



HILLINGDON
LONDON



Children, Families and Education Select Committee

Councillors on the Committee

Councillor Heena Makwana (Chairman)
Councillor Roy Chamdal (Vice-Chairman)
Councillor Kishan Bhatt
Councillor Tony Gill
Councillor Rita Judge
Councillor Peter Smallwood
Councillor Jan Sweeting (Opposition Lead)

Co-Opted Member

Tony Little, Roman Catholic Diocesan Representative

Date: WEDNESDAY 21
SEPTEMBER 2022

Time: 7.00 PM

Venue: COMMITTEE ROOM 5,
CIVIC CENTRE, HIGH
STREET, UXBRIDGE

**Meeting
Details:** Members of the Public and
Press are welcome to attend
this meeting

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[London Borough of Hillingdon - Committee details - Children, Families and Education Select Committee](#)

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Terms of Reference

Children, Families, & Education Select Committee

To undertake the overview and scrutiny role in relation to the following Cabinet Member portfolio(s) and service areas:

Cabinet Member Portfolios	<ul style="list-style-type: none">• Cabinet Member for Children, Families & Education
Relevant service areas	<ol style="list-style-type: none">1. Children's Services (including corporate parenting)2. Children's Safeguarding3. Youth Justice4. Youth Services5. SEND6. Education7. Children and Families Development8. Skills & lifelong learning

This Select Committee will establish a Panel to support strong oversight of the Council's corporate parenting responsibilities. The Committee may appoint 3 Members to this Panel based on political balance. Membership may include non-Cabinet Members not on the Committee. The Committee may also appoint relevant Council officers and other external stakeholders to the Panel and agree its chairmanship and operation. In agreeing its operation, the Committee will provide for the Panel not to be able to establish any other sub-group or body to carry out its responsibilities.

Agenda

- 1 Apologies for Absence
- 2 Declarations of interest in matters coming before this meeting
- 3 Minutes of the previous meeting 1 - 6
- 4 To confirm that the items of business marked as Part I will be considered in Public and that the items marked as Part II will be considered in Private
- 5 Hillingdon Safeguarding Partnership Annual Report 2021-2022 7 - 52
- 6 2023/24 Budget Planning Report For Services Within The Remit Of The Children, Families & Education Select Committee 53 - 60
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Agenda Item 3

Minutes

CHILDREN, FAMILIES AND EDUCATION SELECT COMMITTEE

20 July 2022

Meeting held at Committee Room 5 - Civic Centre,
High Street, Uxbridge



	<p>Committee Members Present: Councillors Heena Makwana (Chairman), Roy Chamdal (Vice-Chairman), Kishan Bhatt, Rita Judge Dhot, Peter Smallwood, Jan Sweeting (Opposition Lead) and Raju Sansarpuri</p> <p>LBH Officers Present: Daniel Kennedy (Corporate Director of Resources), Julie Kelly (Executive Director of Children's Services) and Anisha Teji (Democratic Services Officer)</p>
11.	<p>APOLOGIES FOR ABSENCE (<i>Agenda Item 1</i>)</p> <p>Apologies for absence were received from Councillor Tony Gill with Councillor Raju Sansarpuri substituting.</p>
12.	<p>DECLARATIONS OF INTEREST IN MATTERS COMING BEFORE THIS MEETING (<i>Agenda Item 2</i>)</p> <p>None.</p>
13.	<p>MINUTES OF THE PREVIOUS MEETING (<i>Agenda Item 3</i>)</p> <p>RESOLVED: That the minutes from the meeting on 28 June 2022 be agreed and the following points be noted:</p> <ol style="list-style-type: none">1. Democratic Services would explore the recruitment of two Co-opted Members on the Select Committee.2. Residents were at the centre and heart of the Committee's decision making/scrutiny role.3. The report on Youth Services had been added to the work programme for January 2023.4. The matter of Ukrainian children in Hillingdon schools would be added to the work programme.
14.	<p>TO CONFIRM THAT THE ITEMS OF BUSINESS MARKED AS PART I WILL BE CONSIDERED IN PUBLIC AND THAT THE ITEMS MARKED AS PART II WILL BE CONSIDERED IN PRIVATE (<i>Agenda Item 4</i>)</p> <p>It was confirmed that all items would be heard in Part I.</p>
15.	<p>COUNCIL STRATEGY 2022 - 2026 (<i>Agenda Item 5</i>)</p> <p>The Corporate Director of Resources provided the Committee with detail on the</p>

Council's Strategy for 2022 – 2026, as part of the consultation process before the Strategy's adoption.

The Committee was advised that Hillingdon was embarking upon an ambitious new transformation programme to ensure the Council was well placed to manage the changing economic context and to ensure that services continued to be delivered effectively.

The Strategy's stated vision statement, ambitions, and commitments to residents were highlighted as set out in the report. The consultation currently being undertaken, and proactively being advertised, would canvass a variety of stakeholders. Feedback and responses would then inform subsequent plans, including targets, actions, and accountability.

The Strategy was confirmed to be in its formative period, with the new corporate structure having been finalised in May 2022. This new structure included a renewed focus on integrated partnership working (e.g. with the NHS), and a matrixed structure combining service areas that had previously been separate, to ensure greater efficiency and strategic oversight from senior officers.

It was confirmed that the core of the Strategy had been drafted to uphold the current administration's manifesto, via partnership working between the Leader of the Council, the Cabinet, and relevant key officers.

Next steps included working up detailed service plans with Directors and Service Managers, (taking an outcomes-based approach), with a view to the strategy being adopted by Council later in the year.

The Committee considered that the Strategy provided a refresh on collaborative and integrated working that would lead to positive outcomes.

In response to Member questions around the use of digital technology and the impact on residents, it was recognised that there was the customer facing aspect and internal workings of the Council aspect. Using digital technology in internal processes such as cross-checking information over different technology programmes could drive a faster, cheaper and more effective response to residents. In terms of resident engagement and accessing services, it was acknowledged that increasingly residents wanted to engage digitally through their phones and more choices needed to be provided. Whilst there was a drive to move services digitally, it was recognised that not all services worked well this way and contact still needed to be accessible via telephone in areas such as social care.

In terms of ensuring that the Council remained resourceful without being detrimental to the services provided, it was explained that responding to needs in different ways through collaborative working and being outcome focussed allowed coordinated responses to be achieved better.

Members welcomed the report as it had aspiration and commitment to deliver quality services and improvements. In terms of regular performance monitoring with both Hillingdon maintained schools and academies, it was explained that there was an annual action plan that would complement the Strategy, and this would identify key actions and targets that would be reported to Cabinet Members. This would also ensure accountability and transparency about what progress was being made on the

Strategy. Once information was obtained from school such as test results, these results were analysed and discussions on how to improve outcomes took place. This had led to increased partnership working that identified clear interventions to address gaps.

During Member discussions, it was highlighted that some residents were resistant to digital technology. 70 % of households had 'My accounts' that allowed residents to report incidents digitally using a simple form. An area to be explored further included how the Council measured resident values and how this differed across different parts of the Borough

The Committee recognised that digital poverty was still a problem although starting to affect a smaller amount of people. It was suggested that point 5 of the commitment, 'A Digital- Enabled, Modern, Well-Run Council' included access to skills and training.

It was noted that the Strategy was going to be delivered locally and buildings would be utilised more effectively to meet resident needs. The term affordable housing was a broad definition that included social rented and social purchased housing.

RESOLVED: That the Committee delegated to the Chairman, in conjunction with the Democratic Services Officer (and in consultation with the Opposition Lead) to agree comments to submit to Cabinet on the Council Strategy.

16. **POLICY REVIEW DISCUSSION & GUIDANCE** (*Agenda Item 6*)

The Democratic Services Officer introduced a report which detailed how potential policy reviews were assessed for suitability, together with how reviews were carried out once selected, and requested that the Committee form a shortlist of review topics for further assessment.

The Executive Director of Children's Services was also in attendance to answer any Member questions regarding review topics.

It was noted that at Full Council on 14 July 2022, the Cabinet Member of Children, Families and Education invited Select Committee Members to visit the Stronger Families Hub.

It was agreed that the previous reports on Children Centres and Sports and Physical Activity would be circulated to Members for information purposes. Democratic Services would liaise with officers to add updates from previous reviews into 'Making the Council Autism Friendly' and 'Combating the homophobic, biphobic and transphobic bullying of young people in Hillingdon' to the work programme.

The following review topics were suggested:

- Stronger Families, including:
 - opportunity to scrutinise a service that had been launched almost a year ago and review its effectiveness.
 - reviewing the Hub's digital process with one number one address and how this was working in practice.
 - reviewing partnership working.
 - considering the allocation of information to children and families and access to community support functions.

- exploring children and families in participation in sport which could tackle issues of obesity.
- reviewing youth centres that were underutilised and whether these could be explored as a part of the stronger families initiative.
- reviewing the support in place for parents and children that were born during lockdown and the impacts of Covid.
- Recognising that families came in all shapes, sizes and circumstances and how better support could be provided to parents.
- measures in place for child protection and safeguarding.

Although childrens centres and early years was suggested, it was explained that the structure had changed and nationally there was a focus on family hubs. Notwithstanding this, support was provided by the Stronger Families Hub for all children and young people.

- Practical learning, including:
 - the availability of apprenticeships.
 - measures in places for encouraging people to explore these routes rather than the traditional university route.
 - the availability of information and signposting people in the right direction.
- Youth Justice Service.
- Tackling the rise in domestic violence post Covid 10.
- Tackling mental health post pandemic.
- How disability can prevent people from accessing education.

RESOLVED:

That the Committee:

- 1. Noted the guidance on undertaking policy reviews in Appendix 1;**
- 2. Made use of the scorecard attached in Appendix 1 (Annex A) to assess any policy review topic ideas;**
- 3. Developed a single or shortlist of potential topic ideas over the coming months or year for officers to scope further and report back to the Committee on feasibility.**
- 4. Delegated to the Democratic Services officer, in conjunction with the Chairman (and in consultation with the Opposition Lead), any further agreement on review topic selection as required.**

17. FORWARD PLANNER (*Agenda Item 7*)

Further information was requested on the deferral of the Families Hub report that was due to go to Cabinet on 7 July 2022. It was agreed that Democratic Services would look into this and provide an update.

	RESOLVED: That the Committee noted the Forward Plan.
18.	<p>WORK PROGRAMME (<i>Agenda Item 8</i>)</p> <p>It was noted that the Children Safeguarding Annual report had been deferred to the meeting in September 2022 to allow a full report to be heard in public. Democratic Services would liaise with officers about adding a report on funding from Central Government and how this had been delivered with regards to Ukrainian children and schools.</p> <p>The Committee had been invited to observe a Hillingdon Youth Council meeting and it was confirmed that Councillors Bhatt, Smallwood, Gill and Sweeting would attend.</p> <p>It was also noted that at Full Council on 14 July 2022 an update was provided on the safety valve arrangements, and it was agreed that an update for the Select Committee would be requested in the near future.</p> <p>RESOLVED: That the updates and work programme be noted.</p>
	The meeting, which commenced at 7.00 pm, closed at 8.07 pm.

These are the minutes of the above meeting. For more information on any of the resolutions please contact Anisha Teji on 01895 277655. Circulation of these minutes is to Councillors, Officers, the Press and Members of the Public.

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Hillingdon Safeguarding Partnership Annual Report 2021-2022

Committee name	Children, Families and Education Select Committee
Officer reporting	Alex Coman, Chair of the Safeguarding Children Partnership Board Bukky Junaid - Interim Head of Service Safeguarding Adults,
Papers with report	Hillingdon Safeguarding Partnership Annual Report 2021-2022
Ward	All

HEADLINES

- The Safeguarding Annual Report summarises the work undertaken by Hillingdon Safeguarding Partnership to support and safeguard Hillingdon's residents: adults with support and care needs and vulnerable children and their families.
- The report provides assurance that the actions taken across the local partnership to prevent abuse, neglect and self-neglect have been effective in the year 2021-2022 and that we have discharged our statutory duties to ensure that we learn from serious incidents and provide strategic leadership for safeguarding.
- The joint approach to safeguarding children and adults has been reinforced by the implementation of shared Charing arrangements across the three strategic Boards. The Executive Leadership Group has been led by the Borough Commander of the Metropolitan Police Service, the Children's Partnership by the Director of Safeguarding, Partnership and Quality Assurance for the Local Authority, and the Adult's Board by the Chief Nurse of North West London CCG. This highlights our meaningful commitment to shared and equal responsibility for safeguarding adults and children.
- The Partnership has responded effectively to safeguard residents during a challenging year that began with public health restrictions still in place due to the pandemic.
- The pandemic impacted on all Hillingdon's residents' resilience and in many cases on their economic independence. This has led to an increased dependence on the services available, including the availability of skilled workforce from both the social care and health perspective meaning there have been significant challenges in maintaining the quality of care available.
- Our Partnership focused through the year on fostering a culture of empowerment, independence, and early intervention for residents of Hillingdon, encouraging children, families, adults and their carers to address difficulties before they become entrenched, and to do so in a way that promotes independence, resilience, choice and control that minimises dependency.
- The Partnership has maintained effective working arrangements and relationships that facilitate a nuanced, and dynamic response to changing local, national, and international contexts. This has included the need to support and safeguard increasing numbers of asylum-seeking children, adults, and families and those seeking refuge from conflict in Ukraine.
- The report evidences a continued focus on the importance of learning and development work for frontline professionals, with the successful implementation of a scaffolded approach to professional development. This includes the publication of briefings, newsletters, and the

Classification: Public

Children, Families and Education Select Committee – 21 September 2022

implementation of webinars to inform, support and develop practice.

RECOMMENDATIONS

That the Committee:

- 1. Notes the report and is assured that the partnership continues to provide leadership and scrutiny of the safeguarding arrangements for Hillingdon residents.**
- 2. is updated regarding the way in which the partnership has responded to the challenges posed by changing local, national and international contexts.**
- 3. is informed of the strategic priorities for safeguarding for 2022-23.**

SUPPORTING INFORMATION

1. In September 2019 the Hillingdon Safeguarding Partnership arrangements were launched in line with the statutory requirements set out in the Children and Social Work Act 2017 and Working Together to Safeguard Children 2018. The Local Authority now shares equal responsibility with our statutory partners, the NHS Hillingdon Clinical Commissioning Group and Metropolitan Police, to safeguard children and young people.
2. The Care Act 2014 placed a statutory duty on each Safeguarding Adults Board to produce an Annual Report, outlining the work undertaken to achieve its strategic objectives, the work of each member to implement the Safeguarding Adults Boards' strategy and detailing the findings of any Safeguarding Adult Reviews and subsequent required actions.
3. In promoting this joint approach, both boards are now scrutinised and held to account through the multiagency Executive Leadership Group. The group is chaired by the Local Authority's Chief Executive and attended by the senior representatives of the safeguarding partners (Police and Clinical Commissioning Group).

PERFORMANCE DATA

The Safeguarding Adults Board monitors several KPIs provided by the participating agencies. Some examples of the items monitored and analysed are: number of contacts received by Social Care, Section 42 enquiries and their outcomes, source of contact, MERLINS received from Police and the types of abuse referred, advocacy activity, etc. this data set provides the board on regular basis with a picture of safeguarding activity in the borough and highlights any trends and areas of focus.

RESIDENT BENEFIT

Hillingdon adults with care and support needs, vulnerable children and their families and carers remain safe and the safeguarding partnership continues to respond effectively and efficiently to the needs of residents.

FINANCIAL IMPLICATIONS

None at this stage.

LEGAL IMPLICATIONS

None at this stage.

BACKGROUND PAPERS

The Care and Support Statutory Guidance, Department of Health and Social Care, October 2018 <https://www.gov.uk/government/publications/care-act-statutory-guidance/care-and-support-statutory-guidance>

The Care Act 2014 - <http://www.legislation.gov.uk/ukpga/2014/23/section/43/enacted>

Working together to safeguard children, Department of Education, 2018
<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

The Children and Social Work Act 2017
<https://www.legislation.gov.uk/ukpga/2017/16/contents/enacted>

APPENDICES

Hillingdon Safeguarding Partnership Annual Report 2021-2022

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Hillingdon Safeguarding Partnership Annual Report 2021-2022



**Hillingdon Safeguarding
Partnership**



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1 Impact Statement

Hillingdon Safeguarding Partnership has continued to drive innovative, responsive and considered safeguarding practice for children, adults, their families and carers. The network of subgroups and ongoing commitment and engagement of partner agencies enables the Safeguarding Children Partnership Board and Safeguarding Adults Board to raise awareness of abuse and neglect, to promote good practice and to ensure that we meet our statutory duties to learn from serious incidents. The complexity of safeguarding necessitates that all agencies work together effectively, including coordinating approaches and interventions and, where required, constructive challenge.

This year has seen significant changes internationally, nationally and locally. At the start of the year the country remained under public health restrictions due to the COVID pandemic. As restrictions eased, we have seen an increase in safeguarding activity as 'hidden harms' came to light. This resulted in an increase in demand on the statutory safeguarding services and on all agencies. The pandemic had impacted on all Hillingdon's residents' resilience and in many cases on their economic independence. This has led to an increased dependence on the services available, including the availability of skilled workforce from both the social care and health perspective meaning there have been significant challenges in maintaining the quality of care available. Our Partnership focused through the year on fostering a culture of empowerment, independence, and early intervention for residents of Hillingdon, encouraging children, families, adults and their carers to address difficulties before they become entrenched, and to do so in a way that promotes independence, resilience, choice and control that minimises dependency. This continued and built on the work completed by Public Health looking at areas of health engagement in the borough but also focussed on models for strengthening resilience of families, for instance through the implementation of multiagency initiatives like Stronger Families and locality teams.

The Safeguarding partnership cannot and should not work in isolation and the same principle as described above informs the work we undertake with other strategic Boards, ensuring coherence of services offered and a joined-up approach to preventative work and supporting residents towards self-sufficiency and independence. Key members of the Safeguarding Partnership Boards attend the Health and Wellbeing Board, the Domestic Abuse Steering

Executive, the Youth Justice Partnership Board, Safer Hillingdon Partnership, and the Mental Health Transformation Board and are key to coordinating priorities. The network of subgroups reporting into the Safeguarding boards is structured according to the need of the subject, for example our work around contextual safeguarding looks very different to the work around self-neglect. However, all subgroups share the same underpinning framework of identification, prevention, and response. This joint approach ensures that we are consistently focussed across the partnership on learning from evidence, intervening early and reducing the risk and escalation of harm.

Where there have been serious incidents these have been systematically reviewed and areas of learning identified. Learning was distributed in the partnership via briefings, webinars, and publication on website. Partners have provided assurance about the dissemination of this learning within their respective organisations and feedback from frontline practitioners highlights the usefulness of learning to practice. Where required, we have also introduced new policies and updated procedures to support better working together. For example, the Escalation: Resolving Professional Differences Policy provides a framework for the timely resolution of differences between agencies and enables focus on safeguarding children and adults.

Our awareness raising activities are reaching a wider audience of professionals and the community. We have led focused awareness campaigns for Safeguarding Adults Week, and around Child Exploitation. The Partnership Newsletter provides a regular summary of key information, new initiatives and learning and promotes continuous professional development. We have developed a Communication and Engagement Strategy that sets out how we ensure that the views of those with lived experience are central to strategic safeguarding and added new community sections to our websites that celebrate the diverse population of Hillingdon.

'Social services have helped me along the journey, and I cannot stress this enough how important it is to have people who you can rely on and trust with the up and downs that life gives you.'

'The support is good, I appreciate everything you have done for me it's a lot, always pushing me and on the ball, you are harder on me to get things done and keep me on my feet and I like that.'

'I could not thank you enough for all you have done for me and keep doing, so 'tea' is absolutely nothing compared to your support and what you have done for me for years and continue doing for me. I wish there was more I could do to thank you.'

'Feedback through advocacy: She reports that she is happy and feels safe and wants to continue living in her current placement.'

'Being in care has had a really positive impact and helped me reached my goals. It wasn't always easy to try and cope with the massive change. Like everyone I was trying to figure out my life however being considered as a vulnerable young person it can make it more difficult to try to fit in. I wasn't always this confident to be able to talk in front of many bright students, but as we tell kids or teenagers it all passes and you grow into those insecurities and you will laugh at them later.'

2 Hillingdon Safeguarding Partnership: Safeguarding Arrangements

This report provides an overview of the activity of Hillingdon's Safeguarding Children Partnership and Safeguarding Adults Board. The report seeks to provide assurance around the effectiveness of our local safeguarding arrangements, and to evidence the impact of these arrangements in ensuring the safety of Hillingdon residents irrespective of age.

The vision of the Safeguarding Children Partnership is for every child and young person to be and feel safe, enjoy good physical, emotional and mental health, have pride in their unique identities, feel that they belong and have opportunities to thrive. The three statutory partners work alongside other relevant agencies in achieving this goal.

The Safeguarding Adult arrangements set out how the Safeguarding Adult Board will discharge the council's duty to work collaboratively to optimise the safety, wellbeing, and quality of life of adults with care and support needs, their carers and families. In order to achieve this the Board must raise awareness, minimise the risk of abuse, neglect or self-neglect occurring, and ensure our response is timely, proportionate, effective, and underpinned by the key principles of safeguarding adults when it does occur. The Safeguarding Adult Board's vision is for Hillingdon citizens, irrespective of age, race, gender, culture, religion, disability or sexual orientation to be able to live with their rights protected, in safety, free from abuse and the fear of abuse.

