that has particularly struck a chord is that the Sixth Form were ruled out of being relocated and one of the deciding factors was that many of them are independent travellers and the journey to and from Harefield is not easily accessible. It has been said that Pathway 1 students are not expected to travel independently so are Meadow High School and the Local Authority confident that they are in a position to remove this right from these students? If it was going to be more difficult to achieve this at the current Royal Lane site, then it will be virtually impossible at the Northwood Road site. This is another clear discriminative decision.
- The form received from Meadow High School regarding the proposed new site stated that 'We are considering altering the timing of the school day at Northwood Road to allow pupils greater access to activities previously offered as part of after-school clubs. This is a clear example of how the proposed site is not able to offer our children the same opportunities as in their current setting.
- A letter received from the Headteacher of Meadow High School stated that it was not feasible to make a mirror site of the current provision at the Northwood Road site due to the number of specialist teachers and teaching spaces that would be provided. This is admitting that the specialist teachers will not be based at the new site. Our children were accepted at the Royal Lane site to access the same facilities as the rest of the pupils. This has further enhanced our concerns regarding our child's education which need to be addressed.

- Should the London Borough of Hillingdon create a satellite site of the current Royal Lane site, incorporating pathways 1,2 and 3 then parents applying for their child's place at Meadow High School from September 2023 will be aware that there are two sites and choose which location is more suitable for their child. In turn, this would significantly reduce the transport financial implication for the local authority.
- Meadow High School staff are regularly holding discussions with the pupils and whilst we appreciate that they may hear other people discussing the new site, we feel that they do not understand the impact that this proposal will have on their lives. To inform them that they will travel with their friends, have new classrooms, new sports hall, new bathrooms etc to them can sound exciting and is misleading and raising their hopes. We believe that these pupils have no real understanding of how they will no longer be interacting with the other pathways daily, the lengthy coach journey they will endure twice a day, and the impact this will have on their development.
- "We promise to have an inclusive community, which values truth, diversity and mutual respect" is a statement promoted on the Meadow High School website. This is a promise that can no longer be kept as there will be no diversity or mutual respect. It is not a case of a school simply split across two sites, it will be a school split on ability and vulnerability. A stereotypical segregation that many of us parents hoped we would never be part of and never wanted our children to experience.
- Being parents of children with a disability is challenging from the moment they take their first breath. A child with Down Syndrome is exceptionally challenging as it is a lifelong condition diagnosed at birth, unlike many other hidden disabilities such as autism. We encounter criticism, discrimination and judgement from other parents, professionals and members of society who are ignorant and do not understand our children's need. By attending their current setting, we know in our hearts that we are providing them with the best opportunity for them to go on to be accepted into society and lead an independent life to the best of their ability.
- **COMPROMISE:** Should the proposal go ahead there has to be some form of compromise for existing students, parents who are choosing meadow high school from September 2022 will have knowledge of the school's plan for the future and the decision to send their child to Meadow knowing their child will be moved to Northwood Road September 2023 is their choice. Parents choosing Meadow from September 2023 will also be fully aware where their child will be educated and the type of setting it will be at Northwood Road, so again they will be choosing this for their child. The children already at Royal Lane pre-September 2022, the parents should have a choice on whether their child moves from September 2023 or whether their child remains at Royal Lane to the end of their education. The school should be asking parents what their choice is so that they can look at numbers and see how they can accommodate the Pathway 1 students whose parents are not in agreement to send their child to Northwood Road. Whether that means new temporary buildings for other Pathway students on the school field or "Site 2" at Royal Lane, but it needs to be addressed and the school need to support the parents and children already at the Royal Lane site.
- **Community & Support:** Another point to consider, parents choose a school that is right for their child and where possible close to their home, by sending these children to Northwood Road site this will result in the likelihood of all students requiring transport, this in turn will

result in parents losing contact and not meeting with other parents who are in similar (and different) situations as them where they would normally discuss, advise, recommend support and arrange out of school socialization etc in the school playground or in the vicinity of the school during pick up and drop off time. This loss will result in more isolation for both parents and children and thus affect their future development.

We would be grateful if you could address the above concerns with the relevant parties involved and respond at your earliest convenience.

Yours sincerely,

Email 2

6th June 2022

To Whom It May Concern,

Without prejudice

Re: Proposal of a satellite site of Meadow High School at the Harefield Boarding Block and increase in number of places.

We are writing with regards to the above proposal and have detailed our concerns and objections below.

- Meadow High School is currently the only maintained SEN secondary school in the London Borough of Hillingdon that accommodates moderate learning difficulties. The remaining SEN secondary facilities within the London Borough of Hillingdon accommodate moderate to severe learning difficulties, some only accepting pupils with an ASD diagnosis. An application for our child to attend this facility was made knowing that it is the only SEN secondary school to cater for moderate learning difficulties and the inclusion policy as published on the school website. As parents, we felt it was the most inclusive, mixed ability school with peer groups from different pathways to interact with, thus developing a greater understanding of social skills to in turn allow them to be integrated into life in society after their education. If we had wanted our child to attend a setting for moderate need with no interaction with children with higher cognitive and/or social ability then we would have applied for another setting. By creating the proposed satellite site at Northwood Road, the choice to choose what we feel is in our child's best interest from both an education and health perspective is now being taken away from us.
- The school and governing body have decided that the lowest ability and in turn the most vulnerable pupils of Meadow High School will be relocating to a new site at Northwood Road, Harefield from September 2023. This site is being portrayed as a bespoke facility for Pathway 1 pupils. As parents we feel that the lowest ability pupils are being segregated in the north of the borough, seven miles away from their current setting. Opening a satellite provision of this kind will not positively impact outcomes for this cohort of children. Meadow High Schools inclusion policy states "Making sure everyone can participate, whatever their background or circumstance". However, by relocating only Pathway 1

pupils to the Northwood Road site, the school are not ensuring everyone can participate; instead, we appear to be regressing some thirty years whereby these children, especially those with a diagnosis of Down Syndrome were institutionalised and kept away from society.

- The proposal states that there will be more Pathway 1 pupils in year groups 7-14, but a smaller provision overall (max 90 compared to current 260). By reducing the number of pupils in the facility will significantly reduce their social interaction with other children, many of the children requiring social peers in order to progress with both their education and social abilities.
- The proposal also states there will be additional facilities e.g., dedicated food tech room, horticultural garden, fitness room and outdoor gym, large therapy spaces and sensory room. The only additional facilities listed here are the sensory room, fitness room and outdoor gym. The children currently have the other facilities listed in their current setting. Only specific children within Pathway 1 will benefit from a sensory room. The provision of these two extra facilities does not make up for the fact of the loss of other facilities they currently access, such as after school clubs, enrichment afternoon on a Friday during which they interact with pupils from all Pathways and on-site therapists.
- Meadow High Schools ethos of Discrimination states – “To promote equality and good relations and not discriminate on any grounds. Take appropriate action in any case of actual or potential discrimination”. The school are in fact enforcing the opposite by removing the ability for the Pathway 1 pupils to develop equality and good relations with the pupils on Pathways 2 & 3, the higher ability pupils. To not discriminate on any grounds would be to continue with a fully inclusive setting, mixing low ability Pathway 1 and high ability Pathway 2 & 3 students.
- Meadow High Schools ethos of Cohesion states – “People from different backgrounds getting on well together (good community relations). There is a shared vision and sense of purpose or belonging. Diversity is valued. Relationships are strong, supportive, and sustainable. Cohesion is an outcome of equality and inclusion”. There will no longer be a sense of purpose or belonging as Pathway 1 children will potentially experience discrimination from within their own school and could be viewed as the ‘silly kids’ from Northwood Road, who weren’t able enough to remain at the Royal Lane site. To say such opinions do not exist is unrealistic and many parents of children with learning difficulties have experienced behaviour like this since our children were born and by moving Pathway 1 children to Harefield is enforcing this division.
- In addition to their development delay, our children have various medical needs and at their current location they are in very close proximity to their local hospital and GP surgeries. The Northwood Road site is in close proximity to both Harefield Hospital and Mount Vernon Hospital, neither of which have an Accident & Emergency Department. Harefield Hospital is a Cardiology hospital and Mount Vernon has no paediatric facility.

