



HILLINGDON
LONDON



CABINET

To all Members of the Cabinet:

Date: THURSDAY, 20 APRIL 2023

Time: 7.00 PM

Venue: COMMITTEE ROOM 6 -
CIVIC CENTRE, HIGH
STREET, UXBRIDGE UB8
1UW

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

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

Ian Edwards, Leader of the Council
(Chairman)

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

Martin Goddard, Cabinet Member for
Finance

Douglas Mills, Cabinet Member for
Corporate Services

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

Jane Palmer, Cabinet Member for Health
& Social Care

Eddie Lavery, Cabinet Member for
Residents' Services

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



Published:

Wednesday, 12 April 2023

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Putting our residents first

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

Useful information for residents and visitors

Watching & recording this meeting

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

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

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



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

Travel and parking

Bus routes 427, U1, U3, U4 and U7 all stop at the Civic Centre. Uxbridge underground station, with the Piccadilly and Metropolitan lines, is a short walk away. Limited parking is available at the Civic Centre. For details on availability and how to book a parking space, please contact Democratic Services.

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Accessibility

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Emergency procedures

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

Lifts must not be used unless instructed by a Fire Marshal or Security Officer. In the event of a SECURITY INCIDENT, follow instructions issued via the tannoy, a Fire Marshal or a Security Officer. Those unable to evacuate using the stairs, should make their way to the signed refuge locations.

Notice

Notice of meeting and any private business

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

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

20 April 2023 at 7pm in Committee Room 6, Civic Centre, Uxbridge

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

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

Notice of any urgent business

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

Notice of any representations received

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

Date notice issued and of agenda publication

12 April 2023
London Borough of Hillingdon

Agenda

- 1 Apologies for Absence
- 2 Declarations of Interest in matters before this meeting
- 3 To approve the minutes of the last Cabinet meeting 1 - 20
- 4 To confirm that the items of business marked Part 1 will be considered in public and that the items of business marked Part 2 in private

Cabinet Reports - Part 1 (Public)

- 5 Annual Educational Standards Report 2021/22 (Cllr Susan O'Brien) 21 - 84
- 6 Public Spaces Protection Order 2023 Review (Cllr Eddie Lavery) 85 - 110
- 7 School Capital Programme Update (Cllr Jonathan Bianco & Cllr Susan O'Brien) 111 - 120
- 8 Monthly Council Budget Monitoring Report: Month 11 (Cllr Martin Goddard) 121 - 146
- 9 Public Preview of matters to be considered in private (All Cabinet Members) 147 - 154

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

- | | | |
|-----------|--|-----------|
| 10 | New commercial lease for Kingsend Short-Term Car Park, Ruislip (Cllr Eddie Lavery & Cllr Jonathan Bianco) | 155 - 162 |
| 11 | Extension of contract for temporary agency workers (Cllr Douglas Mills) | 163 - 168 |
| 12 | Provision of Supply, Fitting and Service of Tyres for Fleet (Cllr Jonathan Bianco) | 169 - 178 |
| 13 | Hayes Estate Regeneration - Ongoing Consultancy requirements (Cllr Jonathan Bianco, Cllr Martin Goddard & Cllr Eddie Lavery) | 179 - 190 |
| 14 | Flats at Newport Road, Hayes End (Cllr Jonathan Bianco) | 191 - 198 |

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

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

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Minutes & Decisions

CABINET

Thursday, 23 March 2023

Meeting held at Committee Room 6 - Civic Centre,
High Street, Uxbridge UB8 1UW



Decisions published on: 24 March 2023

Decisions come into effect from: 5pm, 31 March 2023

Cabinet Members Present:

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

Other Members Present:

Pete Curling
Stuart Mathers
Jan Sweeting
June Nelson
Scott Farley

1. APOLOGIES FOR ABSENCE

Apologies were received from Councillor Eddie Lavery.

2. DECLARATIONS OF INTEREST IN MATTERS BEFORE THIS MEETING

No interests were declared by Cabinet Members present.

3. TO APPROVE THE MINUTES OF THE LAST CABINET MEETING

The decisions and minutes of the Cabinet meeting held on 16 February 2023 were agreed as a correct record.

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

It was confirmed that the reports on the agenda, as marked public and private, would be considered as shown.