To ensure the success of the shared arrangements we have a joint Executive Leadership Group (ELG) that provides governance, leadership, oversight and challenge to both Boards. The ELG consists of the Local Authority's Chief Executive, the Chief Nurse of Hillingdon NHS Clinical Commissioning Group and the Metropolitan Police Service Borough Commander. This group has joint and equal responsibility for safeguarding in Hillingdon. Each partner is subject to internal scrutiny in accordance with their internal governance structures. In addition to this, the ELG has commissioned independent scrutiny of the Hillingdon Safeguarding Partnership arrangements for both children and adults to provide independent critical challenge and appraisal that will support future developments.

The main engine of the safeguarding arrangements for children is the Safeguarding Children Partnership Board and, for adults, the Safeguarding Adults Board. The Boards have oversight of safeguarding practice and performance, resolving issues as they arise. Where this is not possible, the issue will be escalated to the relevant organisation(s) via the Implementation Unit and if the individual organisation(s) still cannot resolve the matter, it is escalated to the Executive Leadership Group to resolve.

To reflect the vision of joint and equal responsibility the Boards are chaired on a yearly rotating basis by a representative of the three statutory partners. In the third year of the arrangements the Executive Leadership Group has been chaired by a representative of the Metropolitan Police Service, the Children's Partnership Board by a representative of the Local Authority, and Safeguarding Adults Board by the Clinical Commissioning Group. The Boards steer learning and development for the safeguarding environment across the London Borough of Hillingdon, and are informed by subgroups, as well as task and finish groups, as required.

The Safeguarding Partnership Implementation Unit provides support and drive to both the Adult and Children's Partnerships. The unit consists of a Quality and Implementation Manager, a Project Support Officer and three Advanced Social Work Practitioners. A key focus of the team is to facilitate, develop and reinforce links between the Safeguarding Children Partnership and The Safeguarding Adults Board. The team also seeks to develop links and coordinate activity and delivery with the other strategic boards across the council and in the Pan-London Safeguarding context.

3 Progress against Safeguarding Priorities

Over the year 2021-2022 Hillingdon Safeguarding Partnership has focussed work on the key priority areas agreed by the Safeguarding Children Partnership Board and Safeguarding Adult Board. In consequence of the continued challenge posed by the pandemic, and significant global events, there has continued to be a need for flexible and responsive service change to meet the demands placed on key partners.

Throughout the pandemic agencies have been alert to the impact of isolation on children, families, adults, and their carers. Awareness raising activity has been undertaken in recognition of the increased risk of abuse and neglect on children, and the impact of isolation on mental health and domestic abuse. Parallel working with other strategic groups including the Community Safety Partnership and Health and Wellbeing Board has further supported the effective coordination of safeguarding across a wide range of services and need.

To reflect our ethos of shared and equal responsibility for safeguarding the children's subgroups are chaired by a diverse range of partner agencies, with support provided by the implementation unit. This approach carries the additional benefit of ensuring that each subgroup is chaired by a strategic safeguarding lead with the most applicable professional expertise. Subgroups are well attended across all aspects of partnership work, statutory partners are represented in all, with relevant agencies attending according to the focus of the subgroup. It is recognised that there is an opportunity for more diverse chairing arrangements for the subgroups focussed on safeguarding adults.

Safeguarding Children Partnership Priorities:

- Contextual Safeguarding
- Child Sexual Abuse
- Stronger Families

Safeguarding Adults Board Priorities:

- Mental Health and Safeguarding
- Making Safeguarding Personal
- Self-Neglect

Shared Priorities

- Domestic Abuse
- Joint Strategic Safeguarding and Trafficking
- Practice Development

In the last year the following subgroups have concluded workstreams:

- Safeguarding Children with Complex Needs and Disabilities
- Child Neglect
- Financial and Material Abuse

3.1 Safeguarding Children Partnership Priorities

In the last year two child focussed subgroups have concluded with all identified goals achieved. The Safeguarding Children with Complex needs and Disabilities Subgroup undertook a comprehensive multiagency audit of practice, with contributions from all key agencies. The audit considered four areas of practice: the voice of the child, multiagency working, safeguarding practice, overall support and protection. The audit evidenced good practice in understanding the lived experience of children, and in the effectiveness of safeguarding, with no previously unidentified safeguarding concerns found. The learning from the audit was incorporated into multiagency practice guidance.

The Neglect Subgroup concluded all areas of the agreed plan, undertaking an audit to benchmark existing practice, and coordinating the development and delivery of resources and training to develop safeguarding work in this area. Graded Care Profile training was delivered to over 100 participants across the partnership. A successful application to be part of the NSPCC pilot of GCP2 Antenatal training was made but did not progress due to the need to prioritise frontline services considering the pandemic. The final product of the subgroup was the development of the Safeguarding Partnership Neglect Strategy 2021-24, this sets out the strategic plan to support and protect children and their families through the early recognition of and response to indicators of neglect.

The Strategic High-Risk Panel is co-chaired by the Metropolitan Police and Children's Social Care. It is mandated to develop a collaborative strategic response to children at risk of contextual risk factors outside of the family home. The overarching objectives are to prevent, intervene and disrupt child exploitation. The panel collates and scrutinises information from a variety of sources and partners to identify trends and themes. This facilitates multiagency solution-focussed discussions to determine the best way to strategically address the identified needs and priorities. The Panel have produced a Serious Youth Violence briefing in response to improving safeguarding practice and responding to victims of exploitation. The contextual safeguarding approach was successfully launched through delivering workshops to raise awareness. This included a webinar for statutory, community and third sector organisations which focussed on the Local Authorities early response to contextual safeguarding. A multi-agency review regarding the early identification of children at risk of extra-familiar harm is currently underway. The Panel is also assisting partners in education and health services with the final refinement of a toolkit to support schools to identify indicators of unmet health needs, access support for children, and reduce the risk of permanent exclusion.

In August 2021 the Local Authority launched the Stronger Families approach to early help services in Hillingdon. This is a locality-based approach with three hubs, each developing networks to support children and families in the local community. The Stronger Families subgroup led on the provision of webinars to inform practitioners of the changes, and the introduction of the Stronger Families Portal as the route to access support and protection services for children in Hillingdon. Targeted webinars were provided to GPs and Schools. The Subgroup has continued to provide scrutiny and strategic vision for the approach, enabling direct feedback from partners to identify and address any implementation issues, and to share information and updates about the progression of services. The subgroup is undertaking a multiagency review of the service highlighting strengths and opportunities for further development. As with any significant system change there were some teething difficulties in the early stages, however partners report that the referral system is now embedded.

The Children Sexual Abuse subgroup formed in December 2021. The remit is to raise awareness of child sexual abuse in the community and across the partnership, develop

strategies to improve practitioner capacity to identify sexual abuse through increased knowledge and confidence; and improve the partnership response where a child sexual abuse concern is identified. The subgroup is chaired by a Head Teacher from a local school and includes consideration of all forms of child sexual abuse including in the family environment, peer on peer, and online. The subgroup considers issues of equality and diversity, including the additional risks and vulnerabilities faced by children with disabilities. The subgroup is informed through the application of learning and recommendations within relevant reviews, inspection reports and knowledge of best practice and local serviced needs. The subgroup is currently working with The Centre of Expertise on Child Sexual Abuse to develop and pilot a safety planning resource that can be used in schools, residential settings and community centres to guide safeguarding practice and decision making when an incident of harmful sexual behaviour occurs involving peers. The response to the child sexual abuse training and briefing has supported practitioners across the partnership to respond effectively to CSA and understand the local services available for children and families.

3.2 Safeguarding Adults Priorities

The Making Safeguarding Personal (MSP) subgroup has completed a qualitative audit of the lived experience of adults at risk and identified a range of good practice and positive outcomes for some adults. In addition, the audit identified opportunities for development of local practice around partnership working, use of statutory advocacy, and relationship building with adults at risk. An executive summary has been shared via the partnership newsletter and webinar is being delivered to disseminate the audit findings and promote an understanding of how to apply MSP in practice. Partners are also working on improving take up of statutory advocacy. Resources to support practitioners in identifying and responding appropriately to criminal allegations are being developed in order to achieve more positive outcomes for adults at risk. To support the meaningful involvement of adults at risk in safeguarding enquiries the group has also produced guidance to support best practice in working with interpreters.

Mental Health and Safeguarding – The subgroup has been meeting quarterly with wide representation across the local network to address a range of issues that have arisen from

relevant local serious cases. The group has identified a range of structural issues affecting adults with mental health problems and has escalated these issues to the Mental Health Transformation Board. The group has worked to ensure learning from local serious cases is woven into reviews of local policies and standard operating procedures of relevant services locally. There is a resource guide in development to support practitioners identify appropriate pathways, within the new Community Mental Health Framework, to identify and address safeguarding concerns. A webinar was commissioned to address the particular complexities around safeguarding adults with mental health needs. This was well attended and is available in recorded format for others to watch.

The Financial and Material Abuse subgroup concluded in December 2021. The subgroup developed and worked through a comprehensive plan to raise awareness of issues, prevent financial or material abuse from taking place where possible, develop a framework for individuals to seek support, and to ensure that services respond appropriately where abuse is taking place. Resources have been developed and shared within the subgroup and together with information about local pathways added to the SAB website.

Self-Neglect – this is a reoccurring theme in Safeguarding Adult Reviews and has been made a priority of the Hillingdon SAB. The Self-Neglect subgroup is mandated to raise awareness of self-neglect in the community and across the partnership, develop strategies to improve practitioner capacity to identify self-neglect through increased knowledge and confidence; and improve the partnership response where a concern is identified. This is being progressed through a detailed action plan.

3.3 Shared Priorities

The Domestic Abuse Subgroup reports to the Domestic Abuse Steering Executive in addition to the Safeguarding Adults Board and Safeguarding Children Partnership. The development of a shared subgroup has enabled consistency of vision and action across all three strategic Boards. The purpose of the subgroup is to ensure the effective integration of services and support provided to children, and to adults with care and support needs. To this end the membership crosses all strands of the partnership work. In the last year the subgroup has sought assurance from all partners around the provision of training and services in relation to domestic abuse. Good practice has been shared, particularly by the Central and North West

London NHS Foundation Trust within their comprehensive and active network of Domestic Abuse Champions. The subgroup identified the need for the White Ribbon Event to include awareness raising around older adults and domestic abuse, this was well received. Specific briefings have been provided to Local Authority staff to support good practice in completing the Domestic Abuse Stalking and Harassment (DASH) tool. The subgroup has concluded an assurance process to ensure that the learning from the Domestic Homicide Review 'O' has been shared and addressed within agencies. One area where there has been limited progress is in the development of a shared dataset, the collation of compatible data that does not duplicate is proving to be a challenge.

The Joint Strategic Safeguarding and Trafficking subgroup is chaired by Border Force. The subgroup works to improve practice around the prevention, identification, and response to trafficking and safeguarding issues concerning children and adults at Heathrow Airport. Due to operational pressures within the airport this subgroup has not met regularly in the last financial year. In consequence a review of the remit and purpose of the subgroup has been held with the Chairs of the SAB and Children's Partnership and a plan made to reinvigorate this work in the coming year.

4 Learning from Practice

Learning and embedding change into practice is one of the key principles of the two partnerships. We acknowledge that learning can be gained from recognising good practice but also from those circumstances where we, as a partnership, could have responded differently to a child or adult's circumstances. Systemic learning and practice improvement is not only based on local experience but includes that which stems from regional and national research, policy and practice. This approach seeks to ensure that safeguarding practice in Hillingdon is research informed and evidence based and that our residents receive services that are of a high standard delivered by a partnership that strives to continuously improve.

A fundamental duty of both the Safeguarding Children Partnership and Safeguarding Adults Board is to review those cases that may meet the criteria for a statutory review of practice. This review process is undertaken in line with the statutory guidance set out in Working Together to Safeguard Children 2018, and the Care and Support Statutory Guidance 2014.

In the last year the Partnership has developed separate adult and child specific Learning from Practice Framework, in addition to developing tools that have refined the decision-making process for Safeguarding Adults Reviews.

4.1 Serious Cases: Children

A notification to the Child Safeguarding Practice Review Panel (the National Panel) is made when a child has suffered serious harm, and that abuse or neglect is known or suspected. For each serious incident notification, a multiagency Rapid Review is convened to bring together and consider information known about the child by all agencies involved and to identify any areas of learning. The Rapid Review is held within 15 working days of the notification, with a report detailing the circumstances of the child, the actions of involved agencies, any learning identified and a decision around Local or National Child Safeguarding Practice Review. The full information about the case, the notes of the meeting and the Rapid Review decisions are shared with the National Panel which has the function to review and scrutinise and ratify the decisions made by the Rapid Review.

In 2021-22 five Rapid Reviews were convened, these considered the circumstances of six children that had suffered serious harm. Of the five rapid reviews two were in relation to serious youth violence, one due to non-recent physical abuse, one in relation to harmful practices, and one in relation to a concealed pregnancy. Of these five reviews one met the criteria for a Local Child Safeguarding Practice Review. This is being commissioned and will report in the next fiscal year.

4.2 Serious Cases: Adults

The Hillingdon Serious Case Panel is chaired by a Metropolitan Police Detective Superintendent with responsibility for safeguarding. It has a core membership of senior representatives from key agencies, with others mandated to attend according to the specific requirement of the case. The purpose of the Panel is to review those serious cases that may meet the criteria for a Safeguarding Adult Review (SAR) as specified in the Care Act 2014.

The Serious Case Panel has considered eleven cases during 2021-22. Following consideration, a Thematic Safeguarding Adults Review was commissioned to explore practice in relation to Self-Neglect. This Review focussed upon the wider applicability of learning from the care and

support provided to two adults, both of whom had complex mental health conditions and where self-neglect contributed to their tragic deaths. The Safeguarding Adults Board also contributed to a SAR undertaken by Richmond Safeguarding Partnership. The learning from both Reviews will be disseminated to practitioners in a Safeguarding Learning Event.

4.3 Practice Development Forum

The focus of the Practice Development Forum (PDF) is to ensure that learning from any statutory or non-statutory review, local or national, is disseminated across the safeguarding partnerships as required. The Practice Development Forum also considers learning from audits and other statutory reviews. The group has a core membership across both partnerships, in recognition that learning from serious cases usually has applicability across both sectors. There are two affiliated Task & Finish groups, one for child focussed cases, and one for adults. These groups complete learning reviews, and ensure the implementation of recommendations, and progression of actions arising from Rapid Reviews and the Serious Case Panel.

During the last year the PDF has coordinated audits to understand multiagency adult safeguarding practice and the effectiveness of safeguarding arrangements for adults and children within the Channel Panel. Findings have included the need to raise awareness of the Making Safeguarding Personal agenda within agencies that are less traditionally associated with safeguarding, and to ensure that raising awareness of Prevent and risks associated with radicalisation remains a priority.

This year has also seen the development and launch of the Safeguarding Partnership Communication and Engagement Strategy. This strategy sets out how we engage with the wider community, and with children, adults, their carers and families. A new section has been added to the websites to celebrate the diversity of the Hillingdon community and highlight issues of equality and anti-discrimination. In conjunction with Healthwatch Hillingdon now has a representative on the Pan London Safeguarding Voices project, this is a broad focussed consultation and engagement group for adults with lived experience of safeguarding. Links with the existing consultation groups within the Local Authority have been strengthened; our children and young people have rewritten the relevant sections on our website, and adults with learning disabilities and autism have assisted with quality assuring easy read guidance.

For 2022-23 we have developed a Safeguarding Awareness Campaigns Calendar, this has been widely circulated and provides links to relevant resources and materials. In the last year we participated in Safeguarding Adults Week, raising awareness of a range of issues that affect adults with care and support needs, including domestic abuse. A coordinated campaign was delivered in March 2022, as part of Child Exploitation Awareness Day, with evidence of direct impact on safeguarding.

The Partnership Newsletter provides professionals with an accessible and practical overview of key practice developments, resources and learning from practice. Focussed sessions about the role of the Safeguarding Partnership and learning from serious cases have been delivered to children's social care, adult's social care, GPs, Designated Safeguarding Leads, and the voluntary sector.

A further function of the PDF is to develop and coordinate new policies and strategies as required. In 2021 the Escalation: Resolving Professional Differences policy was agreed. The purpose of the policy is to facilitate the appropriate escalation and resolution of safeguarding concerns. This policy has been used on several occasions since launch and there is demonstrable evidence of a positive impact on practice. Also launched this year was the Adult Local Authority Designated Officer policy, this provides a framework for responding to concerns about people in positions of trust, thereby promoting safe care for adults.

Learning from Practice Frameworks have been implemented to promote the continuous improvement of safeguarding practice in both adult and child services. The Task and Finish Groups have a broad remit that includes undertaking non-statutory learning reviews, progressing actions and identifying any thematic barriers to good practice. In the last year six learning reviews have been completed, these provide an opportunity to proactively analyse and reflect on practice. Safeguarding is complex work, and Hillingdon shares the same challenges to good practice that are often reported in reviews of practice. Challenges have included safeguarding children and adults who move between areas; information sharing and information seeking; capturing the lived experience of the adult or child; and dynamic risk assessments.

5 Safeguarding Training Programme

The purpose of the Safeguarding Partnership training programme is to ensure that practitioners have the most relevant and up to date opportunities for ongoing professional development. Over the last year we have broadened the range and reach of safeguarding training, generating interest and attracting delegates from local universities, and the military safeguarding services.

Generic:

- Initial Working Together to Safeguard Children (and Refresher)
- Adult Safeguarding
- Core Groups and Child Protection Plans
- Trauma Informed Practice

Lived Experience:

- True Honour: Female Genital Mutilation
- True Honour: Modern Slavery
- True Honour: Forced Marriage
- Walking in Our Shoes Training

Priority Areas:

- Domestic Abuse: Awareness and Impact on Children and Young People
- Domestic Abuse: Intimate Partner Violence
- Child Sexual Exploitation: Boys and Young Men
- Traffic Light Tool: Harmful Sexual Behaviour
- Preparing for Mandatory Relationship and Sex Education
- Sex Pressures and social media
- Recognising and Working with Child Neglect
- Graded Care Profile
- Responding to Child Sexual Abuse concerns
- Self-Neglect and Hoarding
- Safeguarding Disabled Children

In response to feedback around improved accessibility training has continued to be delivered remotely for most sessions. Training delivered by young people is completed face-to-face. In the last year 1191 professionals attended formal training. It is acknowledged that online training is not the preference for all delegates, however it does meet the needs of the majority in terms of ease of access.

The effectiveness and content of training has continued to be subject to ongoing analysis and review. In analysis of training attendance was completed, with changes made to the frequency of courses that were not well used. This allowed for the diversification of the training offer to meet identified gaps. In the last year the Safeguarding Partnership has commissioned additional training to address learning from serious cases, and from audits. Three new courses were commissioned: Self-Neglect and Hoarding, Responding to Child Sexual Abuse and Safeguarding Disabled Children.

In recognition of the pressures faced by frontline practitioners the Safeguarding Partnership has also implemented a programme of webinars. These are short, focussed briefings, lasting around 90 minutes and focus on a specific area of practice. The webinar approach was trialled in 2021 and has been extended into the next financial year.

Training Impact:

- 100% of delegates rated their understanding of the topic after training as very good to excellent
- 99.7% rated the quality of the training as very good to excellent
- 99.6% of delegates agreed or strongly agreed that they could apply learning from the training to their practice area
- 99.6% of delegates reported that their confidence in the subject area was improved

Sample of Qualitative Feedback – How do you think the training will help in your role?

Health Visitor: *'Helping to guide my observations when looking for signs of neglect'*

Head Teacher: *'Will give me confidence to lead in this area and to be able to signpost others. It will help me provide my students with a safer environment and spotting signs earlier'*

Social Worker: *'In my role I am likely to come across children who have been sexually abused. The training will help me be more confident to follow up on signs and to respond appropriately to any disclosure if this should happen.'*

Nursery Manager: *'I will be more confident in being able to spot signs of abuse or neglect. I know the correct way to record notes and how to ensure I don't ask leading questions, and the process of what to do if a disclosure is made.'*

Social Worker: *'We deal with a lot of clients that self-neglect and of course hoarding as well so it has given me more information and pathways to use to support our clients in the community'*

School Nurse: *'I understand and feel equipped to be able to support children and young people I see if any safeguarding concerns'*

Community Nurse: *'It helps me to remember my important role in (adult) safeguarding'*

6 London Borough of Hillingdon – Children's Services

Contextual Safeguarding

In Hillingdon we are committed to promoting an approach that considers and tackles a range of environments and people that children encounter outside of the family home, environments in which they may experience risk, abuse and exploitation. We aim to work in partnership with families, professionals and communities to create a safer environment for our children within these external contexts.

We work towards this ambition during the year in both statutory services (Adolescents Team, Youth Justice, etc) and in the preventative ones. One of our colleagues in the Youth Justice service was supported to become a local Contextual Safeguarding Champion as part of the Contextual Safeguarding Network and join a network of champions across the country to support and develop the application of this approach in practice. In addition to this, the role provides access to research.

Hillingdon Youth Justice Service was inspected by Her Majesty's Inspectorate of Probation (HMIP) in September 2021. The inspection rated the delivery of partnerships and services as outstanding and noted the innovative, relational based interventions delivered. The overall

rating was requires improvement. The Youth Justice Service and Management Board continue to work with partners at a local and national level including the Youth Justice Board to support the development and delivery of high-quality services to children in Hillingdon. The final inspection was considered at the Hillingdon Youth Justice Strategic Partnership Board and informed the Youth Justice Board annual plan for 22/23.