- Most of the administrative support will remain at Royal Lane (Finance / HR / attendance) with two reception-admin staff based full time at Northwood Road. They will have additional functions e.g. First Aid / consultation support / library etc. At the Royal Lane site Pathway 1 pupils are situated on the ground floor giving them easier access to the medical room, so where is the rationale in relocating them to a semi-rural location with no access to a Welfare Person or hospital facilities. The school and the LA have considered options to help families who do not drive, when they need to collect an unwell child from the new location. If these children are unwell, they need the reassurance and support of their parents/guardians and will not want to travel whilst unwell with school staff or school transport personnel.
- The children's current hospital appointments are held at Hillingdon Hospital and it is not always possible to schedule these out of school hours. To be based at Northwood Road would increase their travel time to and from these hospital appointments, thus resulting in them losing more of their education time. It also puts added pressure on the parents who have to allow extra time for travelling, thus making some hospital appointments almost impossible due to work restrictions.
- Stated within the proposal on the London Borough of Hillingdon website is that a greater number of children will be educated within their local area and will not lose community links by being placed a significant distance away from their homes. Multi-agency working and communication will be easier/better for these children and their families if they remain in a local placement and are able to access local services. How were these statistics calculated? As per the previous point, many of the children will be much further away from home with the exception of children living furthest north of the borough and children that currently access Meadow High School from outside of the borough.
- Full details of the proposal on the London Brough of Hillingdon website states that 'The school community comes from the whole of Hillingdon and beyond. Many current Pathway 1 pupils live in the south of the borough and the site proposed is situated in the north of Hillingdon'. This contradicts the previous statement that 'a greater number of children will be educated within their local area'.
- The working reality will be that apart from a few staff (Headteacher / Welfare Lead / Safeguarding Lead / Therapists / Office manager) the majority of staff will be allocated to one site or the other. It is reiterated here that the most vulnerable pupils (Pathway 1) will also not have access to on site Therapists. Is there to be a consultation to ascertain the percentage of children that access the therapists currently across the Pathways?
- It has been suggested during the informal consultations held by Meadow High School that if certain Pathway 1 pupils mix well with Pathways 2 and 3 then they will be transported to Royal Lane from Northwood Road for some activities. This will subject these children to extra travelling during their school day when they have already travelled a long distance to school in the morning. This can only have a further detrimental effect on their learning as they are losing further education time. Due to their medical conditions, this will result in them being tired, thus affecting their concentration. We have been advised that it would

be for a specific lesson or activity and not for the complete school day as stated within your proposal.

- The majority of the pupils would now have to access school transport for them to get to and from school. The increased travel time will cause greater pressure on their medical conditions and result in them arriving at school tired, thus resulting in poor concentration and lack of learning.
- The Northwood Road site will be adjacent to Harefield Academy, separated by either a fence or brick wall boundary (subject to planning proposals). The full proposal online states 'the impact on pupils at the Harefield Academy will be minimal as the proposed new satellite is at the edge of the site, away from the academy building and sports areas and will use a separate entrance from Northwood Road'. This is false information as during the informal presentations we have been informed that there will be a wire fence separating the Harefield Academy tennis court area from the new Meadow High School site MUGA (Multi- use games area) and it is anticipated that the pupils from both schools will exchange positive communication/relationships. In our personal opinion and from information obtained first hand from some of the current students at Harefield Academy, it is known that Harefield Academy has a reputation of anti-social behaviour and bullying and is generally a hostile, volatile environment. We are fully aware that Harefield Academy has now obtained a Good Ofsted rating, however that does not change the 'make up' of pupils that attend the facility. We are being expected to place our children, the most vulnerable pupils from Meadow High School in close proximity to this environment. The proposal states that 'due to the pupil's high level of needs, they will be within their building and external areas and supervised by staff at all times'. As parents, we have been subjected to standing in the playground of a mainstream school bordering a SEN school and been first hand witnesses to the discriminative behaviour, which no child with a learning difficulty should be subjected to. This will not only affect their confidence but also enhance their anxiety and mental wellbeing. Whether there are staff present in the external areas such behaviour will still occur as it does in their current setting unnoticed by staff on duty. We know that such behaviour goes unnoticed as staff often have to access the CCTV data to get clarification on incidents.
- Meadow High School has recently been completely redeveloped and the current pupils are settled in this environment; why are we now being advised that it cannot accommodate our children? It has been stated that the Local Authority requires Meadow High School to increase their student capacity due to a lack of SEN secondary school places in the borough. If the SLT at Meadow, board of governors and the local authority feel that Meadow High School is not able to facilitate this within the current site, then why are the Local Authority not enforcing that the Northwood Road facility is a satellite site which is fully inclusive SEN facility for moderate learning disabilities with the same aims and values as the current Royal Lane site, rather than dividing the current pupils and in turn losing the school ethos and values.
- During the informal presentations, we were advised that there were several options put on the table for review prior to the final decision of the relocation of Pathway 1 students. The one that has particularly struck a chord is that the Sixth Form were ruled out of being

relocated and one of the deciding factors was that many of them are independent travellers and the journey to and from Harefield is not easily accessible. It has been said that Pathway 1 students are not expected to travel independently so are Meadow High School and the Local Authority confident that they are in a position to remove this right from these students? If it was going to be more difficult to achieve this at the current Royal Lane site, then it will be virtually impossible at the Northwood Road site. This is another clear discriminative decision.

- The form received from Meadow High School regarding the proposed new site stated that 'We are considering altering the timing of the school day at Northwood Road to allow pupils greater access to activities previously offered as part of after-school clubs. This is a clear example of how the proposed site is not able to offer our children the same opportunities as in their current setting.
- A letter received from the Headteacher of Meadow High School stated that it was not feasible to make a mirror site of the current provision at the Northwood Road site due to the number of specialist teachers and teaching spaces that would be provided. This is admitting that the specialist teachers will not be based at the new site. Our children were accepted at the Royal Lane site to access the same facilities as the rest of the pupils. This has further enhanced our concerns regarding our child's education which need to be addressed.
- Should the London Borough of Hillingdon create a satellite site of the current Royal Lane site, incorporating pathways 1,2 and 3 then parents applying for their child's place at Meadow High School from September 2023 will be aware that there are two sites and will have the option to select which location is more suitable for their child. In turn, this would significantly reduce the transport financial implication for the local authority.
- Meadow High School staff are regularly holding discussions with the pupils and whilst we appreciate that they may hear other people discussing the new site, we feel that they do not understand the impact that this proposal will have on their lives. To inform them that they will travel with their friends, have new classrooms, new sports hall, new bathrooms etc to them can sound exciting and is misleading and raising their hopes. We believe that these pupils have no real understanding of how they will no longer be interacting with the other pathways daily, the lengthy coach journey they will endure twice a day, and the impact this will have on their development.
- "We promise to have an inclusive community, which values truth, diversity and mutual respect" is a statement promoted on the Meadow High School website. This is a promise that can no longer be kept as there will be no diversity or mutual respect. It is not a case of a school simply split across two sites, it will be a school split on ability and vulnerability. A stereotypical segregation that many of us parents hoped we would never be part of and never wanted our children to experience.
- Being parents of a child with a disability is challenging from the moment they take their first breath. A child with Down Syndrome is exceptionally challenging as it is a lifelong

condition diagnosed at birth, unlike many other hidden disabilities such as autism. We encounter criticism, discrimination and judgement from other parents, professionals and members of society who are ignorant and do not understand our child's need. By attending their current setting, we know in our hearts that we are providing them with the best opportunity for them to go on to be accepted into society and lead an independent life to the best of their ability.

We would be grateful if you could address the above concerns with the relevant parties involved and respond at your earliest convenience.

Response from the LA and school to the points made via email

- Meadow High School is currently the only maintained SEN secondary school in the London Borough of Hillingdon that accommodates moderate learning difficulties. The remaining SEN secondary facilities within the London Borough of Hillingdon accommodate moderate to severe learning difficulties, some only accepting pupils with an ASD diagnosis. An application for our child to attend this facility was made knowing that it is the only SEN secondary school to cater for moderate learning difficulties and the inclusion policy as published on the school website. As parents, we felt it was the most inclusive, mixed ability school with peer groups from different pathways to interact with, thus developing a greater understanding of social skills to in turn allow them to be integrated into life in society after their education. If we had wanted our child to attend a setting for moderate need with no interaction with children with higher cognitive and/or social ability, then we could have applied for another setting. By creating the proposed satellite site at Northwood Road, the choice to choose what we feel is in our child's best interest from both an education and health perspective is now potentially being taken away from us.

LA/ School Response: The matter of choice is of course extremely difficult for parents whose child requires a SEND setting. The school have offered to support families with the move to Northwood Road or with a placement review. The issue regarding health is that Meadow High School is located next to Hillingdon Hospital. it is of course extremely convenient if that is the hospital you are under. The vast majority of our pupils with complex medical conditions are under GOSH so this change is making no difference to them.

- The school and governing body have decided that the lowest ability and in turn the most vulnerable pupils of Meadow High School will be relocating to a new site at Northwood Road, Harefield from September 2023. This site is being portrayed as a bespoke facility for Pathway 1 pupils. As parents we feel that the lowest ability pupils are being segregated in the North of the borough, seven miles away from their current setting. Opening a satellite provision of this kind will not positively impact outcomes for this cohort of children. Meadow High Schools inclusion policy states "Making sure everyone can participate, whatever their background or circumstance". However, by relocating only Pathway 1 pupils to the Northwood Road site, the school are not ensuring everyone can participate; instead, we appear to be regressing some thirty years whereby these children, especially those with a diagnosis of Down Syndrome were institutionalised and kept away from society.