5. CONSULTATION ON THE HILLINGDON 0-19 YEARS CORE OFFER TO CHILDREN, YOUNG PEOPLE & THEIR FAMILIES

RESOLVED:

That the Cabinet:

- 1. Agrees that a public consultation be undertaken on the proposed Family Hub strategy and delivery model for Children and Young People aged 0 –19 (25 for SEND) and their families as set out in the report.**
- 2. Agrees that the public consultation should include a consultation on the future of the Council's directly delivered childcare in the three early years nurseries as set out in the report.**
- 3. Agrees to delegate authority to the Executive Director of Adult Services & Health, in consultation with the Cabinet Member for Children, Families and Education to:**
 - a. Approve the commissioning of an independent provider to run both public consultations and,**
 - b. Review and approve the final consultation documents for publication.**
- 4. Agrees to receive a report back to consider the consultation responses and to make a decision on the strategy and delivery model for Family Hubs Services, informed by the findings of the consultation.**
- 5. Agrees to receive a report back to consider the consultation responses and to make a decision in relation to the delivery of childcare in the nurseries, informed by the findings of the consultation.**

Reasons for decision

Cabinet agreed to undertake a public consultation on proposals for a new family hub strategy and delivery model as a way of providing services for children and young people aged 0-19, to 25 years with SEND, and their families. Cabinet also agreed public consultation on potential options for the future of the Council's directly provided childcare in early years nurseries. The Cabinet Member for Children, Families & Education noted that this would involve engaging with parents, carers, partners, organisations and all residents on their views and both consultations would take place over a 12-week period.

In respect of the proposals for family hubs, the Cabinet Member stated that Hillingdon had been an early adopter of this model, with the Uxbridge Family Hub currently in operation, which sought to provide one front door to a range of early intervention and prevention services for residents, accessible and available at the right time to meet their needs. It was noted that as part of the proposed delivery model, there were six geographical locations that could provide such services, accessible within a 30-minute walk or a one-and-a-half mile driving distance.

With regard to the proposal to consult on options for the Council's three directly run nurseries, the Cabinet Member noted that the Council had a statutory duty to ensure sufficiency of child care so far as reasonably practicable, but that it was not a statutory requirement for the Council to directly deliver child care. The Cabinet Member explained that the Council wished to consult primarily on three options, firstly to maintain the current nurseries and review their charging structure, secondly to put one, two or all nurseries on the market as a going concern and thirdly, to close the nurseries and repurpose the assets whilst retaining a small core team supporting families with children who had complex needs. The Cabinet Member stated that the three proposed options were not exhaustive and any other options that arose as part of the consultation would be considered.

The Leader of the Council noted the uncertainty that followed any proposals for change, but he welcomed the bold ambition to review how the Council can extend the support it provided to families and younger people, whilst also delivering it in an accessible way to local neighbourhoods. He encouraged residents to find out more about the Uxbridge Family Hub, to give a helpful insight about how services can be shaped better.

Alternative options considered and rejected

Cabinet could have decided to not consult, but considered this would not be in the best interest of residents to ensure that the services the Council delivers meet the needs of its residents and communities as they change over time.

Relevant Select Committee	Children, Families & Education
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	These decisions can be called in by 5pm, Friday 31 March 2023
Officer(s) to action	Claire Fry
Directorate	Adult Services & Health
Classification	Public
	<i>The report and any background papers relating to this decision by the Cabinet are available to view on the Council's website or by visiting the Civic Centre, Uxbridge.</i>

6. CONSULTATION ON HILLINGDON'S YOUTH OFFER & DELIVERY MODEL

RESOLVED:

That the Cabinet:

- 1. Agrees to progress to public consultation with the proposed Youth Offer Vision and delivery model for Hillingdon.**
- 2. Authorises the Executive Director of Children and Young People, in consultation with the Cabinet Member for Children, Families & Education, to approve the approach to consultation.**
- 3. Agrees to receive a report back to consider the consultation responses and the final Youth Offer Vision and delivery model for approval, informed by the findings of the consultation exercise.**

Reasons for decision

Cabinet agreed to public consultation on the Council's proposed Youth Offer and the delivery model. The Cabinet Member for Children, Families & Education noted that the proposed new integrated youth offer would align with the Council's wider early help and prevention arrangements which would support all young people to reach their potential.

It was explained that the proposed offer sought to deliver a modern, accessible, responsive and dynamic service to meet the ever-changing needs of young people in Hillingdon. The proposed service delivery model would be informed by data and delivered through a flexible locality-based approach, and in-line with what young people had told the Council, in particular, through the 2021 survey of young people, which had received a positive response rate.