The number of new Child Protection (CP) plans in the service increased in the second quarter of the year after the Covid restrictions have been lifted. At the end of the year there were 290 active CP plans compared to 270 the year before. The work we are doing with adolescents through the Adolescents Team, and wider in the service, continues to have a positive impact and in recognising the impact on safeguarding by factors that are external to the family home, very few of our adolescents are subject to CP plans as this is often not the most effective way to safeguard against contextual risk factors.

Operational and Strategic High-Risk panels have the function of disrupting and preventing all forms of child exploitation and harm through coordinating information sharing and multi-agency intervention, understand locations of concern, the context, identify persons of concern as well as develop plans across the Partnership to address these issues (Bigger Picture approach). The two panels have replaced MACE in Hillingdon since 2018, and they continued to provide a comprehensive multiagency approach and mechanism to tackling issues of extra-familial harm/abuse (county lines, child criminal exploitation, child sexual exploitation, serious youth violence and trafficking).

The process of conducting the RHI (Return Home Interview) has been in place since April 2020 and no longer relies on an externally commissioned organisation to undertake the interviews with the young person able to choose to have the interview with their allocated worker or an independent person. It is testimony to the impact of our relationship-based practice that most of the children who accept their RHI are choosing to have them with their allocated worker. All feedback from the RHI is considered in supervision between social worker and manager, feeds into LAC reviews and is analysed via Axis to improve individual and overall service delivery for vulnerable young people.

The Axis service is now an established service with Hillingdon both in the council and with safeguarding partners. The service continues to develop a live database and to map data that

informs local partnership activities focussed on prevention, intervention, and disruption in areas of CSE, SYV, PWIT, Missing and exploitation.

In promoting an early intervention approach to contextual safeguarding, Hillingdon has outlined implementing awareness raising and training activities through three distinct phases:

1. The 4 domains of the contextual safeguarding strategy (target the contexts of abuse)
2. Values underpinning the approach
3. Build on activities to create and sustain safe spaces

The focus of the activity to date has been centred on the first distinct phase of the approach which is to raise awareness of Contextual Safeguarding - target the contexts. There have been 4 information workshops with delivery completed to two DSL Cluster Groups, Community Hate Crime Upstanders (HCU's) and Stronger Families Hub (MASH and Early Help). The purpose of the information workshops has been to raise awareness of Contextual Safeguarding and to support the understanding of community safeguarding. Post workshop evaluation has supported the need for increased awareness raising across all disciplines, particularly in terms of the signs and indicators of Contextual Safeguarding.

Alongside the above, a community awareness raising exercise across key geographical areas was undertaken in Hayes and West Drayton. The community awareness raising exercise included contact with local mosques, local businesses; coffee shops, restaurants, newsagents, phone shops, Hayes and Harlington train station and the YMCA, to name a few. This engagement was supported by a learning video, posters and discussion. Initial feedback and evaluation were positive and has already led to an increase in contact and communication with the Anti-Social Behaviour Team further to reports from these businesses. Similar sessions are planned for the next year alongside reviewing and finalising Hillingdon's Contextual Safeguarding Strategy.

Stronger Families

During the year, in Children's Services we implemented Stronger Families, our Early Help offer in Hillingdon. The new Stronger Families Service ensures we focus our resources on keeping families together – via the Stronger Families Hub, the 24 hour Triage, the locality based key

working teams plus our holistic and integrated partnership working across all services working with children and families

There is now one pathway to access help for any child or young person with an additional need and that is through the Stronger Families Hub and portal, via the completion of an Early Help Assessment which also serves as the referral form. The Portal ensures partners are enabled to co-produce family friendly early help assessments alongside parents and carers whilst serving the dual purpose of identifying children with additional needs requiring targeted support and facilitating a referral for statutory support and protection services for children with complex needs and children who may be at risk.

The 24-hour triage team ensures that the referral goes to the 'right person at the right time to lead the right intervention for the child or young person and their family'. The latest data shows that in the first 10 months the Hub has received over 19,000 contacts with more than 8,500 of them being submitted via the new online referral portal. The Hub initiated intervention and support for over 1400 families through Stronger Families.

Early intervention and diversion activities with children through AXIS and the Mobile and Detached Youth Work Team have prevented young people escalating to more serious, violent offences. The project continues to grow and provide robust analysis of information that enables the swift identification of young people at risk of Child Criminal Exploitation (CCE). This led to number of first-time entrants into the Youth Justice to be 114 which is substantially lower than both the London (203) and National (156) figures. There have been no custodial sentences in the last half of the year and the total number in the year has halved compared to 2020/21. The continued reduction in the use of custody is positive, representing robust sentencing alternatives combined with high quality reports which identify the diverse needs of children.

The Stronger Families Partnership Group exists as a subgroup of the broader Safeguarding Partnership Board. The Head of Service for Early Help, Prevention and Permanence co-chairs the bimonthly meeting with the Assistant Director for Safeguarding, North West London (NWL) Clinical Commissioning Group (CCG) who is also the Designated Nurse, Safeguarding Children and Looked After Children/Care Leavers. The group includes a comprehensive

multiagency representation and serves as a mechanism to hear any operational issues as well as drive the Stronger Families Strategy and action plan.

Neglect

We recognise at Children's Services level and at Safeguarding Partnership level the impact of the neglect in the life of our children, and we know that Neglect continues to be the main Abuse Category in our Child Protection Plans. In order to support practitioners in identifying and addressing neglect, we have invested in a new round of training in NSPCC's Graded Care Profile 2. In recognising the impact and the prevalence of Neglect we trained additional colleagues during this financial year to increase the use of the tool and to support new colleagues joining the service.

We signed up to the new Neglect Strategy developed through the Safeguarding Partnership and the implementation and impact will be reviewed at in the second half of the next year through a targeted audit exercise.

Safeguarding Children with Complex Needs and Disabilities

Children with disabilities (CWD) receive services from a dedicated team within Children's Social Care. This is a specialist long term service, supporting children with most severe and complex needs; although majority of the children are supported under a Child In Need plan, social workers in the team also carry out all other statutory children social work tasks and interventions under Child Protection, Public Law Outline, Care Proceedings and Looked After Children's procedures thus ensuring that the children who required the specialised support of the team continue to receive them from professionals they know and trust.

Children's transition to Adult Social Care is managed through a Transition Panel, chaired by Head of Service for Court, CWD and Specialist Assessment.

Our Personal Budgets Policy has been finalised and forms part of our Local Offer for Children with Disabilities. It provides self-directed support that is aimed at giving families more choice, flexibility and independence. We are also working on establishing a centrally coordinated pool of Direct Payment carers that can be accessible to families alongside a new online system that will serve as a single point of information for service provision to children with disabilities and additional needs.

Domestic Abuse and Safeguarding

Project Encompass has continued and despite the pandemic there has been an increase in the number of schools who signed up from 53 the previous year to more than 90. DA Training for schools has also continued online during the pandemic and the feedback continues to remain very positive and it is now being provided face to face again to ensure the schools recognise signs of DA and know how to respond and where to ask for more information.

IDVA service remains a high performing service that addresses all referrals received within 24 hours. In recognition of the impact of the Covid pandemic, especially on the complexity of needs presented, an extra IDVA was recruited to response to the demand. We are progressing with the plans to consolidate the response to Domestic Abuse and looking at combining the IDVA provision with the Domestic Abuse floating support which will provide a more flexible and comprehensive response to victims of abuse.

Joint Strategic Safeguarding and Trafficking

Hillingdon continued to be dedicated to meeting the needs of those seeking asylum in the borough. During the pandemic period we advocated for children traveling into the UK via Heathrow who were required to isolate in quarantine hotels. Hillingdon were one of the first Local Authorities to advocate for the needs of our children and to be clear that children should not isolate in hotels on their own. This led to a national change in practice and policy. Later in the year we were at the forefront of the collaborative response to the Afghan Relocations and Assistance Policy to help ensure the safe passage of over 5500 evacuees including families and unaccompanied children as part of the Operation Warm Welcome.

We have supported, and we continue to support, a large number of asylum-seeking families and children who reside in local contingency hotels. The Home Office use of local hotels to house people seeking asylum has led to many guests in Hillingdon hotels. This, in turn, led to a significant increase in the number of unaccompanied asylum-seeking children (from 23% of the LAC population to 34% of lac population when the national average is 6%).

This year has seen Heathrow airport reopening and the number of young people arriving through the airport has increased compared with the pandemic years. We retained effective and well-established working relationship with colleagues in UK Border Force to tackle and

address issues of trafficking and exploitation and to ensure that children arriving in the country receive prompt and proportionate support.

We work in partnership with other first responders as part of Operation Limelight this is a joint operation with Police and UK Border Force that has the clear aim of raising awareness of Female Genital Mutilation. We also lead a pan London project to increase awareness of FGM and to enable all professionals to recognise the signs and impact and to respond in an appropriate way to cases of FGM and those instances where FGM is a risk.

Child Sexual Abuse

In recognition of the harm caused to children and young people through all forms of child sexual abuse we have committed to work proactively with partners in the related subgroup. Over the next year we will provide training for professionals in the AIM3 assessment tool, this is a specialist assessment that enables the development of evidence based and research informed safety and intervention plans.

7 London Borough of Hillingdon Adult's Services

There has been a significant increase in the number of Safeguarding Adult referrals, including Police Merlin reports sent to Adult Social Care. From April 2021 to April 2022, the number of referrals sent to Adult MASH increased by 13% (1682), considering there was an increase of 48% the previous year. The total number of safeguarding referrals that progressed to a Safeguarding enquiry decreased by 25% (from 4828 (2021) to 3594 (2022)).

Despite the increase in safeguarding referrals the number of concerns that progressed to s42 has significantly dropped because of preventative work from MASH.

There has been an increase in referrals related to Domestic Abuse, Self-Neglect, Mental Health problems, Self-Harm and Suicidal Ideation. Adult MASH activity, including a daily multiagency high-risk meeting, enabled partners to focus on risks, to minimise the risk of abuse occurring and ensure our responses to concerns were timely, robust, and effective. To support the staff during the pandemic specific guidance was shared relating to Domestic Abuse and Self-Neglect.

It is recognised that there are positive and negative aspects to using video calls and going forward this is an area of practice we will retain as an option as it facilitates collaboration and enabled participants to convene quickly to share information and agree actions.

Our skilled and caring workforce continues to show dedication, flexibility, and resilience during the year to optimise the safety, wellbeing, and quality of life of our residents.

We continue to remind Staff to review safeguarding protection plans and we are creative and flexible in minimising the risk of abuse, neglect, and self-neglect to respond to this unique situation.

Domestic Abuse

Representatives of Adult Social Care are core members of each of the subgroups linked to SAB priorities. Responding to the harm caused through Domestic Abuse has continued to be a focussed areas of practice in the last year. The manager of the Independent Domestic Violence Advocacy Service attends the daily high-risk meetings within the Adult MASH, where appropriate to do so. We are core members of the Multi Agency Risk Assessment Conference (MARAC) and strive to raise awareness of the risks to victims with care and support needs, both in the complexity for practitioners in recognising the signs and indicators of Domestic Abuse and in the additional barriers faced by victims when seeking help, support and protection.

Making Safeguarding Personal (MSP)

Adult Social Care are the lead agency in relation to ensuring the outcome(s) the adult wishes to achieve are established/recorded and achieved (where possible). In 2021-22 83% of adults were asked what they wanted to achieve. When the individual's view was established, 95% of outcomes were either fully achieved or partially achieved. The updating of our Adult Social Care case recording system was delayed during the pandemic; however, this work is near completion and the key principles related to MSP are enhanced throughout. Work is being undertaken to increase referrals for statutory advocacy in safeguarding enquiries in the aftermath of the pandemic. The safeguarding enquiry audit tool was reviewed, and changes made in the audit schedule to improve quality assurance and use audit findings to improve

practice. A monthly Safeguarding Adult Manager forum has been introduced to promote reflective practice, peer to peer support and identify barriers to best practice.

Financial and Material Abuse

Establishing how an adult manages their finances and minimising the risk of financial or material abuse occurring in the first place will always be a key priority for Adult Social Care.

Adult Social Care have promoted the timely identification and recording of the details of Donees of Lasting Power of Attorney, and seeking evidence of this, to ensure clarity around financial management. This helps with both preventing and identifying financial abuse. The training delivered to staff around the Mental Capacity Act 2005 is being reviewed to support practitioner awareness of when to set aside the presumption of mental capacity. This will promote more timely intervention to support people in their financial decisions when they may need support to make decisions or may lack mental capacity to do so.

Mental Health & Safeguarding

Adult Social Care have developed the Approved Mental Health Professional (AMHP) workflow on the internal database to enable more efficient information sharing internally between AMHPs and the locality and specialist social work teams. This, in turn improves risk assessment and management in crisis situations, can prevent safeguarding concerns and facilitate more effective responses when concerns are identified. The AMHP workflow also includes prompts to consider adult safeguarding concerns and child safeguarding concerns to promote identification and timely response to abuse and neglect. An AMHP audit schedule has been developed to quality assure AMHP practice, including timely recognition and response to safeguarding concerns by AMHPs. This audit schedule involves direct feedback to improve practice. Safeguarding adults is a standing agenda item in the AMHP forum too so that learning from local cases and incidents can be disseminated.

Mental Health social work hospital discharge processes have been revised in response to learning from local serious cases.

The Adult Social Care led Multi-Agency Safeguarding Hub (MASH) processes have been revised to ensure that adults with mental health problems with the appearance of care and

support needs are more efficiently identified and offered care act assessments when they are referred in to MASH.

Self-Neglect

Adult Social Care has taken the chairing role in the Self-Neglect subgroup. Issues with implementing the Mental Capacity Act 2005 have been recognised and so training delivered to staff is under review, with a particular focus on how effectively it supports practitioners to identify when to set aside the presumption of capacity. The mechanisms for quality assuring mental capacity assessments are also subject to review at present.

The Adult Social Care led Multi Agency Safeguarding Hub has developed clear processes which support improved identification, assessment and risk mitigation of self-neglect concerns.

8 Hillingdon Clinical Commissioning Group (CCG)

Northwest London Clinical Commissioning Group (NWL CCG) formed as a single clinically led statutory NHS body on 1st April 2021, supporting the transition to an Integrated Care System in July 2022. The CCG's Designated Professionals for Safeguarding Children and Adults take on a strategic role across all healthcare settings within the NWL footprint. The team are responsible for providing expert advice and support to ensure robust safeguarding standards are integrated into all service provision.

Designated Professionals attend and contribute to all sub-groups, compliment multi-agency training, auditing, reviews and identify emerging themes or needs assessments to inform service improvement and practice.

Following the launch of a new referral system into Children's Social Care in August 2021, the Stronger Families Sub-Group, co-chaired by the Designated Nurse, offers an opportunity for all partner agencies to discuss, evaluate and review the new initiative as well as build collaborative working practices.

An audit, to seek assurance regarding safeguarding practices, was completed as part of the actions of The Safeguarding Children with Complex Needs and Disabilities sub-group. The audit provided a detailed account of multi-agency safeguarding practice for disabled children

in Hillingdon and demonstrated positive findings regarding recognition and capture of the child's voice, collaborative working practices and service provision. Multiagency training requirements were recommended and progressed.

This year the reconfigured safeguarding adults team designed and delivered a webinar series which (in total) reached an audience of several hundred primary care professionals, i.e. GPs and other practice staff. These priorities featured heavily as part of this work; the series garnered excellent feedback from those who attended. The CCG has also made additional efforts to engage with the wider primary care network in order to enhance practice's capacity to deal with Safeguarding related issues. In this regard the adult designate has arranged for the CCG and Adult MASH service to attend the Hillingdon Practice Managers Forum on a quarterly basis as part of efforts to develop a dialogue and enhance interoperability between services.

Furthermore, in collaboration with colleagues in the local authority learning disability service the CCG has co-created a pilot project designed to improve the uptake, quality and effectiveness of annual health checks for people with learning disabilities. This project has been driven by learning derived from LeDeR outcomes and has been positioned as forming part of the wider mental health transformation work.

9 Metropolitan Police Service

Public Protection manage investigations into allegations of domestic abuse and stalking, sexual abuse and child abuse. The portfolio also has a team of Police Conference Liaison Officers, who work with children who are being supported through child protection plans. The strand also manages referrals into the BCU and external referrals to partners through the Multi Agency Safeguarding Hub (MASH) and CAIT referrals desk. In addition, the Public Protection Teams have strand ownership of mental health and missing people as well as Child Sexual Exploitation (CSE) and online images of children, as well as hate crime.

In March 2022, the Metropolitan Police were part of HMICFRS Peel Assessment. WA BCU was one of four BCU's chosen to take part and each strand lead (Public Protection, Local Investigations, HQ, Emergency Response and Neighbourhoods) was interviewed. Team members were interviewed as part of focus groups. The focus of the assessment was to

assess the effectiveness, efficiency and legitimacy of the Metropolitan Police. The outcome of that assessment has not yet been published.

Throughout the year, Public Protection have several internal audits (centrally delivered and locally delivered). These focus on several different areas; missing, harmful practices, domestic abuse, child abuse, mental health, rape, stalking, harassment, CSE and cases involving indecent images of children. Findings are considered by a local panel and learning taken forward.

SAB: Making Safeguarding Personal, Financial and Material Abuse, Mental Health & Safeguarding, Self-Neglect

WA BCU continue to support the MSP principles in day-to-day activity, with the core elements included in training, supervision and continuous professional development. In almost every interaction police officers have with the public, there is a focus on engagement, inclusion, choice and control, with the individual's views sought as to what they would like the outcome to be. Whilst this cannot always be achieved, the individual is asked, their voice heard. Police have a variety of mechanisms to ensure MSP is at the forefront of our work; provision for video recorded interviews for those in the community who may be eligible to give their accounts in this way, rather than by written statement; provision of wider special measures within the court arena; use of intermediaries for vulnerable and intimidated witnesses, use of advocates, including IDVA's, ISVA's and appropriate adults. Police follow the Victim's Code of Practice, which aims to empower victims, by providing support and information they need, setting out services and information that victims are entitled to. It also sets out the level of contact they can expect from police, their entitlements and choices and gives entitlements to specialist support.

The MASH plays a key role in MSP, identifying people's views and outcomes from an early stage, achieving a clear understanding of risk and promoting a joined-up approach. Within WA, around 18,000 notifications concerning vulnerable adults are managed by the MASH.

Police training includes Mental Capacity Act and officers are encouraged to understand how to support people's understanding of their choices and whether they can understand these and weigh them up.

Referrals to MARAC also play an important role in MSP and within WA, MARAC referrals average around 1500 per year. MARAC is another mechanism to ensure the safety of vulnerable victims of abuse and importantly, their voice can be represented by an IDVA, who represents the victim's views and wishes and ensures the victim's safety remains the focus of the meeting.

Mental Health Team

WA are regarded as one of leading mental health teams in London, in terms of assessing and managing risks relating to MH vulnerability. 2021 saw the introduction of the 'Risk Management and Demand Reduction' (RMDR) protocol. This protocol allows the team to capture all risk/demand information that comes into the MH team; assess the risks and collaborate with internal and external partners to ensure there is an approved and proportionate joint response. In Hillingdon alone, over 270 individuals have entered the RMDR assessment process, 12 of which were considered at highest risk of causing harm to themselves or others.

In 2021, data held by the MH team shows that in Hillingdon there were 23 suicides, 17 near suicides and more than 320 people were detained under s136 Mental Health Act, compared to around 170 in 2019. In addition, 259 people were voluntarily taken to the Emergency Department by police for MH care. Police used the Mental Capacity Act in over 45 cases. This is reflective of the increase in assessments and demand for services associated with national lockdowns, shielding and other economic effects and impact of a 2 year Global pandemic.

HSCP: Contextual Safeguarding, Child Sexual Abuse, Stronger Families, Neglect, Safeguarding Children with Complex Needs and Disabilities

CAIT

Our CAIT team continue to be one of the busiest teams in the Met, with the fourth highest volume across London. In 2021, the team dealt with over 1600 offences, all of which would have been initially reviewed by our Referrals Team. Of this number, around 900 were then allocated to the Investigation team. About a third of all investigations concern allegations of neglect and child cruelty and around 44% concerns allegations of assault, with the remainder largely comprising of allegations of sexual abuse. This breakdown is consistent with other

BCU's across the Met. Victims of child abuse are more concentrated in older children with those aged 12-17 accounting for 42% of cases, followed by those aged 6-11, who accounted for 33% of all cases. Those children aged 0-5 year accounted for 17% of cases, and the remaining cases concerned adults who had reported non-recent abuse.

CAIT officers undertake the Specialist Child Abuse Investigation Development Programme, which is an accredited course focussing on child development in the context of abuse, understanding sexual offending behaviour, investigating child abuse, multi-agency working, attachment and development, trauma and offences. In addition to this mandated training, there continues to be an investment in CPD, with training masterclasses offered for CAIT and CAIT referrals to undertake. This features topics such as NAI.

Child Sexual Exploitation/Child Criminal Exploitation

In March 2021, the MPS jointly launched the London Child Exploitation Protocol. This followed on from the London CSE protocol but expanded the focus from just sexual exploitation to all forms of child exploitation. In doing so it opened the door for local authorities and partners to refer in concerns about children at risk of and being exploited in a range of ways. In WA, the Child Exploitation Team work alongside other policing teams, including WA's Gangs Unit and Missing Persons, as well as working closely with external partners. The team engage with partners at the Multi-Agency Sexual Exploitation (MASE) panel which provides tactical oversight of child exploitation across the borough and all key stakeholders, such as Police, Children's Social Care, Health, Education, Youth Offending Services and non-governmental organisations such as Safer London, NSPCC & Barnardo's are represented. Support for victims and families is an intrinsic part of every investigation strategy. In 2021 the team investigated 130 reports of exploitation of which Hillingdon made up about a third of those. Referral pathways for reporting child exploitation are varied and include a referral rate of about 30% from Children's Services, 41% generated from calls made to police or through police directly coming across cases of exploitation, with the remaining referrals coming from colleagues in education and online reporting or third-party reports.