LA/ School Response: This move is not about segregation. The school have explained that it is to create additional capacity in the school for LBH. The school did consider moving the 6th form but due to the number of independent travellers and the number of staff who work in both the 6th form and the rest of the school, this is not possible. The decision has nothing to do with ability. This is a vulnerable group but in many ways not as vulnerable as our pupils who do not have a visible disability and are independent travellers. This is not an 'institution' but part of our provision. As the lady from the Down Syndrome association said when she emailed me about this "We at the Down's Syndrome Association (DSA) understand that sometimes, necessary changes need to be made to schools."

- The proposal states that there will be more Pathway 1 pupils in year groups 7-14, but a smaller provision overall (max 90 compared to current 260). By reducing the number of pupils in the facility will significantly reduce their social interaction with other children, many of the children requiring social peers in order to progress with both their education and social abilities.

LA/ School Response: Most of Pathway 1 pupils choose not to interact with pupils in other Pathways as they enjoy playing with their friends. The school states the opposite is true about social peers as this CYP is at the lower end of Pathway 1 and has many good social peers to interact with and learn from in Pathway 1 as opposed to some of the challenging behaviours our Pathway 2/3 pupils exhibit that would not be appropriate to learn. This is an appropriate social peer group.

- The proposal also states there will be additional facilities e.g., dedicated food tech room, horticultural garden, fitness room and outdoor gym, large therapy spaces, sensory room. The only additional facility listed here is the sensory room, fitness room and outdoor gym. The children currently have the other facilities listed in their current setting. Only specific children within Pathway 1 will benefit from a sensory room. The provision of these two extra facilities does not make up for the fact of the loss of other facilities they currently access, such as after school clubs, enrichment afternoon on a Friday during which they interact with pupils from all Pathway and on-site Therapists.

LA/ School Response: There will still be after school clubs and enrichment offered, although these will of course only be for Pathway 1 pupils. There will be on-site therapists.

- Meadow High Schools ethos of Discrimination states – "To promote equality and good relations and not discriminate on any grounds. Take appropriate action in any case of actual or potential discrimination". The school are in fact enforcing the opposite by removing the ability for the Pathway 1 pupils to develop equality and good relations with the pupils on Pathways 2 & 3, the higher ability pupils. To not discriminate on any grounds would be to continue with a fully inclusive setting, mixing low ability Pathway 1 and high ability Pathways 2 & 3 students.

LA/ School Response: The school is not discriminating against any group of pupils. The school have met with the mother of this CYP, but the ideal option of two mirror

sites (all Pathways) was impossible given the size of the Northwood Road facility. It will be a completely appropriate setting for this child.

- Meadow High Schools ethos of Cohesion states – “People from different backgrounds getting on well together (good community relations). There is a shared vision and sense of purpose or belonging. Diversity is valued. Relationships are strong, supportive, and sustainable. Cohesion is an outcome of equality and inclusion”. There will no longer be a sense of purpose or belonging as Pathway 1 children will potentially experience discrimination from within their own school and could be viewed as the ‘silly kids’ from Northwood Road, who weren’t able enough to remain at the Royal Lane site. To say such opinions do not exist is unrealistic and many parents of children with learning difficulties have experienced behaviour like this since our children were born and by moving Pathway 1 children to Harefield is enforcing this division.

LA/ School Response: As stated above, the decision for this cohort to be the one moving to Northwood Road is not based on ability.

- In addition to their development delay, our children have various medical needs and at their current location they are in very close proximity to their local hospital and GP surgeries. The Northwood Road site is in close proximity to both Harefield Hospital and Mount Vernon Hospital, neither of which have an Accident & Emergency Department. Harefield Hospital is a Cardiology hospital and Mount Vernon has no paediatric facility.

LA/ School Response: As above

- Most of the administrative support will remain at Royal Lane (Finance / HR / attendance) with two reception-admin staff based full time at Northwood Road. They will have additional functions e.g. First Aid / consultation support / library etc. At the Royal Lane site Pathway 1 pupils are situated on the ground floor giving them easier access to the medical room, so where is the rationale in relocating them to a semi-rural location with no access to a Welfare Person or hospital facilities. The school and the LA have considered options to help families who do not drive, when they need to collect an unwell child from the new location. If these children are unwell, they need the reassurance and support of their parents/guardians and will not want to travel whilst unwell with school staff or school transport personnel.

LA/ School Response: The school are not proposing to transport ill children, rather planning to support families who do not drive to help them to transport their ill child other than on public transport. Parents who drive would be expected to pick up their child. The provision will not need a welfare person as the form teams are sufficient to support a child should they be ill. This is alongside the first aid at work trained team who are available for pupils who have accidents or become seriously ill.

- The children’s current hospital appointments are held at Hillingdon Hospital, and it is not always possible to schedule these out of school hours. To be based at Northwood Road would increase their travel time to and from these hospital appointments, thus resulting in them losing more of their education time. It also puts added pressure on the parents who have to allow extra time for travelling, thus making some hospital appointments almost impossible due to work restrictions.

LA/ School Response: That is correct. Inevitably some parents of current pupils live and work very near the school so this will potentially significantly alter their arrangements. However other parents live further away, such as in Harefield. The School and LA appreciate that the move creates anxiety for some existing pupils and parents and will continue to work with them to support a successful transition.

- Stated on the proposal on the London Borough of Hillingdon website is that a greater number of children will be educated within their local area and will not lose community links by being placed a significant distance away from their homes. Multi-agency working and communication will be easier/better for these children and their families if they remain in a local placement and are able to access local services. How were these statistics calculated? As per the above paragraph, many of the children will be much further away from home with the exception of children living furthest north of the borough and children that currently access Meadow High School from out of the borough.

LA/ School Response: Some parents have not appreciated the number of other children who have out of borough placements which are significantly further away than the change that may happen for some of the Pathway 1 pupils.

- Full details of the proposal on the London Borough of Hillingdon website states that 'The school community comes from the whole of Hillingdon and beyond. Many current Pathway 1 pupils live in the south of the borough and the site proposed is situated in the north of Hillingdon'. This contradicts the above statement that 'a greater number of children will be educated within their local area'.

LA/ School Response: As above

- The working reality will be that apart from a few staff (Headteacher / Welfare Lead / Safeguarding Lead / Therapists / Office manager) the majority of staff will be allocated to one site or the other. It is reiterated here that the most vulnerable pupils (Pathway 1) will also not have access to on site Therapists. Is there to be a consultation to ascertain the percentage of children that access the therapists currently across the Pathways?

LA/ School Response: As stated above, the therapy team will work across both sites and there will be someone on site at all times (apart from Physio which is shared and two people are not necessary)

- It has been suggested during the informal consultations held by Meadow High School that if certain Pathway 1 pupils mix well with Pathways 2 and 3 then they will be brought over from Northwood Road for some activities. This will subject these children to extra travelling during their school day when they have already travelled a long distance to school in the morning. This can only have a further detrimental effect on their learning as they are losing further education time. Due to their medical conditions, this will result in them being tired, thus affecting their concentration. We have been advised that it would be for a specific lesson or activity and not for the complete school day as stated within your proposal.

LA/ School Response: There are currently two pupils this would affect, and we are confident of the benefit. We are able to make adjustments to their day to accommodate travel time etc. This is no different to pupils currently having to attend all PE off site due to our building work.

- The majority of the pupils would now have to access school transport for them to get to and from school. The increased travel time will cause greater pressure on their medical conditions and result in them arriving at school tired, thus resulting in poor concentration and lack of learning.

LA/ School Response: The school do not believe this to be the case.

- The Northwood Road site will be adjacent to Harefield Academy, separated by either a fence or brick wall boundary (subject to planning proposals). The full proposal online states 'the impact on pupils at the Harefield Academy will be minimal as the proposed new satellite is at the edge of the site, away from the academy building and sports areas and will use a separate entrance from Northwood Road'. The proposal states that 'due to the pupil's high level of needs, they will be within their building and external areas and supervised by staff at all times'. As parents, we have been subjected to standing in the playground of a mainstream school bordering a SEN school and been first hand witnesses to the discriminative behaviour, which no child with a learning difficulty should be subjected to. This will not only affect their confidence but also enhance their anxiety and mental wellbeing. Whether there are staff present in the external areas such behaviour will still occur as it does in their current setting unnoticed by staff on duty. We know this such behaviours goes unnoticed as staff often have to access the CCTV data to get clarification on incidents.

LA/ School Response: These fears will not be possible in practice. As well as the fence boundary described and shown on the plans, there will be totally separate pedestrian and minibus entrances to the Meadow site. The only interaction between pupils of both schools will be structured, planned and managed to add a positive experience of inclusion.