Online Child Sexual Abuse and Exploitation team (OCSAE)

2021 has continued to be a busy year from our OCSAE team (Online Child Sexual Abuse and Exploitation), which saw nearly 400 crimes being referred into WA, with 105 relating to

Hillingdon. (Crimes which involve online indecent images of children). The demands placed on the investigation team are significant, both in terms of volume, but also in terms of the impact such crime types can have on their own welfare. Despite the challenges, they face, the team have secured some excellent results.

Domestic Abuse

Hillingdon, like many other London boroughs, has seen increases in recorded domestic abuse crime – a crime we know disproportionately affects women. Domestic abuse accounts for a tenth of all crime reports to the Met and WA BCU has continued to see the highest volume of both domestic abuse incidents and domestic abuse offences across the Met, with over 17,800 incidents 10,800 offences over the past year – which equates to 11.5% and 11.2% respectively of the Met’s total overall volume. Calls to domestic abuse incidents and offences accounts for 17% of total I grade and S grade calls responded to by Emergency Response Policing Team (ERPT) colleagues. In 2021 we participated in a pilot, trialling a risk-based approach to standard risk domestic abuse where a complainant did not support police action. This entailed the formation of a Domestic Abuse Assessment Team working alongside Independent Domestic Violence Advocates. The impact of this work is subject to academic review and will report during 2022.

The volume of crime coming into our Community Safety Units (CSU) has brought some real challenges in recent months and we have bolstered team strengths with colleagues from other Units to ensure our operating levels remain satisfactory. The Met has recently undertaken a complete review of Public Protection and it has been recognised that additional permanent resource is required longer term to ensure our teams remain able to deliver high standards of victim care and importantly, bring offenders to justice.

Supporting the work of our ERPT colleagues and CSU investigators, WA also has a strong risk management approach, with an experienced MARAC team and Stalking Protection Order officer.

In 2021, WA BCU secured the most Stalking Protection Orders (SPO) of any other BCU thanks to the efforts of our dedicated SPO officer. We absolutely recognise the importance of these orders in order to keep victims safe, some of whom will have been subjected to unwanted, fixated and obsessive conduct for many months.

WA BCU also participated in the 16 Days of Activism which took place from 25th November to 10th December 2021. This was a great opportunity to amplify what goes on in WA throughout the year; to arrest perpetrators and protect victims of domestic abuse. Surge activity over the 16 days saw collaboration with the Prison Intelligence Unit, Digital Operations, Met Intelligence, and Economic Crime Team to locate and arrest offenders. Within WA BCU, the Met's 'Engagement Bus' was also deployed, allowing officers to speak with women around under-reporting and raise awareness of domestic abuse in the community.

10 Agency Contributions

10.1 Central and Northwest London NHS Foundation Trust (CNWL)

CNWL provides both physical community health services and in-patient and community mental health services in Hillingdon. CNWL Safeguarding Leads attend and participate in all subgroups across the Safeguarding Partnership. Contributing to audits, strategic planning and disseminating learning/driving practice improvement as required.

Safeguarding Adults:

Whenever a Safeguarding Adults (SA) concern is raised by a patient under the care of CNWL services, it is expected that they are asked by the member of staff what they would like to happen and whether they want a SA referral to be sent to LBH. Gaining the patient's consent is a key aspect of Making Safeguarding Personal and therefore it is vital that this is asked on each occasion. If the patient does not give consent, a SA referral will not be made to LBH, unless there are reasons to override this consent e.g. public or vital interest. For any patients lacking the capacity to consent to the SA referral, a best interest decision will be made on their behalf. Family members will be involved in the decision, if the patient is happy with this. The LBH SA referral form asks staff to document that the person has the mental capacity to understand and has given consent for the SA concern to be raised, which ensures staff have asked the question. In addition, if a member of staff rings the Safeguarding Adults & Mental Capacity Assessment Specialist for advice, they are always asked if consent was obtained for raising a SA concern.

The Mental Health and Safeguarding subgroup is chaired by our Interim Borough Director for Mental Health. Self-neglect was the most common type of abuse raised by our physical health services in 2021-22. This evidence demonstrates that these staff can recognise self-neglect. CNWL do not have this information for Mental Health services at present, but there are plans to collect this data in 2022-23.

Safeguarding Children:

Staff in CNWL have continued to access the Safeguarding Children Team for advice, support and supervision. Supervision compliance remains high and an effective tool to promote positive outcomes for children and families. It is a safe and contained environment where the practitioner has the capacity to think and reflect.

The Safeguarding Children Team attend the High-Risk Pre-panel, High Risk panel and Strategic High-Risk Panel. The Hillingdon Safeguarding Children Team carried out an audit to identify the health needs of these children and young people and to see whether earlier intervention may improve outcomes to prevent exclusion. The audit demonstrated that these children and young people had health needs. As a result of these findings, NEET (Not in Education, Employment or Training) School Nurses have been introduced, pathways for Child Development Centre access have been improved. Work is being taken forward on developing a multi-agency health toolkit which will assist all agencies to identify children and young people's health needs to ensure that right care is offered early, which will assist in preventing school exclusions and further risks related to this.

The CSA Subgroup was set up in December 2021. The aim of this sub-group raising awareness across the partnership. CNWL are members of this group and will work with partners in workstreams including prevention, identification and response.

CNWL have reviewed their Female Genital Mutilation (FGM) guidance and documentation. This guidance and documentation are due to be launched shortly. CNWL have joined Hillingdon's FGM task and Finish Group, which has been set up with the National FGM Centre with the aim to increase awareness of FGM, prevent and support to women and children affected by FGM.

Hillingdon Local Authority introduced the Stronger Families Hub in August 2021. CNWL staff use the portal to make social care referrals and access the Stronger Families Hub. Our MASH Health Practitioner had some initial difficulties in accessing this portal, but this issue has now been resolved.

The Neglect Task and Finish Group which ran from February 2020 to December 2021 was chaired by CNWL's Named Nurse. The group's aim was to equip professionals with the training and support. Resources were made available on the partnership's website and 7-minute briefings on neglect were cascaded.

CNWL services attended the Children with Complex Needs and Disabilities Task and Finish Group and contributed to the Safeguarding Children Partnership audit. This audit findings have been shared across CNWL. In response to these findings the Safeguarding Children Team plan to audit the voice of the child in 2022-23.

The vulnerabilities of Children with Complex Needs and Disabilities are also considered / discussed in all training and supervision.

Shared Priorities

CNWL has a Trust-wide Domestic Abuse Lead and a DA Coordinator, there are over 100 members of staff volunteering as DA Ambassadors, with the role of raising awareness and providing support. Guidance for staff affected by domestic abuse has been developed and circulated to Team Leaders across the Trust. We have a designated DA page on CNWL Trustnet, where staff can access information and have launched a new template for Routine Enquiry around domestic abuse, supported by a Trust wide clinical message.

We held our fourth annual Domestic Abuse in November 2021 in line with the White Ribbon Period This conference focused on the impact of Domestic Abuse on staff (both victims/survivors and perpetrators). The conference had good attendance and positive feedback was received from staff. The DA Lead and co-ordinator has also run a section of DA Webinars throughout the year. Domestic abuse is included in the generic mandatory adult and children safeguarding training, which all staff complete every 3 years.

10.2 Local Authority's Designated Officer (LADO) and Education Safeguarding

The team is made up of three staff; the LADO (Local Authority Designated Officer) who manages all allegations against professionals (staff & volunteers) who work with children, the Lead Child Protection Adviser to schools & Deputy LADO and the Domestic Abuse Lead for schools whose main functions are to provide training and support to all schools in Hillingdon (including maintained, academy, independent and faith schools). The DA lead is the single point of contact for schools providing advice and guidance and crisis intervention for families in need, on behalf of the HIDVA service.

From February 2022 the team is also undertaking the child employment, performance, and chaperone licence role of the Local Authority. This includes updating the current processes in the council to ensure they align with best practice regarding safeguarding in these areas.

The team are participating in a research project funded by WWCS (What Works Children's Social Care) involving the secondment of a senior social worker into the team for 2.5 days per week to deliver group supervision to designated safeguarding leads in secondary schools.

In 2021-2022 there were 192 referrals to the LADO. This demonstrates a return to pre-covid rates of referral: in 19-20 there were 191 referrals, whilst in 20-21 there were 131. The largest source of referral is Education, with 42% of referrals originating from schools.

Where appropriate, subgroups are attended by members of the team (CP lead; contextual safeguarding, child sexual abuse, stronger families, FGM, Learning from Practice, High Risk Panel and neglect subgroup. DA lead; domestic abuse sub-groups, sexual abuse sub-group).

A key function of the CP and DA lead is providing an advisory service to all school designated safeguarding leads (DSLs) in Hillingdon. A focus this year has been on supporting DSLs with reflection on decision making. Key themes are monitored, and the CP lead and DA lead keep up to date with research and practice guidance in these areas. Relevant updates and resources are then shared with all schools on a regular basis. The WWCS research project has provided half of Hillingdon secondary schools with group supervision facilitated by a senior social worker to promote best practice.

Any safeguarding complaints received from Ofsted about schools have oversight from the CP lead and LADO. In cases where safeguarding concerns are highlighted these are investigated further with a focus on learning and reflection with the setting. Partner agencies also highlight

any concerns about school safeguarding practices, and these are responded to in the same manner.

The DA and CP lead continue to promote training in the above areas of priority as well as delivering their own training free of charge. The CP Lead updates the level 1 safeguarding training each year in line with statutory requirements and best practice. The CP lead shares this training along with briefing sessions (two in 2021) for the DSLs to support in their own delivery of this to all school staff and delivers this training in schools as required (13 sessions delivered to all school staff this academic year). This training includes an overview of all types of abuse listed as priorities of the HSCP including definition, signs and indicators and how to respond. The CP lead has also delivered termly safeguarding sessions to school governors and trustees recognising their key role in the oversight of schools safeguarding practices (46 governors have attended this academic year). The CP lead has also provided this training to the Hillingdon Music Tutors and the wider Education service in Hillingdon.

The DA lead runs domestic abuse awareness training for schools (all school staff) and this year has run an additional shorter session for those schools who have already had the full training (4 training sessions have been delivered this academic year). The DA has also run training sessions for Governors and trustees on domestic abuse. The DA lead has also facilitated multi-agency training sessions on domestic abuse in the borough. The DA lead is currently creating a training programme for schools in how to recognise and respond to DA abuse in peer relationships, and a further understanding of Domestic Abuse and transferable harm to children.

The DA lead continues to support the IDVA service and provides support directly to staff and families within schools who have been referred to IDVA. This allows for ongoing support to schools around learning and reflection of how to support staff as well as children and parents. Operation Encompass is now rolled out to the majority of schools (90). The DA lead continues to send progress trackers at the end of each school term and work with the police to escalate any issues as well as providing ongoing advice and guidance to schools around the use of Operation Encompass.

The CP lead runs termly DSL cluster groups as a means of providing regular updates to DSLs about key safeguarding themes such as those identified in the sub-groups and learning from

serious cases. The CP lead presents information and facilitates discussion as well as inviting in key speakers from other teams within the Local Authority and external agencies. Key speakers in 2021-22 have included Axis, YGAM (Youth Gaming & Gambling Association), CAMHS, Stronger Families Managers, Safeguarding lead for CNWL, Children's Social Care managers, Safer Schools police and the DA lead. All cluster groups are recorded, and resources shared with all schools. The CP lead also facilitates additional briefing sessions as need arises for example a briefing was co-facilitated by the CP lead and Axis about the role of Axis and contextual safeguarding as well as with Stronger Families to support schools in the new referral process and aims of the service.

The LADO has delivered safer recruitment training to school's senior leaders and governors (71 attendees this academic year). This has a focus on ensuring the right staff are working in schools as well as highlighting the need for ongoing vigilance, management of low level concerns and the role of the LADO. Updated managing allegations training is being rolled out across schools and other services including with support staff and foster carers.

In response to the Everyone's Invited website the cluster groups were used to provide two briefings co-facilitated by the CP lead and safer schools police sergeant: the first providing advice and guidance about responding to peer-on-peer abuse in schools and the other specifically in relation to the findings from Ofsted's report into sexual harassment in schools. Additional resources were then shared with schools including an all staff briefing on how to respond to disclosures and a quiz to test all staff knowledge and facilitate wider discussion regarding peer-on-peer abuse.

From February 2022 the CP lead has established a working relationship with the Centre of Expertise on CSA and has supported in identifying schools who can review their new tool. Three schools have taken part and reviewed a case using the CSA resource with feedback being sought. Other materials that have been finalised recently, such as their guide on how to communicate to children about CSA has been distributed to all schools and is used as tool to provide advice.

10.3 Uxbridge College

Uxbridge College provides further education mainly for 16-18's but also provides services to adults. The designated safeguarding lead for the College is a member of Safeguarding Children Partnership Board and the Strategic High-Risk Panel.

The College was subject to an Ofsted Inspection in February 2022 with an outcome of 'Good'. *The arrangements for safeguarding are effective. Governors and senior leaders have a very clear oversight of safeguarding. The designated safeguarding leads and the safeguarding team are highly trained. They have rigorous safeguarding procedures in place.*

Staff record and deal with safeguarding concerns effectively. They have very strong links with external partners such as the local police, the London 'Prevent' duty coordinator, social services and mental health support charities. They work closely with their partners to keep learners and apprentices safe at the college, at work, and in their local communities.

Staff have a thorough understanding of the local risks that learners and apprentices may face at each of their campuses. They take appropriate actions to help learners stay safe. For example, learners attend focused events, listen to guest speakers and have tutorials on topical issues such as the risks of knife crime and the dangers of illegal drug use.

Learners feel safe and know who to contact if they have concerns. Learners value the presence of the college security team and cameras around the campuses as these measures give them a feeling of security. They understand what appropriate sexual behaviour is and believe that incidents of bullying and harassment will not be tolerated at the college.

The college has had a significant focus on sexual harassment and violence and online sexual abuse between learners who are children or young people this year. This has included: All staff training, Governors' training, Student survey, student conference, focused tutorials, and an action plan. The action plan has all resulted in the college making it easier for students to report and having clearer records of all reports and sharing outcomes with the senior leadership team.

10.4 The Hillingdon Hospital

Hillingdon Hospitals NHS Foundation Trust provides services from both Hillingdon Hospital and Mount Vernon Hospital. The trust has a turnover of around £222 million and employs over 3,300 staff. They deliver healthcare to the residents of the London Borough of Hillingdon,

and increasingly to those living in the surrounding areas of Ealing, Harrow, Buckinghamshire and Hertfordshire, giving them a total catchment population of over 350,000 people.

Hillingdon Hospital is an acute and specialist services provider in North West London, close to Heathrow Airport for which it is the nearest hospital for those receiving emergency treatment. Providing most services from the trust, Hillingdon Hospital is the only acute hospital in Hillingdon with a busy Accident and Emergency, inpatients, day surgery, and outpatient clinics. The trust also provides some services at Mount Vernon Hospital, in cooperation with a neighbouring NHS Trust.

A strengthened safeguarding families structure implemented in October 2020 was finalised in Q1 2021/22 with the development of our Safeguarding Families Team. All vacancies within this structure were recruited to in Q4 2021/22, furthering strengthening the service. The focus of this team remains for safeguarding to be at the forefront of our clinical care. This includes engagement of frontline staff, provision of training, engagement, and representation across local, national, and strategic partnerships. The Trust is a fully engaged member of the Hillingdon Safeguarding Partnership, attending subgroups, Boards and contributing to learning and practice improvement locally.

The Trust continues to observe a notable increase in presentation of young people with mental health needs during the 2021/22 year. This is a continued trend since the pandemic commenced. We have increased the frequency of Trust led multiagency meetings. These are to ensure that we have a broad spectrum of professional expertise available to consider individual cases, and we access the Partnership escalation procedures as required.

The Safeguarding Families finalists for the HSJ patient safety 'NHS Safeguarding Award 2021 in Q2 2021/22 and were awarded the safeguarding stars through NHSEI in Q1 2021/22.

Safeguarding Children:

In Q2 we worked with the stronger families team and other agencies for the launch of the Portal. We are also active members of the stronger families subgroup.

Weekly multi agency meetings occur with CAMHS, social care, Sorted, ARCH, psych liaison, HIDVA and Axis on Mondays. The meetings have been quorate throughout 21/22 and discuss

safeguarding children's cases of the previous 7 days. These meetings have improved collaboration and identify areas for improved partnerships.

Our policy for safeguarding children has been updated and ratified. Our Maternity and Learning Disability pathway created to improve those attending the Trust for antenatal and postnatal care. There is Improved collaboration for our neonates through cohesion between safeguarding children and maternity service.

Safeguarding Adults:

There has been a focus on improving the processes surrounding sec 42s. There is now a clear database. Themes have identified of Hospital Acquired Pressure Ulcers and alleged unsafe discharges. The Trust now has both of these as Trust key priorities for 21/22 and 22/23.

Weekly multiagency meetings were established and implemented with improved partnership working as a result. Attendance to the 12pm MASH meetings when the agenda includes patients known to THH has occurred throughout 21/22.

Prevent training for staff occurred lead by Prevent lead and Police and was well attended.

11 Priorities for 2022-23

In the first year of our Safeguarding Arrangements, we focussed on developing networks and relationships, and implementing the new model for the Safeguarding Children Partnership. In the second year this approach was embedded in our Safeguarding Adults Board, with focus shifting to the development of a framework of multiagency policies, procedures, and strategies that support key areas of safeguarding practice. In the third year we are focussed on seeking assurance around the impact of the work of Safeguarding Partnership.

We will continue to promote a strong and resilient community, where children, adults and their families and carers are thriving independently of services. Where difficulties arise, these should be addressed at the earliest stage, by the most appropriate service, to prevent escalation and reduce the risk of harm. Statutory support is still required, and we are focussing on the timely identification and early intervention. If there is a need for protective intervention this will be both assertive and effective. The principle of prevention, identification, and response as a conceptual framework for the Safeguarding Partnership,

affiliated strategic Boards and groups will continue to underpin our work into the next year as the impact of COVID pandemic remain present and are felt by residents and professionals alike.

At national level, in 2022-23 it is anticipated that there will be system changing developments within safeguarding children. The Review of Children's Social Care and National Child Safeguarding Practice Review into the deaths of Arthur Labinjo-Hughes and Star Hobson will be published. There will also be changes in the world of adult safeguarding, including the commencement of inspection arrangements by the Care Quality Commission and anticipated implementation of the Liberty Protection Safeguards. These are significant changes and will require a coordinated and dynamic response from local safeguarding partners.

The Safeguarding Children Partnership has identified the following priority areas for 2022-23:

- Stronger Families
- Child Sexual Abuse
- Contextual Safeguarding

The Safeguarding Adult Board has identified the following priority areas:

- Recognising and addressing self-neglect and related capacity decisions
- Making Safeguarding Personal and embedding relationship-based practice
- Mental Health and Safeguarding

Shared strategic priorities:

- Practice Development Forum,
- Joint Strategic Safeguarding and Trafficking
- Domestic Abuse
- Self-neglect and capacity

2023/24 BUDGET PLANNING REPORT FOR SERVICES WITHIN THE REMIT OF THE CHILDREN, FAMILIES & EDUCATION SELECT COMMITTEE

Committee name	Children, Families & Education Select Committee
Officer reporting	Gemma McNamara, Finance
Papers with report	N/A
Ward	All

HEADLINES

This is the first opportunity for the Select Committee to discuss the current stage of development of budget planning work with regard to services within the remit of the Children, Families & Education committee. This paper gives a strategic context in which the detailed proposals to be discussed at Select Committee meetings in January 2023 will need to be considered.

RECOMMENDATIONS

1. **That the Committee notes the financial context in which the 2023/24 budget setting process will take place in advance of detailed savings proposals being developed and approved at Cabinet in December 2022.**

SUPPORTING INFORMATION

2. This is the first of two opportunities within the planning cycle for the Select Committee to consider issues relating to budget planning for 2023/24 and beyond. The focus of this report is the broader financial position of the Council, with the report to be considered in January 2023 setting out the detailed budget proposals for relevant services, those proposals having been included in the report to Cabinet on the Medium Term Financial Forecast (MTFF) in December 2022.

Corporate Overview – General Fund

2022/23 General Fund Revenue Monitoring & COVID-19 Impact

3. General Fund pressures totalling £14,485k are projected in relation to the impacts of the COVID-19 pandemic and the ongoing financial impacts facing the Council in 2022/23, with £9,784k added to Service Operating Budgets to cover ongoing financial pressures from the pandemic and a further £1,507k one-off items in respect of pandemic driven Collection Fund losses in the Council's budget approved by Council in February 2022, with the remaining £3,194k being driven by new and emerging pressures relating to the ongoing impact of the pandemic on demand for, and delivery of, local services.