- Meadow High School has recently been completely redeveloped and the current pupils are settled in this environment; why are we now being advised that it cannot accommodate our children? It has been stated that the Local Authority requires Meadow High School to increase their student capacity due to a lack of SEN secondary school places in the borough. If the SLT at Meadow, board of governors and the local authority feel that Meadow is not able to facilitate this within the current site, then why are the Local Authority not enforcing that the Northwood Road facility is a satellite site which is fully inclusive SEN facility for moderate learning disabilities with the same aims and values as the current Royal Lane site, rather than dividing the current pupils and in turn losing the school ethos and values.

LA/ School Response: As above and discussed with individual parents.

- During the informal presentations, we were advised that there were several options put on the table for review prior to the final decision of the relocation of Pathway 1 students. The one that has particularly struck a chord is that the Sixth Form were ruled out of being relocated and one of the deciding factors was that many of them are independent travellers and the

journey to and from Harefield is not easily accessible. It has been said that Pathway 1 students are not expected to travel independently so are Meadow High School and the Local Authority confident that they are in a position to remove this right from these students? If it was going to be more difficult to achieve this at the current Royal Lane site, then it will be virtually impossible at the Northwood Road site. This is another clear discriminative decision.

LA/ School Response: No pupil will be prevented from learning independent travel skills however it is correct that they are unlikely to be able to complete the journey to Northwood Road independently, apart from those who live close by. In the school's experience, very few Pathway 1 pupils become independent travellers during their time at school but this is a core aspect of our work and an aspiration for all pupils, whichever Pathway they are in.

- The form received from Meadow High School regarding the proposed new site stated that 'We are considering altering the timing of the school day at Northwood Road to allow pupils greater access to activities previously offered as part of after-school clubs. This is a clear example of how the proposed site is not able to offer our children the same opportunities as in their current setting.

LA/ School Response: That is correct, the school is trying to create a better model.

- A letter received from the Headteacher of Meadow High School stated that it was not feasible to make a mirror site of the current provision at the Northwood Road site due to the number of specialist teachers and teaching spaces that would be provided. This is admitting that the specialist teachers will not be based at the new site. Our children were accepted at the Royal Lane site to access the same facilities as the rest of the pupils. This has further enhanced our concerns regarding our child's education which need to be addressed.

LA/ School Response: Pathway 1 pupils are not currently taught by these specialist subject staff. This is not a change.

- Should the London Borough of Hillingdon create a satellite site of the current Royal Lane site, incorporating pathways 1,2 and 3 then parents applying for their child's place at Meadow High School from September 2023 will be aware that there are two sites and choose which location is more suitable for their child. In turn, this would significantly reduce the transport financial implication for the local authority.
- Meadow High School staff are regularly holding discussions with the pupils and whilst we appreciate that they may hear other people discussing the new site, we feel that they do not understand the impact that this proposal will have on their lives. To inform them that they will travel with their friends, have new classrooms, new sports hall, new bathrooms etc to them can sound exciting and is misleading and raising their hopes. We believe that these pupils have no real understanding of how they will no longer be interacting with the other pathways daily, the lengthy coach journey they will endure twice a day, and the impact this will have on their development.

LA/ School Response: As an inclusive school, Meadow High School staff do talk to the pupils (all Pathways are involved). They will not understand all the things that impact on their families, they are more concerned about what their day to day experience will be.

- “We promise to have an inclusive community, which values truth, diversity and mutual respect” is a statement promoted on the Meadow High School website. This is a promise that can no longer be kept as there will be no diversity or mutual respect. It is not a case of a school simply split across two sites, it will be a school split on ability and vulnerability. A stereotypical segregation that many of us parents hoped we would never be part of and never wanted our children to experience.
- Being parents of children with a disability is challenging from the moment they take their first breath. A child with Down Syndrome is exceptionally challenging as it is a lifelong condition diagnosed at birth, unlike many other hidden disabilities such as autism. We encounter criticism, discrimination and judgement from other parents, professionals and members of society who are ignorant and do not understand our children’s need. By attending their current setting, we know in our hearts that we are providing them with the best opportunity for them to go on to be accepted into society and lead an independent life to the best of their ability.

LA/ School Response: As discussed with parents in person, life is no less challenging for people with hidden disabilities or those who do not have a clear diagnosis from birth. The school do not agree that life is more challenging for a person with Down Syndrome than many of the other pupils.

- **COMPROMISE:** Should the proposal go ahead there has to be some form of compromise for existing students, parents who are choosing meadow high school from September 2022 will have knowledge of the school’s plan for the future and the decision to send their child to Meadow knowing their child will be moved to Northwood Road September 2023 is their choice. Parents choosing Meadow from September 2023 will also be fully aware where their child will be educated and the type of setting it will be at Northwood Road, so again they will be choosing this for their child. The children already at Royal Lane pre-September 2022, the parents should have a choice on whether their child moves from September 2023 or whether their child remains at Royal Lane to the end of their education. The school should be asking parents what their choice is so that they can look at numbers and see how they can accommodate the Pathway 1 students whose parents are not in agreement to send their child to Northwood Road. Whether that means new temporary buildings for other Pathway students on the school field or “Site 2” at Royal Lane, but it needs to be addressed and the school need to support the parents and children already at the Royal Lane site.

LA/ School Response: This is not feasible for the school.

- **Community & Support:** Another point to consider, parents choose a school that is right for their child and where possible close to their home, by sending these children to Northwood Road site this will result in the likelihood of all students requiring transport, this in turn will result in parents losing contact and not meeting with other parents who are in similar (and different) situations as them where they would normally discuss, advise, recommend support

and arrange out of school socialization etc in the school playground or in the vicinity of the school during pick up and drop off time. This loss will result in more isolation for both parents and children and thus affect their future development.

LA/ School Response: The vast majority of Pathway 1 pupils are currently transported so the only families to be affected will be the few who currently transport their child to school. The school are happy to develop more opportunities for families to network.

CARERS' STRATEGY DELIVERY PLAN UPDATE

Cabinet Member(s)	Cllr Jane Palmer Cllr Susan O'Brien
Cabinet Portfolio(s)	Health and Social Care Children, Families & Education
Officer Contact(s)	Gary Collier – Adult Services and Health
Papers with report	Appendix 1: Summary of Carers' Strategy Governance Arrangements Appendix 2: Draft 2022/23 Carers' Strategy Delivery Plan

HEADLINES

Summary	This report provides Cabinet with an update on progress with implementing the 2021/22 Carers' Strategy Delivery Plan. Cabinet is also asked to approve the delivery plan for 2022/23.
Putting our Residents First	<p>This report supports the following Council objectives of: <i>Our People</i>.</p> <p>It also contributes to the delivery of priority 2: <i>Tackling unfair and avoidable inequalities in health and in access to and experience of services</i>, of the 2022-2025 Joint Health and Wellbeing Strategy.</p> <p>A carers' strategy and supporting delivery plan contributes to the implementation of the Council's responsibilities for supporting Adult Carers introduced under the Care Act, 2014 and Young Carers e.g., carers under the age of 18, contained within the Children Act, 1989.</p>
Financial Cost	The 2021/22 delivery plan and proposed 2022/23 delivery plan do not have any direct financial implications. There is an existing contract with Carers' Trust Hillingdon to deliver universal services, with an approved budget of £659k. An additional £143k for respite and other carer support services is included within the Better Care Fund 22/23.
Relevant Select Committee	Health and Social Care Children, Families & Education
Relevant Ward(s)	All

RECOMMENDATIONS

That Cabinet:

1. **Notes progress against the Carers' Strategy delivery plan activity for 2021-22 and the work that the Council and its partners does to support those with caring responsibilities in the Borough.**
2. **Approves the 2022/23 Delivery Plan.**

Reasons for recommendation

1. *2021/22 Delivery Plan update:* At its November 2015 meeting, Cabinet requested an annual review and update on the implementation of the Carers' Strategy and associated Delivery Plan. Cabinet approved the 2021/22 delivery plan at its June 2021 meeting.
2. *2022/23 Delivery Plan:* The draft delivery plan suggests the focus for how Council and partner resources will be used to meet the needs of carers during 2022/23. The recommendation provides Cabinet with the opportunity to amend the 2022/23 priorities should it wish to do so. Cabinet is advised that a new Joint Carers' Strategy is in development. Cabinet will be asked to approve the new strategy and delivery plan that will include the period to 2026 in Q4.
3. The development and implementation of a carers' strategy helps the Council to meet its duties under section 4 of the Care Act 2014 to provide information and support to Adult Carers and their families and section 17ZA of the Children Act, 1989 in respect of Young Carers.

Alternative options considered / risk management

4. *2021/22 Delivery Plan update:* No alternative options were considered as Cabinet has requested an annual update report.
5. *2022/23 Draft Delivery Plan:* Cabinet could reject the proposed delivery plan priorities and/or instruct officers and ask partners to consider others.