Classification: Public

Children, Families & Education Select Committee – 21 September 2022

4. With no further funding being available to ongoing COVID-19 pressures, the Council is carrying a remaining balance of Government funding of £4,302k, alongside local funds of £6,868k. Including the Service Operating Budgets for pandemic related pressures of £9,784k, this gives scope to fund reported pressures of £14,485k for the 2022/23 financial year although leaves limited headroom to manage ongoing impacts above those already factored into Service Operating Budgets.
5. As the country faces unprecedented inflationary pressures, the Council will need to deploy specific earmarked reserves to mitigate the in-year pressures that are anticipated to arise throughout the year, with actual inflation rates now expected to exceed the sums built into the MTFF. The Council is working closely with suppliers to ensure that the costs incurred by the Council reflect current market prices and that suppliers are compensated for increased costs, whilst also ensuring value for money for every pound of public money spent and temporary increases are recognised. This remains an emerging risk area which will continue to be closely monitored and managed given that economic forecasts continue to deteriorate.
6. While many of the discussions with suppliers are in the early stages of negotiations, the Council is also expecting that the final pay award will be higher than anticipated with further pressures emerging from the Month 3 monitoring process across energy, fuel and contracted services in Social Care. The latest intelligence on pay award negotiations is that the final award is unlikely to be finalised until late in the 2022 calendar year.
7. After allowing for the ongoing impact of the pandemic and the significant inflationary pressures facing the country which are to be funded from releases from Earmarked Reserves, an underspend of £46k is projected across General Fund budgets at Month 3, with this position being driven by a favourable variance from the Council's Treasury activities offsetting pressures within Adult's Social Care and Children's & Young People's Services, increased expenditure within Housing, which is largely offset by grant funding and reported pressures within the Planning service area. This position will result in unallocated General Balances totalling £26,765k at 31 March 2022.
8. Detailed updates on services that fall within the remit of this committee are included below at Cabinet Portfolio level on an exception basis:
 - a. **Children, Families & Education** – an overspend of £85k is being reported within this portfolio, with an adverse movement of £33k from Month 2. Additional income is being achieved from a number of sources including Government grant income for schools' attendance and exclusions and FGM support. This is being offset by increased costs, predominantly driven by additional demand for Children's Social Care, including support for Looked After Children and expenditure associated with the delivering functions funded by the additional grant income. The adverse movement predominantly relates to increased demand impacting across the service area, with increased costs being reported for out of hours support and court services. Furthermore, minor

movements across several income streams are leading to a net adverse movement of £14k.

2022/23 to 2026/27 General Fund Savings Requirement

9. While the focus of the discussion for the Select Committee should be the specific services within its remit, it is important that this discussion is conducted in the context of the overall corporate financial position. The following paragraphs outline the medium-term financial position presented in the 2022/23 Budget Setting Report approved by Cabinet and Council in February 2022.
10. At the time of budget setting, the gross savings requirement for the Council's General Fund over the period 2022/23 to 2026/27 was projected to total £35,252k which was primarily driven by inflationary cost pressures, growing demand for services and the cost of servicing and repaying borrowing incurred in delivery of the capital programme which are expanded upon below. For 2022/23, the gross savings requirement was forecast to total £10,647k.

Table 1: Projected Budget Gap detail

	2022/23 £'000	2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	Total £'000
Changes in Funding	(12,802)	(3,707)	(5,840)	(6,768)	(7,098)	(36,215)
Inflation	12,035	6,430	5,716	5,854	5,993	36,028
Contingency / Service Pressures	13,520	3,334	3,284	2,999	3,259	26,396
Corporate Items (incl. capital financing costs)	(2,106)	3,573	4,643	2,441	492	9,043
Annual Underlying Savings Requirement	10,647	9,630	7,803	4,526	2,646	35,252
Cumulative Underlying Savings Requirement	10,647	20,277	28,080	32,606	35,252	N/A

11. An uplift of £42,744k in recurrent funding was projected over the five-year MTFF period, primarily driven by Council Tax increase of 1.9% in 2022/23, with a proposed increase of 2.8% per annum thereafter accounting for £18,691k of the increase, with a further £8,887k expected to be driven by increases in the taxbase. Government Grants were forecast to increase by £8,826k, with the majority of this being front loaded in 2022/23 as a result of the Spending Review announcements and increases in Social Care Funding. Furthermore, retained Business Rates income is forecast to increase by £6,340k primarily driven by inflationary increases. This position is netted down by the unwinding of £6,529k of one-off funding, predominantly linked to the release of COVID-19 funding.
12. Inflation represents the single largest element of the underlying savings requirement, reflecting the growing cost of maintaining current service provision, with a headline pressure of £36,028k over the MTFF period. Workforce inflation through anticipated annual pay awards accounts for £15,192k of this growth, with £5,212k inflation reflecting other contracted

expenditure and expenses, offset by increases in recharges and contributions to services, all of which span across all of the Select Committees.

13. Specifically, within the remit of this committee, forecast increases on the cost of care provision, where annual pay inflation linked to the London Living Wage, with further price increases as suppliers rebase prices to become pandemic ready being the key drivers behind a further £13,288k uplift, with £3,026k of this related to Children's Social Care.
14. Increasing demand for services linked to a growing and changing population accounts for £26,396k of the projected savings requirement, which reflects Hillingdon's growing population and the impact this has on services. Areas within the specific remit of this committee include:
 - a. Looked After Children: The COVID-19 pandemic has resulting in a step change in numbers of Looked after Children, which has historically seen growth of circa 4% per annum, although requires an uplift of 13% in 2022/23 to take account of significant and sustained growth from 2020/21. Over the medium-term growth rates are projected to return to circa 4% per annum and necessitate an uplift of £4,749k in budgets by 2026/27, this sum also makes provision for additional staffing support to manage increased number of clients. Numbers of Children with Disabilities are expected to grow in line with historic trends, adding a further £645k to the cost of this service. As a result of increasing numbers of children being supported by an Education, Health and Care Plan (EHCP), demand for SEND Transport is expected to grow by £4,186k by 2026/27 to finance transport to education settings within and outside the borough.
 - b. Asylum Funding Shortfall: While direct costs of supporting Unaccompanied Asylum-Seeking Children (UASC) are predominantly met through specific grant, an increase in demand linked to age disputed assessments and the National Transfer Scheme has necessitated additional investment in staffing and spending of independent age assessors. In the absence of further funding being made available by the Home Office, this will necessitate a £640k uplift in the locally funded spending.
15. Corporate Items, which primarily relate to the ongoing costs of financing capital investment, represent the remainder of the budget gap with £9,043k growth required over the MTFF period. Budgeted capital investment in the current programme is the key driver of a £7,326k growth in debt financing and repayment costs over the medium term. The remaining balance of Corporate Items relate to movements in the TfL Concessionary Fare Levy and use of capital receipts to finance transformation activity, alongside moving the Council Tax Older People's Discount to being funded from base budget rather than Earmarked Reserves, with funding coming in from Hillingdon First Limited from 2024/25.
16. The approved budget presented to Cabinet and Council in February 2022 included a saving programme of £29,572k over the five-year period, leaving a budget gap of £5,680k by 2026/27 still to be found. Within the Savings Programme, £5,000k related to Further BID Reviews that were yet to be identified.

Classification: Public

Children, Families & Education Select Committee – 21 September 2022

New and Emerging Risks

17. In light of the exceptional inflation environment that economy is currently experiencing, the Council has begun to refresh its savings requirement over the budget strategy period, with inflation rates exceeding 10% in 2022. The Council has therefore reassessed the inflationary requirement associated with contracted expenditure, including within Social Care placements and SEND Transport, as well as rebasing workforce inflation based on the latest pay award offer. To this end, it is anticipated that further savings will be required by 2026/27 to fund additional inflationary demand, with this impact likely to be front-loaded.
18. Furthermore, demand-led growth continues to be monitored on a monthly basis, with the latest intelligence showing signs that elements of pandemic-driven demand for services remain high. This area will remain under close review in development of budget proposals for 20223/24 and beyond.
19. These factors are being fed into a reassessment of the savings requirement against which proposals for the 2023/24 budget and MTF to 2026/27 are being developed, with the monthly budget monitoring updates to Cabinet providing commentary on these drivers.

Strategy to deal with the Budget Gap

20. Due to the revised forecast for the new and emerging pressures, the Council is therefore undergoing a series of large-scale reviews to address this new and emerging position, with a significant review of transformational workstreams, a further review of the existing saving programme and a full review of the Council's Fees and Charges schedule and policy to bridge this gap.
21. As part of this work, the Council will also incorporate its standard approach to assessing the savings requirements strategy, including:
 - a. Service Transformation, which represents the single largest category of savings, with items presented in this category primarily linked to implementation of the BID Programme;
 - b. Savings proposals from Zero Based Reviews represent budgets which have been identified as being surplus to requirements through the line-by-line review of outturn and similar exercises being undertaken by Finance;
 - c. Effective Procurement savings capture the benefits secured from efficiency savings from contracted services and reviews of delivery models in a number of areas;
 - d. Preventing Demand - initiatives such as the Supported Living Programme where investment in early intervention and other support can avoid more costly intervention at a later date, and;

e. Income Generation & Commercialisation proposals primarily relate to amendments to Fees and Charges.

22. With the current monitoring position forecasting General Balances to be £26,765k by 31 March 2023 and the Council's reserves policy setting a minimum reserves balance of £20,000k, there is a need to deliver against these workstreams at pace, with the initial review of the revised savings requirement and savings programme to be presented at December Cabinet and will be presented to Select Committees in January 2023 alongside the public consultation on the budget for the forthcoming year.

Corporate Overview - Other Funds

23. The Council receives funding for Schools' Budgeted Expenditure through the Dedicated Schools Grant (DSG), which is a ringfenced grant. The DSG funds both the delegated individual schools budget and items that the School and Early Years Finance (England) Regulations allow to be retained centrally by the Council, including Special Educational Needs, Alternative Education provision and Early Years provision.

24. As reported in the monthly budget monitoring reports to Cabinet last year, the Council has now entered a Safety Valve agreement with the Department for Education that aims to eliminate the deficit that has accumulated through DSG funding failing to keep pace with growing demand on High Needs following the introduction of the 2014 Children's and Families Act. Included in the Safety Valve agreement, the DSG will also need to deliver against an approved saving programme, further adding to the Council's savings activities over the medium term. As of the latest budget monitoring position, the cumulative deficit on the DSG is projected to reach £21,047k by 31 March 2023.

MTFF Process Update and Timetable

25. The timetable for the budget process follows a similar format to previous years, with the consultation budget being considered by Cabinet in December for consideration by residents and Select Committees during January, before final budget proposals are considered by Cabinet and Council in February. Alongside this local process, the Council will receive indicative funding allocations for the forthcoming year from central government in December, which will be confirmed in advance of the new financial year starting in April.

Table 2: Budget Setting Timetable

December	Provisional Local Government Finance Settlement
	Consultation Budget Report to Cabinet
January	Public Budget Consultation
	Following year Budget Proposals to January Select Committees
February	Final Local Government Finance Settlement
	Final Budget to Cabinet and Council

Next Steps

- 26. The Medium Term Financial Forecast setting out the draft revenue budget and capital programme will be considered by Cabinet in December 2022 and issued for consultation during the remainder of December 2022 and January 2023. This will include detailed consideration by each of the Select Committees of the proposals relating to their respective services.
- 27. Key issues within the remit of this Select Committee will continue to be tracked through the Council’s budget monitoring process, with monthly reports to Cabinet detailing the latest position and outlook for 2022/23.

Implications on related Council policies

Select Committees are at the heart of how the Council shapes policy at Member level.

How this report benefits Hillingdon residents

Select Committees directly engage residents in shaping policy and recommendations from the Committees seek to improve the way the Council provides services to residents.

Financial Implications

None at this stage.

Legal Implications

None at this stage.

BACKGROUND PAPERS

The Council’s Budget: General Fund Revenue Budget and Capital Programme 2022/23 – reports to Cabinet 17 February 2022 and Council 24 February 2022.

The Council’s Budget: 2022/23 Revenue and Capital Month 3 Budget Monitoring – report to Cabinet 1 September 2022

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SCHOOL PLACE PLANNING – UPDATE – SEPTEMBER 2022

Committee name	Children, Families & Education Select Committee
Officer reporting	Vikram Hansrani – Education & SEND
Papers with report	None
Ward	All

SUMMARY

1. The Committee are scheduled to receive school place planning updates as this is a key statutory function of the Council as a local education authority (LA) and involves liaison with all schools and Trusts in the borough, and with neighbouring LAs. The duty is to have a sufficiency of school places to meet parent demand across the borough. School place planning sets a strategic framework in which the LA and every school can operate, requiring annual review and decisions to be agreed with individual schools and trusts to adjust supply, and to inform timely capital investment and building decisions and negotiations with the DfE.
2. The LA place planning duty to ensure sufficient places to meet demand covers all schools, Community, Foundation, Voluntary Aided and Academy. Most secondary schools and half of all primary schools are still full, so the cumulative impact of a slight decline has been a larger decline in rolls in a small number of schools but spread across the borough. All special schools and Special Resourced Places (SRPs) in mainstream have filled due to the rise in pupils with Education Health Care Plans (EHCPs).
3. Primary rolls overall have continued the slight decline seen each termly census since May 2019, a total 3.1% decline in three years. Due to this decline in primary rolls, Officers are liaising with 3 schools (1 Community and 2 Foundation) to confirm if Published Admissions Number (PAN) reductions should be proposed in Autumn 2022; proposals would be made by the Council for the community school and by the governors of the community schools.
4. In secondary schools, the number of children on roll has increased in line with projections. Further work is underway on the future planning to meet the forecast need for additional secondary school places and to ensure there will be sufficient secondary Year 7 places.
5. To meet the growing demand for special school places, a large programme of capital works to expand and create new special schools and units in the Borough is being progressed linked to the DSG Safety Valve discussions with the DfE.
6. Following a consultation with stakeholders, a policy on Successful, Sustainable, Viable Schools: Infant & Junior Amalgamation was submitted to Cabinet on the 1st September for approval. The principal objectives of amalgamating Infant and Junior schools are to provide a continuous primary education across the Key Stages and provide a unified management structure within a single school ethos, making more effective and efficient use of resources.

RECOMMENDATIONS

7. That the Children, Families and Education Select Committee:

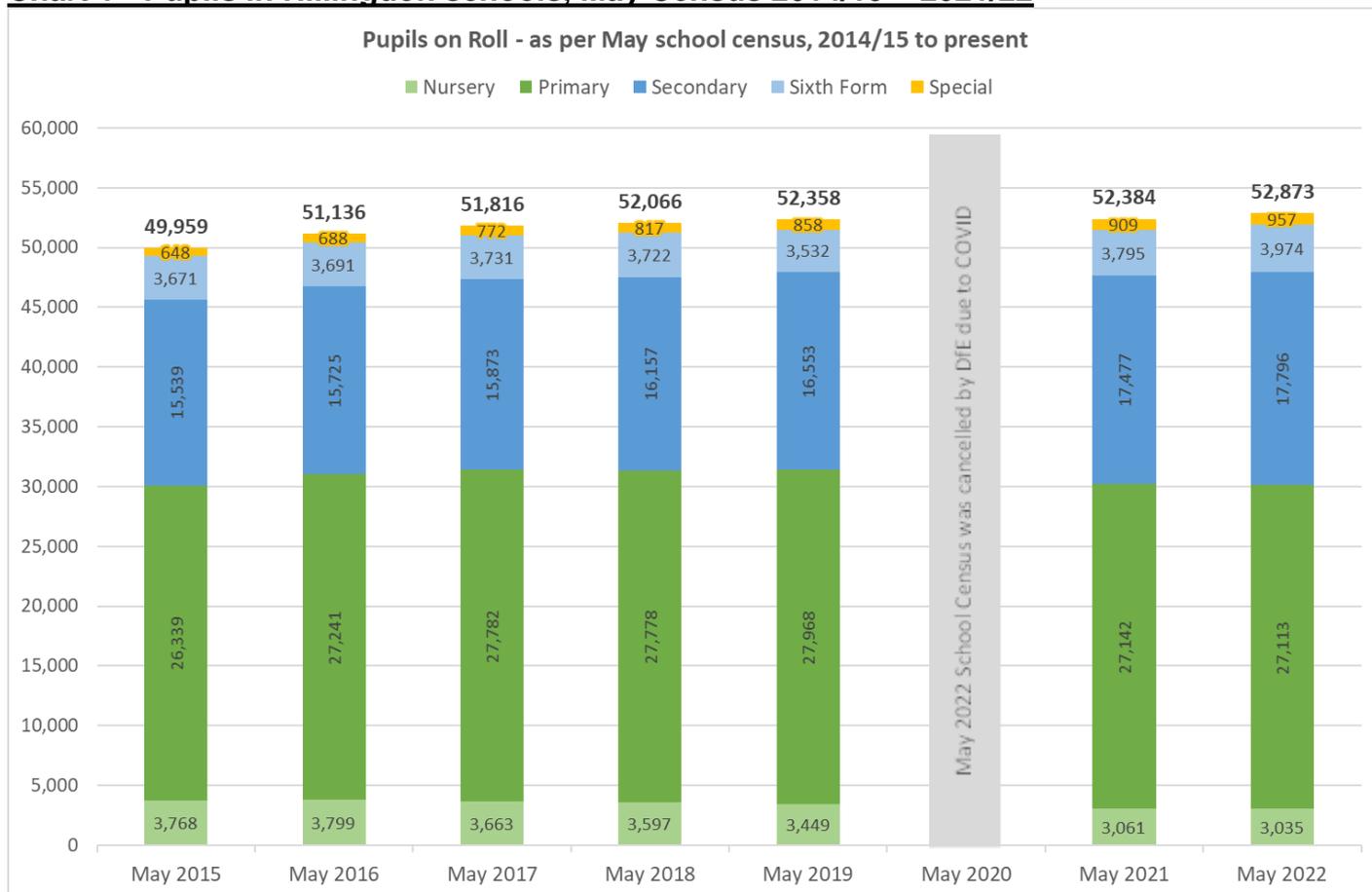
- Note the update and actions underway to support parents and schools.
- Question officers about the update.

SUPPORTING INFORMATION

Strategic Context

8. The large size of the borough means different schools serve different local communities, some including cross-LA populations with our 7 neighbouring LAs (3 London boroughs, 3 Counties and 1 Met). The birth rate has declined, and we project that it will continue to decline until 2022/23. Most schools are graded good or outstanding by Ofsted and 53% of primary and 61% of secondary schools are full. Overall trends are of a plateau or decline in primary rolls with a slight increase in secondary rolls for at least 6 years. In some areas and schools these trends are amplified but in a few are contrary to the overall picture, due to the high popularity of some schools in both primary and secondary meaning they will always fill (albeit sometimes from further away) and the unpopularity of a few others.
9. The national and local impact of Covid-19 on schools and on families has led to volatility in school rolls and changes that may be temporary or may signify new trends. A few schools face challenging decisions to manage budgets and staffing and class sizes.
10. Appendix 1, 2 and 3 include a map of the 14 Primary Planning areas, two secondary planning areas, north and south of the A40 and all Hillingdon schools.
11. Demand is estimated by the number of pupils living in each planning area of the borough and by the patterns of parental choice in their preferences for admissions and of new housing and cross-borough movements, with our seven neighbouring LAs and beyond.
12. The May 2022 school census has only just been shared with Officers (08.08.22) and is not yet fully analysed. The 2020 and 2021 projections are still being checked against the new rolls. Appendix 4 includes the individual school rolls data. The chart below shows the May 2022 total rolls by phase of schools.

Chart 1 - Pupils in Hillingdon schools, May Census 2014/15 – 2021/22



Note: The 2 UTCs and 2 Studio Schools that operate at Year 10-13 are included within Secondary and Sixth Form.

Primary Schools

13. In the primary phase, offers for Reception in September 2022 on National Offer Day were lower than projected by approximately 220. Most secondary and over half of primary schools are full with high preferences and waiting lists, which slightly distorts the pattern of admissions within and between planning areas, as does the re-opening of Nanaksar at 4FE in 2020 and move into its new building in Spring 2022, after a temporary cessation of intakes. Surplus places have risen overall, with concentrations in just a few primary schools across the Borough.
14. The level of vacancies is too high, despite reductions in Reception Published Admission Numbers (PAN) in recent years. Ideally, we would have an 8% operating margin of vacancies in the 4,551 total Reception Published Admission Numbers (PAN). It is currently around 16%.
15. Pupil numbers are still moving but around 30 schools have some vacancies in Reception and other years. About another 9 schools have higher levels of vacancies – over 30 in Reception and in other year groups. Parental preferences have sharpened – there is very high demand for some schools but far less for others. There are no plans to expand any more primary schools. The admissions process is designed for the computer to match pupils to the highest available of their preferences and they are notified if a higher preference place later becomes available – hence some movement continues as parents choose to take up new offers. Parents without any of their preferences being met are made an offer that is a reasonable distance from their home,

but they cannot be forced to accept it, though they must secure education for their child. Some choose to travel a distance for a school or to home educate. The table below summarises:

Table 1 - Hillingdon Primary School Rolls - May Census 2022 compared to 2021

Hillingdon Primary Census of school rolls	R	1	2	3	4	5	6	TOTAL Pri
May. 2021	3,856	3,894	3,887	3,793	3,935	3,940	3,837	27,142
May. 2022	3,825	3,874	3,874	3,888	3,792	3,937	3,923	27,113
change in 2022	- 31	- 20	- 13	+ 95	- 143	- 3	+ 86	- 29
% of 2021	- 0.8%	- 0.5%	- 0.3%	+ 2.5%	- 3.6%	- 0.1%	+ 2.2%	- 0.1%
Cohort loss (e.g. Y1 from previous year R)	n/a	+ 18	- 20	+ 1	- 1	+ 2	- 17	- 17
Projection for 2021/22 (from SCAP 2021)	3,920	3,848	3,864	3,913	3,809	3,942	3,926	27,222
Actual May 2022 diff. from projection	- 95	+ 26	+ 10	- 25	- 17	- 5	- 3	- 109
Actual May 2022 % diff. from projection	- 2.5%	+ 0.7%	+ 0.3%	- 0.6%	- 0.4%	- 0.1%	- 0.1%	- 0.4%

16. The School Place Planning team is meeting with relevant schools to support and help their staff and budget planning, and co-ordinating with Education Advisors and SEN colleagues as relevant.
17. Officers and schools have agreed draft proposals for the legal Published Admissions Number (PAN) reductions in 3 schools to be formally consulted in Autumn 2022 to reduce the surplus by 30 in each case and help financial and class management in those schools. These are each subject to a final review of rolls in September and final Governor/ Trust and Member approval. Overall, the physical capacity will remain and enable future flexibility to meet changes in demand across the borough. If agreed, the changes will be published in 2023 for those applying to start in September 2024.
18. This is in addition to the reductions in primary PAN of 30 places (one form of entry) agreed at Cabinet 17th February 2022 in four community schools and in five foundation and academy primary schools and also in one foundation secondary school to take effect September 2023 - a total reduction of 270 places in primary and 30 places in secondary.
19. The law promotes parental choice and an admissions authority can agree a temporary higher figure for a year at a time if demand rises with no need to consult, so with immediate effect. This will help manage future rising demand. No actual physical capacity will be removed. There will be changes in the pattern of family movements after Covid-19 due to changes in housing availability and costs (and relative to other areas) and employment patterns. Some parents choose to move to access good or outstanding schools.
20. The LA is working closely with 3 primary schools to create special resourced provision (SRPs) for pupils with EHCPs, the largest pockets of surplus places after PAN reductions. Monitoring continues in other schools that may also have this capacity in the next few years.