Select Committee comments

6. The Health & Social Care Select Committee met on 22 June 2022 and considered a draft of this report to Cabinet. The Committee has made the following comments to Cabinet:

'Having reviewed the Carers' Strategy Update report, as well as it including the views of carers, Members of the Health and Social Care Select Committee look forward to being able to have an input into the proposed new strategy. Furthermore, with regard to the contract specification review that is currently underway, Members of the Select Committee ask that consideration be given to including information about how the performance of the successful tenderer can be communicated to the Committee to demonstrate that those who receive funds are doing a good job.'

SUPPORTING INFORMATION

Strategic Context

7. Carers say that supporting someone to live an independent life at home, in the community they know, can be very rewarding. However, the cost to carers in terms of their own health, financial situation, employment position and independence can be considerable. In Hillingdon we want to enable our residents to recognise and identify their role as a carer, so they know where to access the right support.

Who can be a carer?

8. There are two statutory definitions of who is a carer, and these are as follows:

- *Young Carer:* The Children Act, 1989 defines this term as being someone under 18 who helps to look after another person but not under a contract or scheduled voluntary work.
- *Adult Carer:* The Care Act, 2014 defines this as an adult, i.e., a person aged 18 or over, who is providing care and/or support for another adult for free but not under a contract or scheduled voluntary work.

9. The Children Act places a duty on the Council to undertake an assessment where it appears that a young carer may have support needs. The Council is required to consider how needs identified from an assessment should be met.

10. The Care Act creates a statutory right to a carer's assessment for an adult carer and the Council may have an obligation to assist them even if the person they are caring for does not satisfy the national eligibility criteria. This would be subject to them satisfying the national eligibility criteria for carers. Where the cared for person is eligible for social care assistance from the Council then the support needs of the carer would generally be considered as part of an overall package of care to address their collective needs.

About Carers in Hillingdon

11. There are only two sources of information about the numbers of carers in Hillingdon pending the publication of the 2021 census and these are:

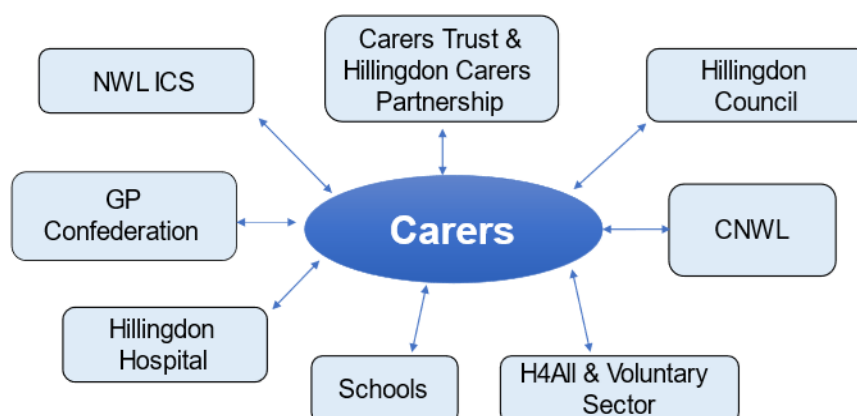
- *The 2011 census:* This showed that in 2011 there were 25,000 people who self-identified as carers. The passage of time means that data from the 2011 census can no longer be relied on to draw meaningful conclusions that can apply to the needs of carers now.
- *The Carer Register:* The Carer Register was established by Carers' Trust Hillingdon and is maintained by them. Registration by carers is entirely voluntary but is a key route by which information can be targeted by Carers' Trust. As of 31st March 2022, there were 970 Young Carers and 4,241 Adult Carers registered.

12. Data from the National Carers' Survey undertaken in November 2021 will provide qualitative information about carers already known to the Council who completed the survey. This survey

was commissioned by the Department of Health and Social Care and the Care Quality Commission (CQC) and the data sample and collection methodology are determined nationally. 677 of Hillingdon's adult carers were sent a survey questionnaire. The results of the survey will be published in June 2022.

13. The main offer of support to young and adult carers in the borough comes through the Carer Support Service contract between the Council and Carers' Trust Hillingdon (CTH), which is the lead organisation for the Hillingdon Carers' Partnership. The latter is a consortium of local third sector organisations that has been created to support carers in the borough. In addition to Carers' Trust, the consortium includes the Alzheimer's Society, Harlington Hospice (including their homecare arm called Harlington Care) and Hillingdon Mind. Cabinet may be interested to note that the funding for this service, i.e., £659k, is included in the Better Care Fund (BCF). The multi-agency Carers' Strategy Group (CSG), which is chaired by the Council, has responsibility for overseeing the development and delivery of the Joint Carers Strategy. The diagram below summarises the partners involved in supporting carers. Membership of the CSG during the review period also included Cllr Haggard in her capacity as the then Council's Carers' Champion. **Appendix 1** illustrates how the CSG fits into the broader governance of Hillingdon health and care system.

Partners Supporting Carers



Key
 CNWL = Central and North West London NHS Foundation Trust
 NWL ICS = North West London Integrated Care System

14. References to the 'review period' in this report means the period from the 1st April 2021 to the 31st March 2022 unless otherwise stated.

2021-22 Delivery Plan Update: Challenges and Achievements

15. This part of the report updates Cabinet on the delivery of the 2021/22 Carers' Strategy Delivery Plan. Cabinet will be aware that implementation of the 2021/22 delivery plan was within the context of the second year of the Covid-19 pandemic. Some of the challenges that this has presented include:

- People having to undertake caring responsibilities unexpectedly but not recognising themselves as carers.
- The reluctance of carers to take up short break opportunities over infection prevention and control concerns.
- Limited availability of some short break options during covid-related restrictions.
- Mental health implications of caring during covid-related restrictions, i.e., coping with the pressures of being a carer.
- Managing the financial implications of being a carer.

16. The agreed actions for 2021/22 shown below are aligned to the principles for supporting carers set out in the 2018 to 2021 strategy.

Principle 1: We will support the identification, recognition and registration of Carers in primary care.

17. **Re-establish Carer leads in all GP surgeries.** *Deferred:* Prior to the pandemic work between Carers Trust and the GP Confederation had resulted in carer leads (please see below) being established in all 45 of Hillingdon's GP practices. By the end of 2021/22 this had reduced to 27 and prioritisation of the vaccination programme has resulted in this action being deferred to 2022/23.

18. **Explore with Carer Leads in GP practices how to identify and support Carers who may be reluctant to attend practices.** *Deferred:* Another impact of the pandemic has been to reduce the number of people attending practices, which has meant that this action has had less relevance in 2021/22. The issue concerning identification of carers in practices has been deferred to 2022/23.

19. **Ensure all practices have current and detailed information about support for carers in Hillingdon.** *Partially delivered:* A new updated information pack for Primary Care was created by Carers' Trust and distributed in May 2021, although practices were not properly open. This fact and the focus of practices on other priorities meant that the packs did not have the intended impact. Consequently, and also taking into consideration the practices' focus on the vaccine programme, distribution of further information packs in Q4 was delayed and will be considered for 2022/23.

Carer Leads in GP Surgeries: The Role Explained

Key tasks include:

- Proactively identifying and supporting Carers, many of whom do not see themselves as Carers;
- Ensuring that a surgery Carer Register is maintained and updated regularly;
- Ensuring the practice provides active signposting to the Hillingdon Carers Partnership;
- Ensuring that standardised packs of information for Carers are available within the waiting room;
- Feeding into the Confederation and its partners, e.g., Hillingdon Carers Partnership and the CCG, any gaps in provision or requirements to help practices to support Carers further;
- Working with colleagues in the practice to provide enhanced access and flexibility of appointments for Carers;
- Considering how else the practice might facilitate improved carer-health – monthly Carer Health checks for example;
- Attending any training/information sessions that relate to the support of Carers within General Practice.

Principle 2: Carers will have their support needs assessed and will receive an integrated package of support in order to maintain and/or improve their physical and mental health.

20. Review the process for assessing the needs of Young Carers and mechanism for recording the outcome of assessments. *Completed:* The assessment process is through the early help assessment (EHA), which serves as the referral form for all children with an additional need. Assessments are submitted via the Safeguarding Families portal and triaged by the Stronger Families Hub.

21. Review with partners the pathway for addressing the needs of Young Carers. *Completed:* A Schools Liaison Officer post has been established that links in with the Carers' Trust.

Principle 3: Carers will be empowered to make choices about their caring role and access appropriate services and support for them and the person they look after.

22. Face to face service provision will be restored following lifting of Covid restrictions. *Completed:* The majority of services delivered by Hillingdon Carers' Partnership organisations had restored face to face provision by the end of March 2022. However, some provision continues to be available online at the request of carers.