Secondary Schools

21. The secondary phase is under pressure from continuing increased demand in Year 7 for the next six years at least. For the 4th year, all but four schools offered 100% of their places for September 2022, and extra temporary places were required to make offers to all parents across the borough.
22. The current cohorts in primary are larger than the 2021 intake with higher numbers in primary cohorts than the current total Year 7 PAN of 3,707. One planned secondary expansion (Harlington) is scheduled to be completed for September 2023 entry but the DfE has put the proposed new free school, Bishop Arden, on hold.
23. Secondary rolls are far less linked to locality than primary, and more to parental preferences and perception of the education experience, high standards, faith and their willingness to travel to a school of choice (and away from a nearer school that does not meet these criteria). The popularity of schools is always relative to each other (or to further away choices) and changes each year.
24. The year group moving up from primary to start in Year 7 in September 2022 is the largest yet (86 more than for September 2021) and further checking is underway with neighbouring boroughs on their capacity changes. In September 2022 discussions will take place with our secondary schools to identify where potential temporary extra places could be added to meet likely high demand in 2023. In September 2022 discussions will take place with our secondary schools to identify where potential temporary extra places could be added to meet likely high demand in 2023 and 2024.
25. Secondary rolls are high, and many schools are full in every year group or have exceeded their PAN. Year 7 intakes and total secondary rolls have grown since 2018 as higher numbers moved up from primary. Secondary schools have expanded far less than primary schools did over the ten plus years of primary expansions. The total of the secondary Year 7 PAN is 3,707 which is 844 pupils lower than the Primary total PAN. So, the secondary PAN is lower than each of the year groups currently in primary. The table below summarises:

Table 2 - Hillingdon Secondary School Rolls - May Census 2022 compared to 2021

Hillingdon Secondary Census of school rolls	7	8	9	10	11	12	13	TOTAL Sec	UTC & Studio	GRAND TOTAL
May. 2021	3,599	3,658	3,346	3,219	3,171	1,838	1,575	20,406	812	21,218
May. 2022	3,580	3,594	3,603	3,317	3,221	1,887	1,698	20,900	784	21,684
change in 2022	- 19	- 64	+ 257	+ 98	+ 50	+ 49	+ 123	+ 494	- 28	+ 466
% of 2021	- 0.5%	- 1.7%	+ 7.7%	+ 3.0%	+ 1.6%	+ 2.7%	+ 7.8%	+ 2.4%	- 3.4%	+ 2.2%
Cohort loss (e.g. Y8 from previous year Y7)	n/a	- 5	- 55	- 29	+ 2	- 1284	- 140	- 1511	n/a	n/a
Projection for 2021/22 (from SCAP 2021)	3,610	3,580	3,651	3,364	3,230	1,927	1,659	21,021	816	21,837
Actual May 2022 diff. from projection	- 30	+ 14	- 48	- 47	- 9	- 40	+ 39	121	- 32	153
Actual May 2022 % diff. from projection	- 0.8%	+ 0.4%	- 1.3%	- 1.4%	- 0.3%	- 2.1%	+ 2.3%	- 0.6%	- 4.1%	- 0.7%

26. The LA does projections of numbers looking at actual primary pupils, new housing and cross-borough movements but these assume each school will be equally full and popular, hence the need to add a margin.
27. The LA must review cross-borough flows with the 7 neighbouring LAs. Until 2018 these were equal overall or a slight net 'importer' at year 7 intake. Since then, 'imports' have decreased to 10.6% as most schools in the borough have been popular and recruit from smaller distances, and 'exports' of resident pupils to schools in other LAs have increased to 14.2% of residents, so the LA is a net exporter. In recent years neighbouring LAs have warned they too have rising numbers and their schools are under increasing pressures so distance criteria will mean fewer Hillingdon Pupils will secure places in 2022 onwards. Parental Preferences are still low for a few schools, adding pressure on parent choice in some areas of the borough. As parents cannot be forced to accept a place it means a shortage of actual places residents will take up.
28. Currently there are two projects to add permanent secondary places to meet demand being progressed that were bids in 2015-16 and are funded and managed by DfE:
- Expanding Harlington School by 1.5 forms of entry – 45 places each year from 2023. This is part of the complete rebuilding of the school and library.
 - Reviewing the need for the new Bishop Arden Free school +6FE – 180 places each year with the DfE. It will have no faith admissions criteria, distance will be the main criteria, though it is to be part of a Church of England Trust – their aim is to 'bring together pupils of all faiths and of none'.
 - Both of these new build schools will also have new units for secondary aged pupils with ASD who would have some integration into mainstream and also specialist teaching and support.

Special Schools

29. Special schools are under pressure from rising demand from pupils with EHCPs who require a special place. This reflects national policy and is creating huge planning and financial pressures in every LA. Currently all seven special schools in the LA are full as demand and new entrants has been continuous throughout the year, not just at the normal ages of transfer. The largest growth is in pupils with autism conditions, many with other complex needs. Temporary extra places have been added to meet demand in most schools.
30. In May of the total 957 pupils on roll, 81% were Hillingdon residents. A special school must be designated to meet the needs of the pupil as set out on the EHCP and due to this some residents are placed in other LA schools and some in independent placements. The process includes parental preference as well as LA consideration of the best placement to meet each individual pupil's need. Parents have a right to request a placement in mainstream with adaptations to meet the pupils needs.
31. The total rolls of the seven special schools in May 2022 of 957 have been shared in Appendix 4 and shows a rise of 48 in a year, 5.3%. The summary is shown in the table below:

Table 3 - Hillingdon Special School Rolls - May Census 2022 - Totals by year group

	N2	R	1	2	3	4	5	6	7	8	9	10	11	12	13	14	TOTAL
All 7 Schools	5	27	36	62	69	70	78	78	87	78	70	82	70	64	40	41	957

32. Closer planning is underway between Officers in place planning and SEN with schools and Trusts and DfE.
33. Officers are reviewing more options to 'repurpose' unused mainstream education places for SEN and will bring those forward in the autumn to the Lead Member. It is neither easy nor quick to match supply and demand to meet the needs. For example, many primary schools have only 3 empty classrooms which is not enough to create a viable satellite of a special school. The nine primary SRPs and four secondary SRPs are also near full, and officers are considering the ongoing demand and where expansions may be possible for September 2022 and future years.

DfE and Priority School Building Programme 2 (PSBP) Projects

The DfE is directly managing and funding 6 projects under Priority School Building Programme Phase 2 (PSBP2) and a further 6 projects under the Free Schools Programme. These projects total a significant DfE investment and help ensure the Council as an education authority meets its statutory duty to provide sufficient places, and to promote high standards of education and fair access to education.

Table 4 - DfE and PSBP Projects

Location	Description	Type	Phase of Education	Number of additional places to be created	Project due to open
Nanaksar	New Free School	MAT	Primary	840	February 2022
Orchard Hill Academy Trust	New Free school - The Pride - to replace the Young Peoples Academy (YPA) Total 110 places	MAT	Secondary	45	April 22
Eden Academy Trust	New Free school : Grand Union Village	MAT	Primary	80	Phase 1 Sept 2023 Open Sept 2024
Eden Academy Trust	New Free school to replace Grangewood: Pinn River	MAT	all-through age 4-19	80	Sept -25
Bishop Arden Free school	Free School	MAT	Secondary		Sept 24/25

				6FE & 6th form	
The Skills Hub AP OHCAT	Free school - Replace with new build sharing YPA site - total 120 places	MAT	Secondary	73 +	Jan 2023
Harlington School	Rebuild and expand by 1.5fe to 8FE	Foundation	Secondary	45 each year	Sept 2023
Meadow Special School	Rebuild	Community	Secondary SEN	0	Sept 2022
Queensmead	Partial rebuild	MAT	Secondary	0	Sept 2021
Douay Martyrs	Partial rebuild	Academy	Secondary	0	Oct 2022
Minet Infant School	Rebuild	Maintained Community	Primary	0	Sept 2024
Minet Junior School	Rebuild	Maintained Community	Primary	0	Sept 2024

DfE Project delays

34. Due to a combination of factors from Brexit to Covid, the DfE are experiencing delays with two projects (both within the Eden Academy Trust) that are funded directly by them and linked to the deficit recovery plan.
35. A new primary special free school building is progressing at Grand Union Village, in the south of the borough. This development is interdependent with the new Pinn River, in the north on the Grangewood site. All new places with high quality facilities for both primary and secondary PMLD and SLD pupils in both the north and south were schedule to open in Sept 2024.
36. Pinn River an all-age school is planned to meet the needs of pupils with visual and other sensory impairments, replacing and expanding current provision at Sunshine House. Currently pupils leave Sunshine House at age 14 and have to be placed out of the borough and this will meet their needs better and also reduce costs, with up to £50,000 per pupil annual saving. Sunshine House School legally closed and the pupils have gone onto the rolls of Grangewood or Moorcroft, but the LA, Trust, DfE and RNIB as owner agreed a request for the Sunshine House building to continue in use with 50 pupils until Pinn River was built and open. The sale of the property was planned for 2024 and further delays with the build may mean these places are lost and alternatives will need to be identified if the Trust is no longer permitted to use Sunshine House.
37. The Bishop Arden project is currently on hold with the DfE and this has been delayed further due to the recent Ofsted grade awarded to the Bishop Ramsey School of Requires Improvement (RI) which was previously Outstanding. Officers will be liaising with colleagues in the DfE after the Summer recess in support of the project going ahead due to demand ahead of any recommendation for ministerial approval.

School Place Planning and Education Capital Developments

38. Hillingdon has the 8th highest total school roll of the 32 London boroughs (previously 7th), with a slight rise in rolls from January 2022 to May 2022, suggesting there may now be some stability after several years of volatility as families moved after Brexit and the Pandemic. Offers have been made to all applications received for Year 7 places in September 2022, with six academies agreeing to add extra places above their normal intake, their Published Admissions Number (PAN).
39. Many primary schools still have some empty spaces, but most of their classes have 25 or more pupils, so are financially viable. A few schools have too many spaces and too many classes below 25 and officers continue to support them to resolve this mismatch of supply and demand. In Autumn 2022, 3 schools are due to propose to reduce their PAN by 30 and begin statutory consultations - this reflects changing parental demand. Schools will still meet all the local need for places, but each can better focus resources to their pupils to promote achievement and enjoyment in schools.
40. Extra specialist places are needed in Hillingdon in the next few years to meet the rising demand and gaps in need and to minimise use of independent provision and long travel for residents. The aim is to maximise the use of local education spaces and promote integration of pupils into mainstream where possible. Following discussions, new projects were selected that can be delivered in partnership with schools and academies that have surplus physical capacity and have commitment to inclusion and expertise in managing change. Plans are underway to adapt the largest groups of surplus physical capacity in four primary and one secondary school, to create new extra places for pupils with special needs.

Dedicated Schools Grant (DSG) deficit recovery safety valve agreement

41. Rising demand and costs has put pressure on the Dedicated Schools Grant (DSG) and the LA has developed a DSG Deficit Recovery Programme with a 'safety valve' agreement with the DfE linked to bids for revenue and capital funding. This is a key strategic priority for the Council, underpinned by sufficient resource and capability to ensure timely and successful delivery.
42. The purpose of the recovery plan is to:
 - Put mainstream inclusion and high-quality SEND services at the heart of education in Hillingdon.
 - Reduce total costs of special placements
 - Add more specialist places in the borough
 - Embed financial sustainability
 - Reduce the in-year deficit in 2021/22 as far as possible
 - Eliminate the in-year deficit completely by 2024/25, and no later than 2025/26
43. A new bid for additional capital grant was made in March 2022 to deliver the projects in the DSG Deficit Recovery Programme which was agreed. The table below provides a summary of the proposed projects that have been included in the bid. In total there are 9 projects.

Table 5 - DSG projects

Location	Description	Type	Phase of Education	Number of additional places to be created	Project due to open
Meadow High School	Create a satellite unit at the Harefield Academy site and the replacement of the modular units at Meadow. Both open Sept 2023	Community Special School	Secondary	98	Complete to open 1st phase site 2023 and fully in Sept 2024
Eden Trust: Grangewood Primary & Moorcroft Secondary	The Eden Trust to open a temporary MLD Unit at Pinkwell Primary School for extra Grangewood and Moorcroft pupils from Sep 2022	Academy Special	Grangewood Primary	16	Sept 2022
			Moorcroft Secondary	24	Sept 2022
Wood End Park Primary Academy	New ASD Unit to open Sept 2023	Academy Primary	Primary	24	Sept 2023
Ruislip Gardens Primary School	Specialist Early Years Assessment Base. Adaptions to remodel primary school from 3FE to 2FE and create the space for the unit. Open Sept 2023	Community Primary School	Primary	16	Sept 2023
Ruislip Gardens Primary School	New ASD SRP integrated into school, working alongside the Early Years Assessment Base. Open Sept 2023.	Community Primary School	Primary	12	Sept 2023
Charville Primary Academy	New ASD SRP. Remodel primary school from 3FE to 2FE to create space for SRP. Open Sept 2023	Academy Primary	Primary	16	Sept 2023

Orchard Hill Special Further Education College - Independent post-19 (Brookfield Adult Education Centre)	Lease of Brookfield Adult Education Centre site to Orchard Hill Special for use as a Further Education College. Open Sept 2022.	Independent Special College multi-site	Post 16	30	Sept 2022
New Special Free School Bid		Site to be confirmed	Primary	180	Sept 2025 or later
Pinkwell Primary School	Agree permanent status beyond 2024 of the temporary unit used by Eden Trust 2022-24. Adaption to create unit linked to on-site primary school	Academy	Primary	TBC	Sept 2024
Total				416	

44. In 2020 the Government announced their intention to rebuild 500 schools in the worst condition over a 10-year period, this programme is called School Rebuilding Programme. The first 100 schools including in the programme were announced in 2021 based on the information held by the Department for Education (DfE) Condition Data Collection surveys carried out in 2017. Rosedale College was approved in 2021 list and officers have joined early discussions with the School and DfE as the initial feasibility stage starts. The LA made a bid in for Hedgewood School, the only primary maintained school within the borough and a there has since been a site visit to consider the application.

Infant and Junior Amalgamation Policy

A consultation on a Hillingdon Infant and Junior Amalgamation policy was held from Wednesday 18th May 2022 to Friday 17th June 2022 requesting Headteachers, SLT, staff and Governors to take the opportunity to review and comment on the policy. The outcomes were presented to Cabinet on the 1st September 2022 with recommendations to approve the document which were which has since been agreed subject to the call in period.

45. The principal objectives of amalgamating Infant and Junior schools are to provide a continuous primary education across the Key Stages and provide a unified management structure within a single school ethos, making more effective and efficient use of resources.
46. The council has 20 Infant and Junior Schools within the borough, all of whom would benefit from amalgamating and becoming primary schools. 4 schools recently went through the amalgamation process and became primary schools in September 2021.
47. The London Borough of Hillingdon will require Governing Bodies of all separate infant and junior schools to consider amalgamating their two linked schools when one or more of the following 'trigger circumstances' occur, unless there are compelling and overriding reasons:

- A headteacher vacancy arises in either or both schools.
- Total pupil numbers in either school are 25% or more below the Published Admission Number.
- Ofsted inspection in one of the schools identifies a 'Requires Improvement' judgement.
- One or both of the schools cannot set a balanced budget or has financial problems.
- One or both of the schools involved is judged to be a 'School causing concern' by the London Borough of Hillingdon.
- One or both schools have PANs or are recruiting at below two forms of entry – making the individual schools relatively small and at risk of becoming unviable within the Hillingdon funding context.
- Other pressures whereby the educational provision would be improved through amalgamation such as provision of SEN support, staff recruitment and retention or issues linked to the buildings

Financial Implications

The financial implications are being reviewed of the different options for meeting future demand for special school places, both capital and revenue, as part of the Council's budget setting process, and the DSG Safety Vale Submission to the DfE.

Background Papers

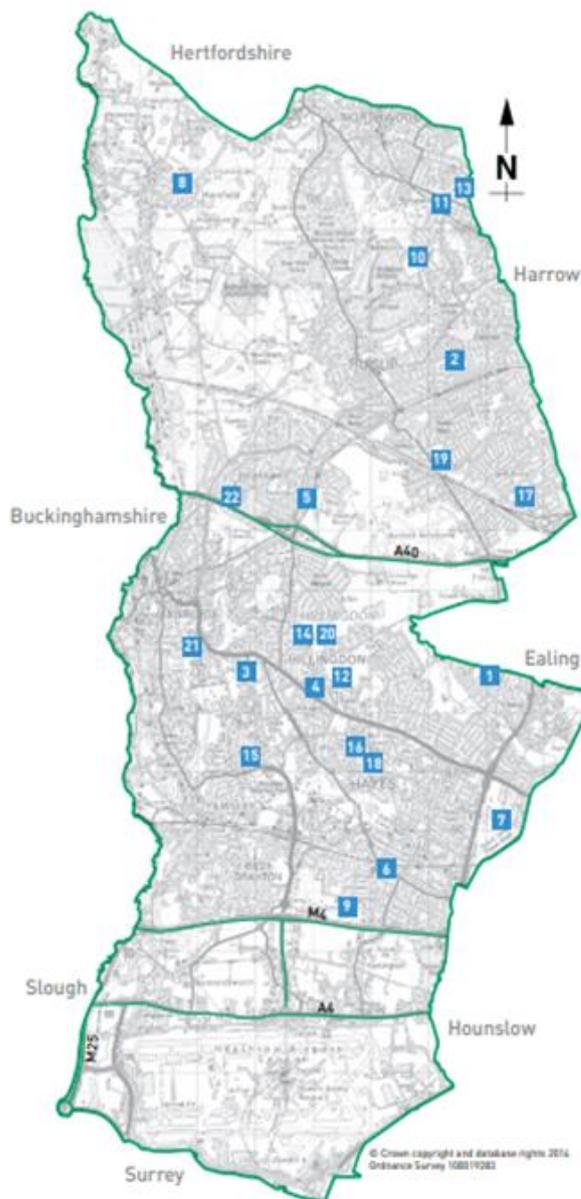
None.