23. A guide for people who suddenly became Carers will be developed. *Completed:* This was co-produced between the Council and Carers' Trust. The latter consulted with carers in its

production. The *Are you a carer?* leaflet was finally approved in April 2022 and is on the Council's website. It can be accessed via the following link [Am I a carer? - Hillingdon Council](#)

24. Cabinet will see that the underlying message in the leaflet is to contact Carers' Trust as Hillingdon's one stop shop for carers and a key route for information, advice and support.

Principle 4: Staff will be aware of the needs of Carers and of their value to our communities.

25. **All new staff starting with Hillingdon Health and Care Partners (HHCP) undergo an hour's introductory training about the role of Carers in supporting the health and care system and the importance of identifying them and addressing their needs.** *Completed:* Since February 2022 carer awareness training has been included within wider training about the role of H4All. This is now a business as usual activity.

More About HHCP

HHCP is an alliance of local, mainly NHS, organisations that includes The Confederation of Hillingdon-based GP practices, the Central and North West London NHS Foundation Trust, The Hillingdon Hospitals NHS Foundation Trust and H4All. HHCP's main objective is to improve the health and wellbeing of Hillingdon's residents and their experience of care through improved coordination and integration of services and earlier intervention to prevent crises.

About H4All

H4All is a local consortium that is also a registered community interest company and comprises of Age UK Hillingdon, Carers' Trust Hillingdon, the Disablement Association Hillingdon (Dash) and Harlington Hospice. The consortium provides opportunities for improving efficiencies across the four organisations by sharing resources in key areas, such as financial systems, HR advice, activity reporting.

Principle 6: Carers will be respected and listened to as expert care partners and will be actively involved in care planning, shared decision-making and reviewing services.

26. **Review the role of the Carers' Strategy Group.** *Completed:* Membership of the group has been expanded to include representatives from health partners, i.e., the GP Confederation, community health and community mental health, Hillingdon Hospital and North West London Clinical Commissioning Group.

27. **Two Carer representatives will be recruited to the Carers Strategy Group.** *Partially completed:* Carer representation on the Carers Strategy Group (CSG) is important to ensure that discussions and decisions reflect lived experience. One carer representative has been identified to be a part of the CSG and has attended one meeting. However, securing other representatives has proved a challenge to deliver as the roles require people who are able to take a more strategic view, i.e., think of their own experiences and how they may reflect those of the wider carer population.

28. **Coordinate Carer engagement activity via regular Carer Forums.** *Completed:* Forum meetings were held in October 2021 and March 2022. The October meeting was virtual and was joined by 42 carers. In March 2022 there was a face-to-face meeting attended by 20 carers and a further 10 carers on the online meeting. Issues raised from the carer forums feed into the CSG meetings and help to inform delivery plan priorities.

Principle 7: The support needs of Carers who are more vulnerable or at key transition points will be identified early.

29. **The process for identifying and recording Carers with multiple caring responsibilities within Adult Social Care will be refined.** *Completed:* A monthly performance report that identifies people with multiple caring relationships and the level of formal support they are in receipt of is now in place. The intention is to establish an auto-generated report, but this will be an action for 2022/23.

30. **The following issues will be monitored as Covid restrictions are lifted:**

- **People experiencing mental illness**
- **Management of death and bereavement**
- **Identification of safeguarding issues**

31. Carers Trust Hillingdon (CTH) Trustees invested reserves into a new part time Health and Wellbeing (HWB) post to coordinate this activity and develop their end of life and bereavement offer.

32. Partner achievements during the review period that are in addition to the specific actions within the 2021/22 delivery plan are highlighted below for Cabinet's consideration.

Council Achievements

33. **Carers Assessments:** There were 897 carers' assessments undertaken in 2021/22, which includes 299 triage assessments completed by Carers' Trust. This compares to 995 assessments in 2020/21 and 249 triage assessments undertaken by Carers' Trust. Triage assessments are much shorter than the full assessment and are used by Carers' Trust to help a carer identify whether they are likely to receive support from the Council, which would only be obtainable following a full assessment. In 2021/22 Carers' Trust referred 28 carers to the Council for a full assessment.

34. Carers are routinely identified by Adult Social Care through the Care Act assessment of need process and a carer assessment offered. Our experience, however, is that many carers decline the offer, which helps to explain the reduction in assessments in 2021/22 compared to the previous year. For example, in a one month snapshot out of the 258 households identified as having someone who was a carer, 79% (204) declined to have an assessment. The reasons given for declining an assessment include people who consider that the assessed care package for the person they are caring for sufficiently addresses their needs; people not identifying themselves as carers and those who feel that the services available through Carers' Trust meets their needs.

35. It is important that Cabinet is aware that carers who do not wish to go through the carer assessment process may still access the universal services provided under the Carer Support Service contract previously mentioned. This is also the case with carers assessed as not meeting the national eligibility criteria for carers.

36. **Respite and other Carer-related service provision:** During 2021/22 208 Carers were provided with respite or another carer service at a cost of £2,059k. This compares to 201 Carers being supported at a cost of £1,916k during 2020/21 and 196 carers being supported at a cost of £2,002k during 2019/20. This includes bed-based respite and home-based replacement care as well as voluntary sector provided services and those directly purchased via Direct Payments. The cost of services to meet needs identified as a result of a Care Act assessment of the cared for person that benefit the carer are not included as it is not possible to apportion the costs on the Council's case management IT system.

39. Cabinet may also wish to note that 2021/22 has seen an increase in the number of carers receiving Direct Payments in their own right from 103 to 133.

More About Direct Payments

With Direct Payments the Council's financial contribution to meeting assessed social care needs is paid directly to the eligible person either in the form of a pre-paid card or directly into a bank account. This gives the eligible person more flexibility and control to directly employ their own care workers or a personal assistant who will, for example:

- Be the same person and be available when required.
- Speak the same language.
- Have an understanding of cultural and/or religious needs.

Hillingdon Carers' Partnership Achievements

37. **Responding to demand for emotional support:** Demand on Mind's support services increased by 45% during the review period, which has led to more psychotherapy and peer support groups being established. 124 carers accessed the counselling service in 2021/22 and 96 received intensive support from Mind's Family Support Service. 145 carers continue to receive weekly support calls from trained volunteers.

38. **Breaks from caring:** During the review period 3,109 breaks were provided to adult carers through a combination of arts and cultural activities, learning workshops, carer cafés, peer support groups and actual replacement care delivered by Harlington Care. 1,622 breaks were provided to support young carers and included arts and crafts activities, development workshops, e.g., employability, school holiday activity programmes, residential weekends and whole family trips. Some activities, such as fitness session, were run online when restrictions on mixing households were in place.

39. **Improving income for Carers:** £1,052k was secured in carer-related benefits to improve the household incomes of carers in Hillingdon during the review period.

40. **Additional income:** Approximately £213k in additional income was raised during the review period to provide extra activities and events for carers. This includes £60k from the Triangle Trust for a schools' support programme and £148k from Carers' Trust UK to develop a supported transition service operating across Hillingdon and Harrow for carers aged 16 to 25.

CNWL Community Adult Mental Health Service Achievements

41. **Carers have continued to access to the Recovery and Wellbeing College courses delivered by CNWL:** The term time programme is available on CNWL's website and is regularly advertised through local carer groups and Carers' Trust Hillingdon who are provided with timely updates by CNWL.

42. **Triangle of Care continues to be established within Hillingdon mental health services:** Carers' champions are now in all community and acute teams in Hillingdon mental health services. Co-produced training on carers needs has been provided to staff. CNWL has achieved stage 1 of the accreditation process from the National Carers' Trust.

Triangle of Care Expanded

There are six standards to the Triangle of Care, and these are:

1. Carers and the essential role they play are identified at first contact or as soon as possible thereafter.
2. Staff are '*carer aware*' and trained in carer engagement strategies.
3. Policy and practice protocols re: confidentiality and sharing information, are in place.
4. Defined post(s) responsible for carers are in place, e.g., carers' leads or champions.
5. A carer introduction to the service and staff is available, with a relevant range of information across the care pathway, e.g., an introductory letter from the team or ward explaining the nature of the service provided and who to contact.
6. A range of carer support services is available.

43. **Carers are a part of the involvement work in Hillingdon mental health supporting the transformation and quality of services:** Carers attend the bi-monthly involvement group, and it is co-chaired by a carer. Carers have been involved in co-production activities related to transformation including developing a public questionnaire, developing information materials and a website. The service manager for the community and primary care meets with a local carers' group to consult and update them on a regular basis.

Current Performance Information

44. The only national comparative data that would allow Cabinet to see Hillingdon's performance in supporting carers in context is the results of the National Carer Survey referred to in paragraph 12.

New Joint Carers' Strategy and 2022/23 Delivery Plan

45. The new strategy will detail how the Council; the NHS and the voluntary sector will work together to improve support for all unpaid carers who live – or provide care for someone who lives – in the borough. The new strategy will replace the 2018 – 2021 Joint Carers' Strategy and will be informed, as suggested in paragraphs 11 and 12, by the data from the 2021 census and the National Carers' Survey, which are awaited. In the meantime, consultation is in progress on the proposed vision for carers, the supporting principles, intended outcomes and key metrics. The Health and Social Care Select Committee has been included in the consultation process.

46. The priorities for supporting carers in 2022/23 have been aligned to the draft outcomes in the new strategy. The draft outcomes are shown below, and the proposed 2022/23 delivery plan is attached as **Appendix 2**.

Carers Strategy Proposed Outcomes

- **Outcome 1:** The physical and mental health and wellbeing of carers of all ages is supported.
- **Outcome 2:** The financial impact of being a carer is minimised.
- **Outcome 3:** Carers are identified, recognised and able to make a positive contribution.
- **Outcome 4:** Carers have a life alongside caring.
- **Outcome 5:** Carers have access to quality information and advice at any point in their caring journey and know where to find this.
- **Outcome 6:** Carers have the skills they need for safe caring.
- **Outcome 7:** Young carers are supported from inappropriate caring and provided with the support they need to learn, develop and thrive and enjoy being a young person.

Financial Implications

47. This report does not have any direct financial implications. Many aspects of the Carers' Strategy will be delivered through, and costs contained within, the existing Carer Support Services contract with Carers' Trust Hillingdon as lead organisation for the Hillingdon Carers' Partnership to deliver universal services. The approved budget for 2022-23 is £658,700.

48. There is expected to be an additional contribution from North West London Integrated Care Board (NWLICB) of £143,000 towards the cost of services to support carers as part of the minimum contribution to protecting social care within the Better Care Fund (BCF). The detailed financial arrangements for the 2022/23 BCF plan are currently under discussion between the Council and partners pending the publication of the planning requirements by NHSE. Cabinet will, in due course, be asked to approve the section 75 (NHS ACT, 2006) agreement that will give legal effect to the financial and partnership arrangements within the BCF plan. This cannot happen until Hillingdon's plan has been approved by NHSE.

RESIDENT BENEFIT & CONSULTATION

The benefit or impact upon Hillingdon residents, service users and communities?

49. The 2021/22 Carers Strategy Delivery Plan, the proposed updated strategy structure and draft delivery plan for 2022/23 demonstrate to residents and carers in Hillingdon the shared commitment to supporting carers across the Council, the NWL Integrated Care Board and other partners - and the shared accountability to improving services for carers.

Consultation carried out or required

50. Carers' Trust Hillingdon and Hillingdon Health and Care Partners have been consulted on the content of this report. Consultation on the content of the draft strategy will be undertaken in Q3.

CORPORATE CONSIDERATIONS

Corporate Finance

51. Corporate Finance has reviewed this report and confirms that there are no direct financial implications associated with the recommendations within this report.

Legal

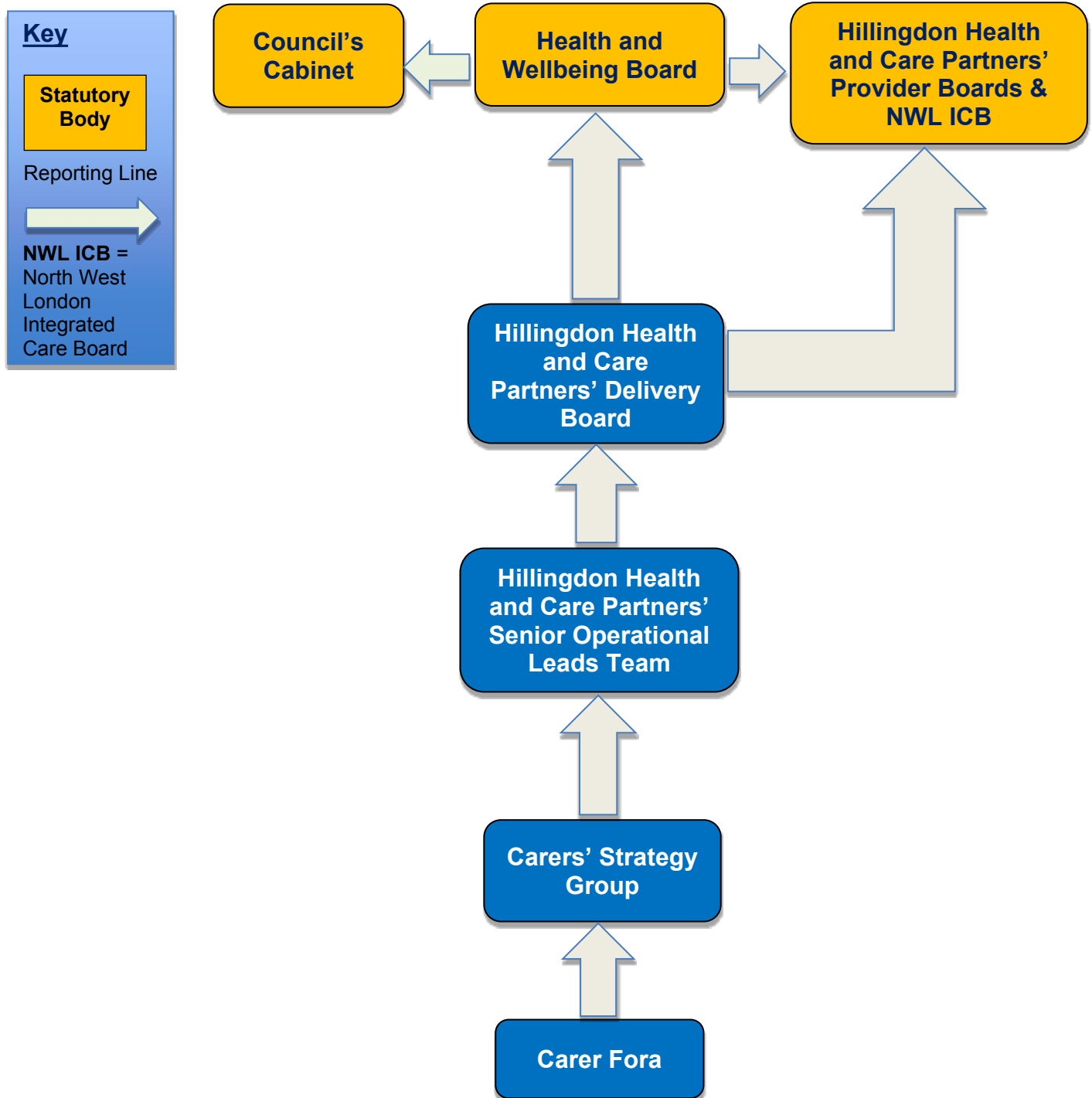
52. There are no legal implications arising from the recommendations set out within this report.

BACKGROUND PAPERS

2018 – 2021 Joint Carers' Strategy.

2022 – 2025 Joint Health and Wellbeing Strategy.

Appendix 1 - Summary of Carers' Strategy Governance Arrangements



Appendix 2 - Carers Strategy Delivery Plan 2022/23

Key

CNWL: Central and North West London NHS Foundation Trust

CTH: Carers' Trust Hillingdon

LBH: London Borough of Hillingdon

THH: The Hillingdon Hospitals NHS Foundation Trust

Outcome: The physical and mental health and wellbeing of carers of all ages is supported.

	Activity	Lead Organisation
1.	Refresh the Joint Carers Strategy for Hillingdon.	LBH
2.	Refresh the Memorandum of Understanding on an integrated approach to identifying and assessing carer need in Hillingdon.	LBH
3.	Develop the range of bereavement cafés and post-bereavement support available to carers.	CTH
4.	Ensure that carers have access to the Recovery and Wellbeing College courses delivered by CNWL.	CNWL

Outcome: Carers are identified, recognised and able to make a positive contribution.

	Activity	Lead Organisation
5.	Re-establish carer leads in six additional GP practices.	CTH/The Confederation

6.	Subject to permission to share information, undertake comparison of carers on GP registers with those on carers' register developed by the Carer Support Service to identify gaps in support.	CTH/The Confederation
7.	Establish a baseline profile of carers currently supported, i.e., age, gender, ethnicity and location in the borough to map against the health and wellbeing needs of Hillingdon's population.	LBH/CTH
8.	Finalise the ' <i>Are you a carer?</i> ' information leaflet.	LBH
9.	Establish auto-generated reporting of carers with multiple caring responsibilities.	LBH
10.	Review the role of the Carer Fora.	LBH/CTH
11.	The Triangle of Care continues to be established in Hillingdon mental health services.	CNWL
12.	Carers are a part of the involvement work in Hillingdon mental health services to support the transformation of services.	CNWL
13.	Ensure that the Cerner electronic patient record (EPR) system is developed so that asking if a patient has a carer or is a carer is a mandatory aspect of assessment and triggers appropriate care planning (if possible and where appropriate)	THH
14.	Establish mechanism to ensure that carers are involved in shared decision making, where appropriate, alongside patients.	THH
15.	Refresh the Hospital's visiting rules, carer passports and promote 'John's campaign' to ensure that carers are involved in care and are able to support patients during a stay.	THH

Outcome: Carers have a life alongside caring.