Appendix 1 - Primary Planning Areas (PPA 1-14)



1. Harefield
2. Frithwood, Harlyn, Hillside, Holy Trinity CofE
3. Bishop Winnington Ingram CofE, Coteford, Warrender, Whiteheath
4. Breakspear, Glebe
5. Bourne, Deanesfield, Field End, Lady Bankes, Newnham, Ruislip Gardens, Sacred Heart RC, St Swithun Wells RC
6. Cowley St Laurence, Hermitage, John Locke Academy, St Andrew's CofE, St Andrews Park CofE, St Mary's RC, Whitehall
7. Highfield County, Hillingdon, Oak Farm, Ryefield, St Bernadette's RC
8. Charville, Grange Park, Hayes Park, Hewens
9. Belmore, Brookside, Yeading
10. Colham Manor, Rabbsfarm, St Matthew's CofE
11. Botwell House RC, Dr Triplett's CofE, Guru Nanak Sikh, Lake Farm Park Academy, Minet, Nanaksar Sikh, Rosedale College, Wood End Park
12. Cranford Park, Pinkwell, William Byrd
13. Harmondsworth, Heathrow
14. Cherry Lane, Laurel Lane, St Catherine's RC, St Martin's CofE, West Drayton

Appendix 2 – Map of Hillingdon Secondary Schools



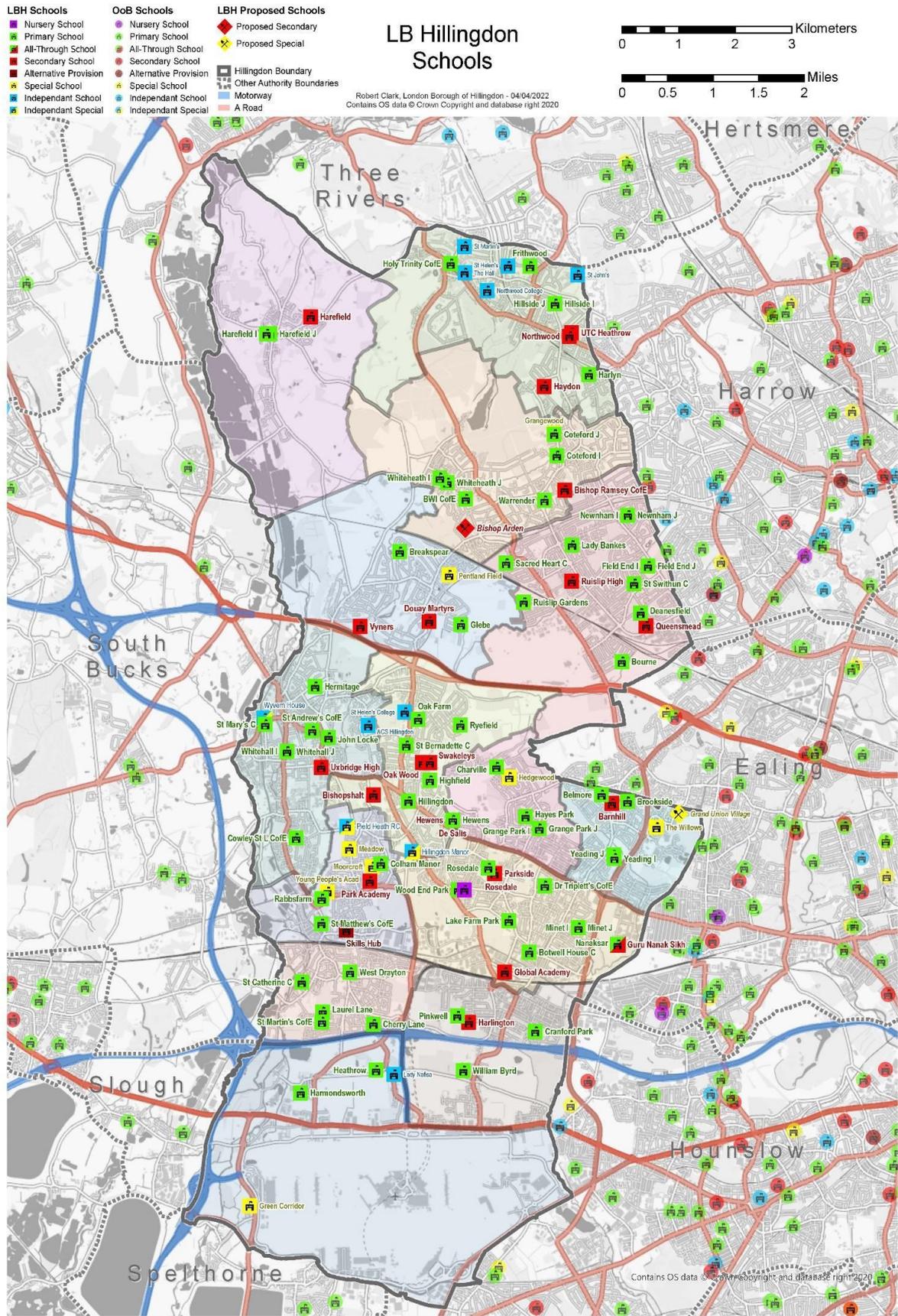
Key

- A** Academy
- F** Foundation school
- S** Studio college (14 to 19 year olds only)
- U** University technical college (14 to 19 year olds only)

Please note: Each school's status is correct at the time of publication.

- 1** **A** Barnhill Community High School
Hayes (DfE 5412)
- 2** **A** Bishop Ramsey C of E School
Ruislip (DfE 4600)
- 3** **A** Bishopshalt School
Hillingdon (DfE 5400)
- 4** **S** De Salis Studio College
Hayes (DfE 4009)
- 5** **A** The Douay Martyrs School
Ickenham (DfE 5408)
- 6** **U** Global Academy
Hayes (DfE 4014)
- 7** **A** Guru Nanak Sikh Academy
Hayes (DfE 4654)
- 8** **A** The Harefield Academy
Harefield (DfE 6906)
- 9** **F** Harlington School
Hayes (DfE 5411)
- 10** **A** Haydon School
Eastcote (DfE 5401)
- 11** **U** UTC Heathrow
Northwood (DfE 4002)
- 12** **A** Hewens College
Hayes (DfE 5407)
- 13** **A** Northwood School
Northwood (DfE 5405)
- 14** **F** Oak Wood School
Hillingdon (DfE 5409)
- 15** **A** Park Academy West London
Yiewsley (DfE 4021)
- 16** **S** Parkside Studio College
Hayes (DfE 4000)
- 17** **A** Queensmead School
South Ruislip (DfE 5403)
- 18** **A** Rosedale College
Hayes (DfE 5406)
- 19** **A** Ruislip High School
Ruislip Manor (DfE 4023)
- 20** **A** Swakeleys School for Girls
Hillingdon (DfE 5410)
- 21** **A** Uxbridge High School
Uxbridge (DfE 5404)
- 22** **A** Vyners School
Ickenham (DfE 5402)

Appendix 3 – Map of all LBH Schools



Appendix 4 – May 2022 Census

Nursery School & Nursery Units at Infant / Primary Schools	N1	N2	Total
McMillan		148	148
Belmore		58	58
Botwell House		76	76
Bourne		28	28
Breakspear		49	49
Brookside	19	39	58
BWI		21	21
Charville		59	59
Cherry Lane	15	49	64
Colham Manor P		98	98
Coteford I		53	53
Cowley & St Laurence		35	35
Cranford Park		80	80
Deanesfield		70	70
Dr Triplett's		42	42
Field End I		91	91
Frithwood		30	30
Glebe		46	46
Grange Park I		84	84
Harefield I		57	57
Harlyn		41	41
Harmondsworth		26	26
Hayes Park		65	65
Heathrow		32	32
Hermitage		47	47
Hewens Primary	12	29	41
Highfield		30	30
Hillingdon		66	66

Hillside I		58	58
John Locke		54	54
Lady Bankes P		63	63
Lake Farm Park		67	67
Laurel Lane	28	37	65
Minet I		116	116
Newnham I		47	47
Oak Farm P		60	60
Pinkwell		50	50
Rabbsfarm		44	44
Rosedale Primary	9	37	46
Ruislip Gardens		37	37
Ryefield		55	55
Sacred Heart		51	51
St Andrew's		22	22
St Bernadette's		35	35
St Catherine's		25	25
St Martins		18	18
St Mary's		31	31
St Matthew's		38	38
St Swithun Wells		28	28
Warrender	6	36	42
West Drayton Academy		50	50
Whitehall I		67	67
Whiteheath I		51	51
William Byrd Academy		56	56
Wood End Park		58	58
Yeading I		106	106
	89	2,946	3,035

Infant Schools	School PAN	School Physical Capacity	R	1	2	Total
Coteford I	81	248	57	64	65	186
Field End I	120	360	81	80	93	254
Grange Park I	120	360	88	87	109	284
Harefield I	90	270	54	57	63	174
Hillside I	90	270	57	60	53	170
Minet I	120	360	113	119	86	318
Newnham I	90	270	90	86	89	265
Whitehall I	120	360	105	94	119	318
Whiteheath I	90	270	89	80	90	259
Yeading I	120	360	120	106	114	340
	1,041	3,128	854	833	881	2,568

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Junior Schools	School PAN	School Physical Capacity	3	4	5	6	Total
Coteford J	81	330	76	71	69	80	296
Field End J	120	480	88	88	94	92	362
Grange Park J	120	480	106	88	108	99	401
Harefield J	90	360	59	60	64	83	266
Hillside J	60	360	60	50	62	60	232
Minet J	120	480	107	111	112	96	426
Newnham J	90	360	91	89	89	90	359
Whitehall J	120	480	85	94	87	106	372
Whiteheath J	90	360	80	75	85	86	326
Yeading J	128	504	118	117	117	119	471
	1,019	4,194	870	843	887	911	3,511

Primary Schools	School PAN	School Physical Capacity	R	1	2	3	4	5	6	Total
Belmore	90	630	78	86	77	83	78	63	79	544
Botwell House	90	630	90	90	90	90	88	90	90	628
Bourne	30	270	26	30	27	29	28	25	28	193
Breakspear	90	630	77	88	90	82	76	90	90	593
Brookside	90	630	35	41	41	48	46	55	50	316
BWI	30	420	22	22	30	28	33	29	35	199
Charville	90	660	46	53	49	70	55	61	68	402
Cherry Lane	90	660	84	86	85	86	88	83	87	599
Colham Manor P	90	630	88	89	85	82	70	87	79	580
Cowley & St Laurence	60	420	54	59	58	52	50	59	51	383
Cranford Park	120	840	116	119	111	119	117	118	113	813
Deanesfield	90	630	89	86	88	91	92	84	93	623
Dr Triplett's	60	420	61	58	57	60	59	60	57	412
Frithwood	60	420	54	56	52	56	55	58	56	387
Glebe	90	630	87	89	82	85	91	82	87	603
Guru Nanak Academy	60	450	56	55	60	60	59	90	62	442
Harlyn	90	630	54	60	53	60	60	87	85	459
Harmondsworth	30	210	29	29	28	23	30	29	26	194
Hayes Park	90	620	80	86	90	89	91	91	91	618
Heathrow	60	420	58	56	58	59	54	58	51	394
Hermitage	60	420	60	61	60	60	59	60	61	421
Hewens Primary	60	420	58	56	47	56	55	60	60	392
Highfield	60	420	30	58	40	24	43	58	60	313
Hillingdon	90	630	91	89	90	89	89	88	91	627
Holy Trinity	30	210	29	30	30	29	27	27	25	197
John Locke	90	630	90	84	89	86	81	79	66	575
Lady Bankes P	90	360	84	71	88	87	77	90	87	584
Lake Farm Park	90	630	90	90	92	92	91	86	75	616
Laurel Lane	60	420	42	49	51	42	33	26	53	296
Nanaksar	120	840	20	47						67

Oak Farm P	90	270	89	90	73	72	76	76	87	563
Pinkwell	90	1050	78	71	80	78	77	76	75	535
Rabbsfarm	90	630	88	88	88	78	83	76	64	565
Rosedale Primary	60	450	57	40	47	58	59	57	59	377
Ruislip Gardens	90	630	37	34	46	48	46	37	54	302
Ryefield	60	630	58	49	50	59	57	59	60	392
Sacred Heart	90	630	90	90	90	89	89	90	90	628
St Andrew's	30	210	22	25	30	28	25	24	24	178
St Bernadette's	60	420	50	51	60	60	58	58	54	391
St Catherine's	30	210	30	30	29	29	27	30	24	199
St Martins	60	630	41	45	48	44	41	34	28	281
St Mary's	30	210	30	30	29	31	30	29	30	209
St Matthew's	60	420	60	60	54	56	54	60	58	402
St Swithun Wells	30	210	30	25	30	29	30	30	29	203
Warrender	60	420	60	55	60	60	29	30	30	324
West Drayton Academy	90	630	89	90	90	88	89	82	83	611
William Byrd Academy	90	660	90	72	77	73	77	82	77	548
Wood End Park	150	1050	94	123	114	121	127	147	130	856
	3,510	25,190	2,971	3,041	2,993	3,018	2,949	3,050	3,012	21,034

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Secondary Schools	School PAN	School Physical Capacity	7	8	9	10	11	12	13	Total
Barnhill Community	240	1428	249	264	241	247	236	142	148	1,527
Bishop Ramsey	186	1244	186	186	216	183	186	158	142	1,257
Bishopshalt	186	1311	186	187	188	187	186	188	186	1,308
Douay Martyrs	270	1297	269	259	255	235	246	137	113	1,514
Guru Nanak Academy	210	1150	210	180	179	180	181	96	102	1,128
Harefield Academy	90	1050	34	51	59	61	64	36	15	320
Harlington	195	1156	193	241	194	196	193	148	80	1,245
Haydon	300	2040	284	242	288	272	267	200	194	1,747
Hewens College	120	690	93	101	112	82	73	3	8	472
Northwood	180	1080	179	179	181	177	170	53	45	984
Oak Wood	270	1629	180	230	234	197	174	55	27	1,097
Park Academy	180	1260	172	153	170	106	117	47	37	802
Queensmead	240	1466	241	238	241	240	237	123	112	1,432
Rosedale College	200	1260	190	175	140	144	138	42	39	868
Ruislip Community	210	1300	211	209	214	178	181	114	120	1,227
Swakeleys	240	1550	238	234	231	230	178	115	120	1,346
Uxbridge High	230	1298	225	228	222	221	214	118	82	1,310
Vyners	240	1451	242	244	245	184	180	125	133	1,353
	3,787	23,660	3,582	3,601	3,610	3,320	3,221	1,900	1,703	20,937

UTC / Studio Colleges	School Physical Capacity	9	10	11	12	13	14	Total
DeSalis Studio College	300	45	44	36	15	7		147
Parkside Studio College	300	11	18	30	2			61
The Global Academy	400		56	70	120	91	11	348
UTC Heathrow	600		39	46	86	57		228
	1,600	56	157	182	223	155	11	784

Pupil Referral Unit	7	8	9	10	11	Total
The Skills Hub	4	13	19	25	57	118
	4	13	19	25	57	118

Special Schools (including nursery units)	N2	R	1	2	3	4	5	6	7	8	9	10	11	12	13	14	Total
Grangewood	5	17	16	18	18	20	15	18									127
Hedgewood		10	16	31	36	33	37	26									189
Meadow									36	34	22	39	31	35	26	28	251
Moorcroft (Eden)									15	18	22	17	14	13	8	11	118
Pentland Field			4	4	7	7	11	12	23	13	15	17	11	16	6	2	148
The Willows				9	8	10	15	22									64
Young People's Academy									13	13	11	9	14				60
	5	27	36	62	69	70	78	78	87	78	70	82	70	64	40	41	957

CHILDREN, FAMILIES AND EDUCATION SELECT COMMITTEE - CORPORATE PARENTING PANEL MINUTES

Committee name	Children, Families and Education Select Committee
Officer reporting	Anisha Teji, Democratic Services
Papers with report	Appendix A – Draft Corporate Parenting Panel Minutes
Ward	All

HEADLINES

The Corporate Parenting Panel met on 20 July 2022.

RECOMMENDATION

That the Children, Families and Education Select Committee notes the Corporate Parenting Panel minutes.

SUPPORTING INFORMATION

The draft minutes from the Corporate Parenting Panel from the meeting on 20 July 2022 are included as Appendix A. For the Select Committee's purposes, these minutes are for noting and will be approved by the panel at the next meeting.

Implications on related Council policies

The Panel provides an important voice for children in care and care leavers, ensuring their views are heard as part of the council's policy making and decision-making processes

How this report benefits Hillingdon residents

The Panel gives young people in Hillingdon a valued role within our democratic process and enables Councillors to work directly with them and hear their views.

Financial Implications

None at this stage.

Legal Implications

None at this stage.

BACKGROUND PAPERS

NIL.

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Minutes

CORPORATE PARENTING PANEL

20 July 2022

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



	<p>Voting Panel Members Present: Councillors Nick Denys, Heena Makwana, Gursharan Mand, Helen Smith, Kathryn Angelini, and Alex Coman</p> <p>Non-Voting Members Present Representatives of the Children in Care Council, and Care Leavers</p> <p>LBH Officers Present: Neil Fraser (Democratic Services Officer) and Tehseen Kauser (Head of Service for Looked After Children and Leaving Care)</p>
55.	<p>APOLOGIES FOR ABSENCE (<i>Agenda Item 1</i>)</p> <p>Apologies were received from Deborah Price-Williams and Siobhan Appleton.</p>
56.	<p>DECLARATIONS OF INTEREST IN MATTERS COMING BEFORE THIS MEETING (<i>Agenda Item 2</i>)</p> <p>None.</p>
57.	<p>MINUTES OF THE MEETING ON 25 JANUARY 2022 (<i>Agenda Item 3</i>)</p> <p>Consideration was given to the minutes of the previous meeting, and it was advised that minute 49 should read 'Youth Justice Services'.</p> <p>RESOLVED: That the minutes of the meeting held on 25 January 2022, inclusive of the amendment above, be agreed as a correct record.</p>
58.	<p>YP PRESENTATION: SUMMARY OF THE LAST YEAR (<i>Agenda Item 4</i>)</p> <p>Young people (YP) in attendance presented the panel with feedback on the activities attended in the preceding year, together with a quiz. Feedback to the activities, which included football against staff, black history month, and a visit to Jamie's Farm, was overwhelmingly positive. The quiz included statements made by YP and professionals, which highlighted the importance of relationships between the two groups.</p> <p>Feedback to LAC reviews carried out suggested that these could be more inclusive and participatory for the YP in attendance. Officers advised that training was being given to Independent Reviewing Officers to help achieve this.</p> <p>The next KICA awards were confirmed to be scheduled for 18 September, at the same venue as previously. The event would be held outdoors and would include food and performances as part of a festival theme.</p> <p>In response to questions from YP, officers provided further information regarding online</p>

	<p>safeguarding and permissions (e.g., permission to appear in a photograph online). Officers reminded the YP that they could report concerns regarding online safety to their case worker.</p> <p>YP requested that officers attempt to avoid jargon and abbreviations when drafting their reports. It was suggested that a 'YP Pack' that included a glossary of terms, details of entitlements, and helpful contact numbers could be created.</p>
59.	<p>ANNUAL REPORT FOR LOOKED AFTER CHILDREN AND CARE LEAVERS (<i>Agenda Item 5</i>)</p> <p>Officers introduced the annual report for Looked After Children (LAC) and Care Leavers. The achievements of the past year, and the challenges to be addressed moving forward, were set out as per the report.</p> <p>Achievements highlighted included the service's response to the significant increase in Unaccompanied Asylum Seeking Children (UASC), the high number of internal audits graded as 'good' or 'outstanding', the reduction in complaints, the completion of all age assessments, and the seven reunifications carried out (all of which were being positively maintained).</p> <p>Challenges included successfully managing the mental health for children and YP, addressing a lack of workplace opportunities for YP, recruitment of foster cares, embedding sufficient pathways for YP who were 18+, and finalising the tender for an Independent Customer and Advocacy Service.</p> <p>Regarding workplace opportunities, officers advised that Catch-22 had been engaged to work with YP on CV writing, interview skills, etc. Internships were being encouraged and details of some YP who had successfully achieved placements were outlined.</p> <p>Councillors agreed that further work would be carried out to review workplace opportunities from within their respective Groups. It was agreed that Councillors would provide feedback to these actions at the meeting in November.</p> <p>Members advised that they were pleased to see so many positives as detailed within the report, and highlighted the efforts to work collaboratively with children and YP to achieve their aspirations.</p> <p>RESOLVED: That the report be noted.</p>
60.	<p>CHILDREN'S SERVICES PERFORMANCE DATA - Q4 2021/22 & Q1 2022/23 (<i>Agenda Item 6</i>)</p> <p>Consideration was given to the data from Q4 2021/22 and from Q1 2022/23. Officers provided updated data that had been obtained following publication of the meeting papers.</p> <p>In response to a query, officers advised that there were specific placements for UASC, which included independent living accommodation for 18+, as well as shared accommodation. The difficulty in providing support to UASC due to their often-unique circumstances was highlighted. However, aspirations for UASC were confirmed to be the same as for all children and YP.</p> <p>RESOLVED: That the report be noted.</p>

61.	<p>WORK PROGRAMME (<i>Agenda Item 7</i>)</p> <p>Consideration was given to the Panel's Work Programme.</p> <p>It was agreed that officers would liaise with the Chairman regarding workplace opportunities for YP, with an update to follow at the next meeting.</p> <p>RESOLVED:</p> <ol style="list-style-type: none"> 1. That the Work Programme, be noted; 2. That an update on workplace opportunities for YP be provided at the November meeting.
	<p>The meeting, which commenced at 5.30 pm, closed at 7.10 pm.</p>

These are the minutes of the above meeting. For more information on any of the resolutions please contact Neil Fraser on 01895 250692. Circulation of these minutes is to Councillors and officers.

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CHILDREN, FAMILIES AND EDUCATION SELECT COMMITTEE - WORK PROGRAMME

Committee name	Children, Families and Education Select Committee
Officer reporting	Anisha Teji, Democratic Services
Papers with report	Appendix A – Work Programme
Ward	All

HEADLINES

To enable the Committee to note future meeting dates and to forward plan its work for the current municipal year.

RECOMMENDATIONS

That the Children, Families and Education Select Committee considers the report and agrees any amendments.

SUPPORTING INFORMATION

- The Committee's meetings will start at 7pm and the witnesses attending each of the meetings may include representatives from external organisations, some of whom travel from outside of the Borough. Forthcoming meeting dates are as follows:

Meeting Date	Room
21 September 2022	CR5
3 November 2022	CR5
6 December 2022	CR5
4 January 2023	CR6
2 February 2023	CR6
14 March 2023	CR5
18 April 2023	CR5

Implications on related Council policies

The role of the Select Committees is to make recommendations on service changes and improvements to the Cabinet, who are responsible for the Council's policy and direction.

How this report benefits Hillingdon residents

Select Committees directly engage residents in shaping policy and recommendations and the Committees seek to improve the way the Council provides services to residents.

Financial Implications

None at this stage.

Legal Implications

None at this stage.

BACKGROUND PAPERS

Nil.

MULTI-YEAR WORK PROGRAMME 2022 - 2026

	2022/23										2023/24
Children, Families & Education Select Committee	June 28	July 20	August No meeting	September 21	November 3	December 6	January 4	February 2	March 14	April 18	May No meeting
Review A: TBC Topic selection / scoping stage Witness / evidence / consultation stage Findings, conclusions and recommendations Final review report agreement Target Cabinet reporting		Selection				Scoping Report	Witness Session	Witness Session	Findings	Final report	Cabinet
Regular service & performance monitoring Children's Safeguarding Partnership Annual Report Twice Yearly School Places Planning Report Improvements & Outcomes of Discussions on Performance Quarterly Performance Monitoring Annual Education Standards report (prior to Cabinet) Mid-year budget / budget planning report Reports/minutes from the Corporate Parenting Panel Cabinet Forward Plan Monthly Monitoring				X							X
				X							
				X							
				X		X		X		X	
	X	X		X	X	X	X	X	X	X	X
One-off information items Scrutiny Introduction (Democratic Services) Review of Corporate Parenting Responsibilities Policy Review Discussion & Guidance Service Update on Early Years & Children's Centres Council Strategy 2022-2026 consultation Youth Services Update Consultation on changes to school admissions arrangement SEND Strategy Ofsted report - PART II Corporate Parenting Panel Membership to agree + subs	X										
Past review delivery Adult & Community Learning Review 2021/22											X
Internal use only Date deadline confirmed to report authors Report deadline Agenda published											
	16 Jun	8 Jul		9 Sep	24 Oct	24 Nov	20 Dec	23 Jan	2 Mar	6 Apr	
	20 Jun	12 Jul		13 Sep	26 Oct	28 Nov	22 Dec	25 Jan	6 Mar	10 Apr	

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CABINET FORWARD PLAN

Committee name	Children, Families and Education Select Committee
Officer reporting	Anisha Teji, Democratic Services
Papers with report	Appendix A – Latest Forward Plan
Ward	As shown on the Forward Plan

HEADLINES

To monitor the Cabinet's latest Forward Plan which sets out key decisions and other decisions to be taken by the Cabinet collectively and Cabinet Members individually over the coming year. The report sets out the actions available to the Committee.

RECOMMENDATION

That the Children, Families and Education Select Committee notes the Cabinet Forward Plan.

SUPPORTING INFORMATION

The Cabinet Forward Plan is published monthly, usually around the first or second week of each month. It is a rolling document giving the required public notice of future key decisions to be taken. Should a later edition of the Forward Plan be published after this agenda has been circulated, Democratic Services will update the Committee on any new items or changes at the meeting.

As part of its Terms of Reference, each Select Committee should consider the Forward Plan and, if it deems necessary, comment as appropriate to the decision-maker on the items listed which relate to services within its remit. For reference, the Forward Plan helpfully details which Select Committee's remit covers the relevant future decision item listed.

The Select Committee's monitoring role of the Forward Plan can be undertaken in a variety of ways, including both pre-decision and post-decision scrutiny of the items listed. The provision of advance information on future items listed (potentially also draft reports) to the Committee in advance will often depend upon a variety of factors including timing or feasibility, and ultimately any such request would rest with the relevant Cabinet Member to decide. However, the 2019 Protocol on Overview & Scrutiny and Cabinet Relations (part of the Hillingdon Constitution) does provide guidance to Cabinet Members to:

- Actively support the provision of relevant Council information and other requests from the Committee as part of their work programme;
- Where feasible, provide opportunities for committees to provide their input on forthcoming executive reports as set out in the Forward Plan to enable wider pre-decision scrutiny (in addition to those statutorily required to come before committees, *i.e. policy framework documents – see para. below*).

As mentioned above, there is both a constitutional and statutory requirement for Select Committees to provide comments on the Cabinet's draft budget and policy framework proposals after publication. These are automatically scheduled in advance to multi-year work programmes.

Therefore, in general, the Committee may consider the following actions on specific items listed on the Forward Plan:

	Committee action	When	How
1	To provide specific comments to be included in a future Cabinet or Cabinet Member report on matters within its remit.	<p>As part of its pre-decision scrutiny role, this would be where the Committee wishes to provide its influence and views on a particular matter within the formal report to the Cabinet or Cabinet Member before the decision is made.</p> <p>This would usually be where the Committee has previously considered a draft report or the topic in detail, or where it considers it has sufficient information already to provide relevant comments to the decision-maker.</p>	<p>These would go within the standard section in every Cabinet or Cabinet Member report called "Select Committee comments".</p> <p>The Cabinet or Cabinet Member would then consider these as part of any decision they make.</p>
2	To request further information on future reports listed under its remit.	<p>As part of its pre-decision scrutiny role, this would be where the Committee wishes to discover more about a matter within its remit that is listed on the Forward Plan.</p> <p>Whilst such advance information can be requested from officers, the Committee should note that information may or may not be available in advance due to various factors, including timescales or the status of the drafting of the report itself and the formulation of final recommendation(s). Ultimately, the provision of any information in advance would be a matter for the Cabinet Member to decide.</p>	<p>This would be considered at a subsequent Select Committee meeting. Alternatively, information could be circulated outside the meeting if reporting timescales require this.</p> <p>Upon the provision of any information, the Select Committee may then decide to provide specific comments (as per 1 above).</p>
3	To request the Cabinet Member considers providing a draft of the report, if feasible, for the Select Committee to consider prior to it being considered formally for decision.	<p>As part of its pre-decision scrutiny role, this would be where the Committee wishes to provide an early steer or help shape a future report to Cabinet, e.g., on a policy matter.</p> <p>Whilst not the default position, Select Committees do occasionally receive draft versions of Cabinet reports prior to their formal consideration. The provision of such draft reports in advance may depend upon different factors, e.g., the timings required for that decision. Ultimately any request to see a draft report early would need the approval of the relevant Cabinet Member.</p>	<p>Democratic Services would contact the relevant Cabinet Member and Officer upon any such request.</p> <p>If agreed, the draft report would be considered at a subsequent Select Committee meeting to provide views and feedback to officers before they finalise it for the Cabinet or Cabinet Member. An opportunity to provide specific comments (as per 1 above) is also possible.</p>
4	To identify a forthcoming report that may merit a post-decision review at a later Select Committee meeting	<p>As part of its post-decision scrutiny and broader reviewing role, this would be where the Select Committee may wish to monitor the implementation of a certain Cabinet or Cabinet Member decision listed/taken at a later stage, i.e., to review its effectiveness after a period of 6 months.</p> <p>The Committee should note that this is different to the use of the post-decision scrutiny 'call-in' power which seeks to ask the Cabinet or Cabinet Member to formally re-consider a decision up to 5 working days after the decision notice has been issued. This is undertaken via the new Scrutiny Call-in App members of the relevant Select Committee.</p>	<p>The Committee would add the matter to its multi-year work programme after a suitable time has elapsed upon the decision expected to be made by the Cabinet or Cabinet Member.</p> <p>Relevant service areas may be best to advise on the most appropriate time to review the matter once the decision is made.</p>

BACKGROUND PAPERS

- [Protocol on Overview & Scrutiny and Cabinet relations adopted by Council 12 September 2019](#)
- [Scrutiny Call-in App](#)

Upcoming Decisions Further details

Ward(s)

Final decision by Full Council	Cabinet Member(s) Responsible	Relevant Select Committee	Directorate / Lead Officer	Consultation related to the decision	NEW ITEM	Public or Private (with reason)
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SI = Standard Item each month Council Directorates: AS = Adult Services & Health P = Place CS = Central Services R = Resources CY = Children & Young People ES = Education & SEND

Cabinet meeting - Thursday 1 September 2022 (report deadline 12 August 2022)

058	Statutory Proposal for a Specialist Nursery Assessment Base and ASD provision at Ruislip Gardens Primary School	As an education authority the Borough must plan for a sufficiency of places and efficient use of resources. There is an increasing demand for special needs places. These places are crucial to delivering the Council's DSG deficit recovery safety valve agreement with Department for Education. The Council is proposing a Specialist Nursery Assessment Base and Autism Spectrum Disorder (ASD) Specialist Resource Provision at Ruislip Gardens Primary School. Cabinet will make the necessary statutory decision on this following consideration of the consultation responses.	South Ruislip		Cllr Susan O'Brien - Children, Families & Education	Children, Families & Education	ES - Nav Minhas / Vikram Hansrani		NEW ITEM	Private (3)
049	Children's Advocacy and Independent Visitor Service	Cabinet approval is sought to award a contract for the provision of Advocacy Services for Looked After Children, Young People and Care Leavers, and the provision of an Independent Visitor Scheme for Looked After Children and Young People in Hillingdon. The proposed contract is for a 5 + 2 year period.	N/A		Cllr Susan O'Brien - Children, Families & Education	Children, Families & Education	CY / R - Tehseen Kauser / Sally Offin			Private (3)
049	Policy on Infant and Junior School amalgamation	Cabinet will review the outcome of consultation and consider an Infant and Junior School Amalgamation Policy for the Council to promote successful, sustainable and viable schools.	Various		Cllr Susan O'Brien - Children, Families & Education	Children, Families & Education	ES - Nav Minhas	Consultation period with local schools and stakeholders and the Select Committee prior to any decision.		Public

Cabinet Member Decisions expected - September 2022

SI	Standard Items taken each month by the Cabinet Member	Cabinet Members make a number of non-key decisions each month on standard items - details of these are listed at the end of the Forward Plan.	Various		All	TBC	CS - Democratic Services	Various		Public
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Cabinet meeting - Thursday 13 October 2022 (report deadline 26 September)

59a	Consultation on changes to school admissions arrangements	As an education authority the Borough must plan for a sufficiency of places and efficient use of resources. There is the opportunity to review the number of primary places and potentially reduce Published Admission Numbers (PAN) in some schools to ensure schools and the authority best meet the needs of all pupils across the Borough, and make effective use of resources in schools and between them. Therefore, the Council is proposing to reduce the Published Admission Number for one Hillingdon community school. This will be consulted on before a final decision is made by Cabinet.	Various		Cllr Susan O'Brien - Children, Families & Education	Children, Families & Education	ES - Tajinder Bhojani / Vikram Hansrani	Statutory consultation	NEW ITEM	Public
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Upcoming Decisions

Further details

Ref

Ward(s)

				Final decision by Full Council	Cabinet Member(s) Responsible	Relevant Select Committee	Directorate / Lead Officer	Consultation related to the decision	NEW ITEM	Public or Private (with reason)
SI = Standard Item each month Council Directorates: AS = Adult Services & Health P = Place CS = Central Services R = Resources CY = Children & Young People ES = Education & SEND										
29	The Annual Report Of Adult and Child Safeguarding Arrangements	This report provides the Cabinet with a summary of the activity undertaken by the Safeguarding Children Partnership Board and the Safeguarding Adults Board to address the identified local priorities. The Cabinet will consider this report and approve the activity and the local priorities for the two boards.	All		Cllr Susan O'Brien - Children, Families & Education / Cllr Jane Palmer - Health & Social Care	Health & Social Care / Children, Families & Education	CY / AS - Alex Coman / Sandra Taylor	Select Committees		Public
SI	Public Preview of matters to be considered in private	A report to Cabinet to provide maximum transparency to residents on the private and confidential matters to be considered later in Part 2 of the Cabinet meeting and agenda.	TBC		All Cabinet Members	All	CS - Democratic Services			Public
Cabinet Member Decisions expected - October 2022										
063	SEND Strategy 2022-2026	Following consultation, the Cabinet Member will consider approval of the Council's Special Educational Needs and Disabilities (SEND) Strategy - a collaborative document outlining the vision and priorities for service delivery to children, young people and young adults in Hillingdon over the next few years.	Various		Cllr Susan O'Brien - Children, Families & Education	Children, Families & Education	ES - Vikram Hansrani / Jayne Mumsford	Children, Families & Education Select Committee	NEW ITEM	Public
SI	Standard Items taken each month by the Cabinet Member	Cabinet Members make a number of non-key decisions each month on standard items - details of these are listed at the end of the Forward Plan.	Various		All	TBC	CS - Democratic Services	Various		Public
Cabinet meeting - Thursday 10 November 2022 (report deadline 24 October)										
065	Family Group Conference Service	Cabinet will consider the award of a contract for the Hillingdon Family Group Conference Service, which comprises independent meetings for families in need of support. They are often used when a child might be taken into care, to get family members to make a plan to allow the child to stay with them safely.	All		Cllr Susan O'Brien - Children, Families & Education	Children, Families & Education	CY / R - Tehseen Kausar / Sally Offin		NEW ITEM	Private (3)
Cabinet Member Decisions expected - November 2022										
SI	Standard Items taken each month by the Cabinet Member	Cabinet Members make a number of non-key decisions each month on standard items - details of these are listed at the end of the Forward Plan.	Various		All	TBC	CS - Democratic Services	Various		Public
Cabinet meeting - Thursday 15 December 2022 (report deadline 28 November)										
066	Parenting Support and Development Programmes	Cabinet will consider the award of a contract for Parenting Support and Development Programmes. Such programmes offer community-based support and guidance to parents teenagers who are experiencing challenges.	All		Cllr Susan O'Brien - Children, Families & Education	Children, Families & Education	CY / R - Kathryn Wyatt / Sally Offin		NEW ITEM	Private (3)

**Upcoming
Decisions**

Further details

Ward(s)

Final decision by Full Council	Cabinet Member(s) Responsible	Relevant Select Committee	Directorate / Lead Officer	Consultation related to the decision	NEW ITEM	Public or Private (with reason)
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SI = Standard Item each month Council Directorates: AS = Adult Services & Health P = Place CS = Central Services R = Resources CY = Children & Young People ES = Education & SEND

Cabinet Member Decisions expected - December 2022

SI	Standard Items taken each month by the Cabinet Member	Cabinet Members make a number of non-key decisions each month on standard items - details of these are listed at the end of the Forward Plan.	Various		All	TBC	CS - Democratic Services	Various		Public
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Cabinet meeting - Thursday 5 January 2023 (report deadline 12 December)

Cabinet Member Decisions expected - January 2023

SI	Standard Items taken each month by the Cabinet Member	Cabinet Members make a number of non-key decisions each month on standard items - details of these are listed at the end of the Forward Plan.	Various		All	TBC	CS - Democratic Services	Various		Public
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Cabinet meeting - Thursday 16 February 2023 (report deadline 30 January 2023)

59b	Approval of school admissions arrangements	Subject to Cabinet's decision in October 2022 to consult on this matter, there is the opportunity to review the number of primary places and potentially reduce Published Admission Numbers (PAN) in some schools to ensure schools and the authority best meet the needs of all pupils across the Borough, and make effective use of resources in schools and between them. Therefore, the Council is proposing to reduce the Published Admission Number for one Hillingdon community school. Cabinet will make a decision on this following consideration of the consultation responses.	Various		Cllr Susan O'Brien - Children, Families & Education	Children, Families & Education	ES - Tajinder Bhojani / Vikram Hansrani	Statutory consultation	NEW ITEM	Public
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Cabinet Member Decisions expected - February 2023

SI	Standard Items taken each month by the Cabinet Member	Cabinet Members make a number of non-key decisions each month on standard items - details of these are listed at the end of the Forward Plan.	Various		All	TBC	CS - Democratic Services	Various		Public
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Cabinet meeting - Thursday 23 March 2023 (report deadline 6 March 2023)

Cabinet Member Decisions expected - March 2023

SI	Standard Items taken each month by the Cabinet Member	Cabinet Members make a number of non-key decisions each month on standard items - details of these are listed at the end of the Forward Plan.	Various		All	TBC	CS - Democratic Services	Various		Public
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Cabinet meeting - Thursday 20 April 2023 (report deadline 3 April 2023)

046	Standards and quality of education in Hillingdon during 2021/22	The Annual Report to Cabinet regarding children and young people's educational performance across Hillingdon schools.	All		Cllr Susan O'Brien - Children, Families & Education	Children, Families & Education	ES - Vikram Hansrani / Rani Dady	Select Committee		Public
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Cabinet Member Decisions expected - April 2023

Upcoming Decisions

Further details

Ward(s)

Final decision by Full Council	Cabinet Member(s) Responsible	Relevant Select Committee	Directorate / Lead Officer	Consultation related to the decision	NEW ITEM	Public or Private (with reason)
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SI = Standard Item each month Council Directorates: AS = Adult Services & Health P = Place CS = Central Services R = Resources CY = Children & Young People ES = Education & SEND

SI	Standard Items taken each month by the Cabinet Member	Cabinet Members make a number of decisions each month on standard items - details of these standard items are listed at the end of the Forward Plan.	Various		All	TBC	CS - Democratic Services	Various		Public
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Cabinet meeting - Thursday 4 May 2023 (report deadline 17 April)

SI	Public Preview of matters to be considered in private	A report to Cabinet to provide maximum transparency to residents on the private and confidential matters to be considered later in Part 2 of the Cabinet meeting and agenda.	TBC		All Cabinet Members	All	CS - Democratic Services			Public
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Cabinet Member Decisions expected - May 2023

SI	Standard Items taken each month by the Cabinet Member	Cabinet Members make a number of decisions each month on standard items - details of these standard items are listed at the end of the Forward Plan.	Various		All	TBC	CS - Democratic Services	Various		Public
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Cabinet meeting - June 2023 (date TBC)

SI	Public Preview of matters to be considered in private	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.	TBC		All Cabinet Members	All	CS - Democratic Services			Public
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Cabinet Member Decisions expected - June 2023

SI	Standard Items taken each month by the Cabinet Member	Cabinet Members make a number of non-key decisions each month on standard items - details of these are listed at the end of the Forward Plan.	Various		All		CS - Democratic Services	Various		Public
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Cabinet meeting - July 2023 (date TBC)

SI	Public Preview of matters to be considered in private	A report to Cabinet to provide maximum transparency to residents on the private and confidential matters to be considered later in Part 2 of the Cabinet meeting and agenda.	TBC		All Cabinet Members	All	CS - Democratic Services			Public
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Cabinet Member Decisions expected - July 2023

SI	Standard Items taken each month by the Cabinet Member	Cabinet Members make a number of non-key decisions each month on standard items - details of these are listed at the end of the Forward Plan.	Various		All		CS - Democratic Services	Various		Public
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AUGUST 2023 - NO CABINET MEETING

SI	Standard Items taken each month by the Cabinet Member	Cabinet Members make a number of non-key decisions each month on standard items - details of these are listed at the end of the Forward Plan.	Various		All	TBC	CS - Democratic Services	Various		Public
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CABINET MEMBER DECISIONS: Standard Items (SI) that may be considered each month

Upcoming Decisions

Further details

Ref Ward(s)

				Final decision by Full Council	Cabinet Member(s) Responsible	Relevant Select Committee	Directorate / Lead Officer	Consultation related to the decision	NEW ITEM	Public or Private (with reason)
SI = Standard Item each month Council Directorates: AS = Adult Services & Health P = Place CS = Central Services R = Resources CY = Children & Young People ES = Education & SEND										
SI	School Governing Bodies, Instruments of Government and Governors / Authorising Academy Appointments	To approve appointments, nominate appointments and make reappointments of local authority governors and to approve any changes to school governing body constitutions. To also authorise any Member to be a Governor or Director of an Academy.	N/A		Cllr Susan O'Brien - Children, Families & Education	Children, Families & Education	ES - Vikram Hansrani / CS - Democratic Services			Public
SI	Release of Capital Funds	The release of all capital monies requires formal Member approval, unless otherwise determined either by the Cabinet or the Leader. Batches of monthly reports (as well as occasional individual reports) to determine the release of capital for any schemes already agreed in the capital budget and previously approved by Cabinet or Cabinet Members	TBC		Cllr Martin Goddard - Finance (in conjunction with relevant Cabinet Member)	All - TBC by decision made	various	Corporate Finance		Public but some Private (1,2,3)
SI	Petitions about matters under the control of the Cabinet	Cabinet Members will consider a number of petitions received by local residents and organisations and decide on future action. These will be arranged as Petition Hearings.	TBC		All	TBC	CS - Democratic Services			Public
SI	To approve compensation payments	To approve compensation payments in relation to any complaint to the Council in excess of £1000.	n/a		All	TBC	various			Private (1,2,3)
SI	Acceptance of Tenders	To accept quotations, tenders, contract extensions and contract variations valued between £50k and £500k in their Portfolio Area where funding is previously included in Council budgets.	n/a		Cllr Ian Edwards - Leader of the Council OR Cllr Martin Goddard - Finance / in conjunction with relevant Cabinet Member	TBC	various			Private (3)
SI	All Delegated Decisions by Cabinet to Cabinet Members, including tender and property decisions	Where previously delegated by Cabinet, to make any necessary decisions, accept tenders, bids and authorise property decisions / transactions in accordance with the Procurement and Contract Standing Orders.	TBC		All	TBC	various			Public / Private (1,2,3)
SI	School Redundancy Payments	To consider requests for School Redundancy Payments and decide whether to approve them on behalf of the Local Authority	TBC		Cllr Susan O'Brien - Children, Families & Education	Children, Families & Education	ES - Vikram Hansrani			Private (1,2,3)

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Upcoming Decisions

Ref

Further details

Ward(s)

				Final decision by Full Council	Cabinet Member(s) Responsible	Relevant Select Committee	Directorate / Lead Officer	Consultation related to the decision	NEW ITEM	Public or Private (with reason)
SI = Standard Item each month Council Directorates: AS = Adult Services & Health P = Place CS = Central Services R = Resources CY = Children & Young People ES = Education & SEND										
SI	External funding bids	To authorise the making of bids for external funding where there is no requirement for a financial commitment from the Council.	n/a		All	TBC	various			Public
SI	Response to key consultations that may impact upon the Borough	A standard item to capture any emerging consultations from Government, the GLA or other public bodies and institutions that will impact upon the Borough. Where the deadline to respond cannot be met by the date of the Cabinet meeting, the Constitution allows the Cabinet Member to sign-off the response.	TBC		All	TBC	various			Public

The Cabinet's Forward Plan is an official document by the London Borough of Hillingdon, UK