	Activity	Lead Organisation
16.	Explore re-launch of the guidance for employers of carers in employment.	LBH

Outcome: Carers have access to quality information and advice at any point in their caring journey and know where to find this.

	Activity	Lead Organisation
17.	Include information about support for carers on GP practice web pages.	CTH/The Confederation
18.	Ensure that the Patient Advisory and Liaison Service (PALS) has the necessary information and resources to signpost carers and patients with carers to access support.	THH
19.	Ensure that carers have access to information, advice and support about the hospital discharge process and what to expect after discharge.	THH

Outcome: Carers have the skills they need for safe caring.

	Activity	Lead Organisation
20.	Develop end of life training for carers.	CTH

Outcome: Young carers are supported from inappropriate caring and provided with the support they need to learn, develop and thrive and enjoy being a young person.

	Activity	Lead Organisation
21.	<p>To working alongside a group of schools to:</p> <ul style="list-style-type: none">• Raise awareness and reissue newly designed Schools packs.• Encourage them to complete the national Young Carers in Schools award.• Develop their own young carer support provision.• Provide support sessions in school for the most disadvantaged YCs, usually those caring for a parent with mental ill health and/or substance misuse.• Recruit a pool of volunteer mentors to support them to catch up in maths and English.	CTH

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PUBLIC PREVIEW:

MATTERS TO BE CONSIDERED LATER IN PRIVATE

Cabinet Member(s)	As appropriate
Cabinet Portfolio(s)	As appropriate
Officer Contact(s)	Mark Braddock – Democratic Services
Papers with report	None

HEADLINES

Summary	<p>A report to Cabinet to provide maximum transparency to residents on the private matters to be considered later in Part 2 of the Cabinet meeting and agenda.</p> <p>This will enable Cabinet Members to openly discuss such matters generally in public, and via the Council's live broadcast of the meeting, without prejudicing their later consideration in private.</p>
Putting our Residents First	This report supports the following Council objectives of: <i>Our Natural Environment; Our Built Environment; Our Heritage and Civic Pride; Strong financial management</i>
Financial Cost	As set out in the report.
Relevant Select Committee	As set out in this report under each item – however, this item is not for scrutiny call-in as it is information only.
Ward(s)	As set out in the report

RECOMMENDATION

That Cabinet note the reports to be considered later in private and Part 2 of the Cabinet agenda and comment on them as appropriate for public information purposes.

Reasons for recommendation

Why are certain reports considered in private?

As a transparent, democratic organisation, the Council's Cabinet will consider matters in public on Part 1 of this Cabinet agenda. However, there will inevitably be some reports that will need to be considered in private. These would generally relate to contracts, property transactions or commercially sensitive information, for example, tender bids from commercial organisations,

which if made public, could prejudice the Council's ability secure value-for-money for resident taxpayers.

This information is also called 'exempt' information and is considered in Part 2 of any Cabinet agenda by applying the relevant section of the Part 1 of Schedule 12 (A) to the Local Government Act 1972 (as amended), in that the report contains certain information and that the public interest in withholding that information outweighs the public interest in disclosing it.

How can the public find out more about the private reports?

To ensure maximum transparency when the Cabinet considers such private reports:

- 1) They are first given advance notice on the Cabinet's Forward Plan in summary form setting out the reason why they will be considered in private. The [Forward Plan](#) is a public document setting out all the expected decisions the Cabinet will make over the coming year, except those that are urgent, and is available on the Council's website to view;
- 2) This report provides a fuller public preview of the matters to be discussed in Part 2 of this Cabinet meeting and gives an opportunity for Cabinet Members to highlight issues of significance within and for public information purposes, without prejudicing their later fuller consideration in private. It also sets out the recommendations in general terms that are being proposed for a decision on.
- 3) Consideration of this report will also be broadcast live on the Council's YouTube channel: Hillingdon London, and available for viewing afterwards, for wider democratic engagement.
- 4) After these private reports are considered in Part 2 of this Cabinet meeting, Cabinet's full decisions on them will then be published on the Council's website the day after the Cabinet meeting, along with the decisions on the other matters already considered in public.

Alternative options considered

Cabinet could resolve to release any private report into the public domain in extraordinary or highly exceptional cases, where it considers the public interest in disclosing the information outweighs the public interest in withholding it. However, to ensure greater transparency on all private matters considered, this public preview item is advised as the most suitable way forward.

Legal comments

Such private matters are considered in accordance with Local Government Act 1972 (as amended) Access to Information provisions and also The Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012. This report enables such matters to be discussed in public as far as is possible under the relevant legislation.

SUPPORTING INFORMATION

Item 11 – Contact for the supply, erection, and repair of fencing and gating	
Relevant Cabinet Member(s)	Relevant Ward Select Committee
Councillor Jonathan Bianco Cabinet Member for Property, Highways and Transport	All Property, Highways & Transport
Information	General recommendations
<p>Cabinet will consider a contract for a suitably experienced contractor to undertake its requirements for reactive repairs to fencing and gating throughout its housing stock and corporate buildings. This follows a competitive tender exercise where the current contract is due to expire in September 2022.</p> <p>The Council has a housing stock of approximately 10,000 properties located on a number of estates within the Borough. The Council also provides services to residents from a number of corporate buildings, libraries, theatres, day centres and children's homes. Fencing and gating of various types and constructions are installed at many of these properties.</p> <p>Most fencing and gating requirements are reactive and involve the repair or replacement of damaged panels, posts and gates often at very short notice to ensure the safety and security of the public and employees. The types of fencing and gating installed, and the extent of the works required vary in each case and depend upon the location and the particular requirement.</p> <p>The Council is also responsible for installing and maintaining the condition of boundary fences and gates on its corporate properties and other open spaces.</p>	<p>That Cabinet consider the acceptance of a tender for the Supply, Delivery, Erection, Maintenance and Repair of Fencing and Gating works for Housing and Corporate properties for a period of 3 years with the option to extend for a further 2 years.</p>

Item 12 - Asbestos Removal & Making Safe Service Contract	
Relevant Cabinet Member(s)	Relevant Ward Select Committee
Councillor Jonathan Bianco Cabinet Member for Property, Highways and Transport	All Property, Highways & Transport
Information	General recommendations
<p>Cabinet will consider a contract for a professional company to handle and remove the hazardous nature of broken or disturbed asbestos in its buildings, following a competitive tender exercise.</p> <p>Asbestos is a naturally occurring mineral made up of soft, flexible fibres that are resistant to heat, electricity, and corrosion. Its strength and flexibility meant that asbestos became an extremely popular insulation material in buildings prior to 2000. Asbestos was used for:</p> <ul style="list-style-type: none"> • Roofing Insulation (boards, cavity walls, attics) • Walls & Ceilings (cement and Artex) • Flooring • Gutters and pipes <p>Although asbestos was an extremely effective, it came with serious health risks. In 1999, therefore, the UK banned all use of asbestos.</p> <p>It is important to note that asbestos in good condition does not pose any immediate health risks. However, the danger comes when it is broken down or disturbed, releasing asbestos dust into the air that can be inhaled. To safely remove it from any of the Council's corporate buildings, should it be required, a specialise contractor is needed with appropriate accreditation.</p>	<p>That Cabinet consider the acceptance of a tender the Asbestos Removal and Making Safe Service for a period of 3 years with the option to extend for a further 2 years.</p>

Item 13 - Grant of lease for the Brookfield Adult Education Centre, Uxbridge	
Relevant Cabinet Member(s)	Relevant Ward Select Committee
Councillor Jonathan Bianco Cabinet Member for Property, Highways and Transport	Uxbridge / All Property, Highways & Transport
Information	General recommendations
<p>Cabinet will consider leasing the Brookfield Adult Education Centre site on Park Road, Uxbridge to an external partner organisation to continue to provide specialist education special needs provision in the Borough.</p> <p>The adult education service at Brookfield Adult Education Centre, as a result, are being relocated into the Civic Centre in Uxbridge.</p> <p>The lease to Orchard Hill College of the Brookfield site will importantly enable the provision of additional special educational needs places in the Borough, supporting the Council's Dedicated Schools Budget Recovery Plan.</p>	<p>That Cabinet consider granting a lease of the Brookfield Adult Education centre site to an external educational partner organisation called The Orchard College.</p>

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STRICTLY NOT FOR PUBLICATION

Exempt information by virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972 (as amended).

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