The Cabinet Member noted that the proposed delivery model set out a range of settings and formats for youth services, including providing them in schools, sports facilities and community centres, along with outreach services where required and a digital offer. The Cabinet Member stated that there would be for a minimum 6-week consultation and welcomed the views of young people and residents on the proposals.

The Leader of the Council noted that the proposals seek to improve the service the Council provides and echoed the Cabinet Member's remarks encouraging young people and the public to engage in the consultation.

Alternative options considered and rejected

Cabinet could have considered approving implementation of the Youth Offer and Vision and delivery model without seeking further views, but considered this would miss potential opportunities to incorporate the views of residents and ensure the final Youth Offer and delivery model best met local needs.

Relevant Select Committee	Children, Families & Education
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	These decisions can be called in by 5pm, Friday 31 March 2023
Officer(s) to action	Kat Wyatt
Directorate	Children's Services
Classification	Public
	<i>The report and any background papers relating to this decision by the Cabinet are available to view on the Council's website or by visiting the Civic Centre, Uxbridge.</i>

7. MONTHLY COUNCIL BUDGET MONITORING REPORT: MONTH 10

RESOLVED:

That the Cabinet:

1. Note the budget monitoring position and treasury management update as at January 2023 (Month 10) as outlined in Part A of this report.
2. Approve the financial recommendations set out in Part B of this report set out below:
 - a) Approve the introduction from April 2023 of an enhanced housing management service charge for all HRA short life properties at £9.12 pw.
 - b) Approve the introduction from April 2023 of a furniture and furnishings service charge for all new HRA short life properties (bedsit £22.12pw; 1 bed 26.84pw; 2 bed £37.55pw; 3bed+ £45.68pw).
 - c) Accept a grant of £400k from Central and North West London NHS Foundation Trust for extension of the Mental Health Crisis Recovery House pilot to 31 March 2024.
 - d) Accept a grant of £340k from The Hillingdon Hospital NHS Foundation Trust to secure community support for virtual wards.
 - e) Accept a grant of £300k from North West London Integrated Care Board to contribute to hospital discharge related costs incurred by Adult Social Care in 2022/23.
 - f) Approve acceptance of gift funding in relation to a Planning Performance Agreement in accordance with the provisions of Section 93 of the Local Government Act 2003 for;
 - I. Ainscough Cranes - £32,000
 - II. 1 Vinyl Square (NMA) - £5,000
 - III. Bellmore Allotments - £32,000
 - IV. Austin Road - £32,000
 - V. Avondale Drive - £40,000
 - g) Agree a multi-activity Summer Holiday Programme for the provision of out of school activities in Summer 2023, with those in receipt of benefits-related free school meals eligible for free and agree to

introduce a charge of £92 for a full week (equivalent to £18.40 per day), for children not currently in receipt of free school meals.

- h) Accept a grant of £16,100 from the Department for Education for the financial years 2022/23 and 2023/24, for the Professional Development Programme for Early Years Practitioners.**
- i) Accept a grant of £907k from The Hillingdon Hospital NHS Foundation Trust to contribute to community costs for supporting hospital discharge; and delegates authority to Cabinet Member for Health and Social Care, in consultation with the Executive Director of Adult Services and Health, approval of the spending plan for the grant.**

Reasons for decision

Cabinet was informed of the forecast revenue, capital and treasury position for the current year 2022/23 to ensure the Council achieved its budgetary and service objectives.

The Cabinet Member for Finance noted that the overall in-year position was stable, strong and predictable, with general balances predicted to be at £26.8m by year end. It was noted that the continuing pressures from Covid-19 were projected at £14.9m, and whilst lower than last year, would be absorbed within earmarked reserves.

The Cabinet Member explained the current national inflationary environment and the impact on the Council's costs, which were also being absorbed through earmarked reserves and to a degree, vindicated the Council's decision to factor in high inflation into the budget for next year. It was noted that the savings programme was on track and would be delivered. In respect of the capital programme, whilst this was £22m under budget due to delays on agreed projects, such spend would be re-phased into future years.

In respect of the Dedicated Schools Grant it was noted that this had also suffered from cost inflation in respect of high needs placements, particularly those out-of-borough, but that the year-end deficit was showing a further reduction and the Council's work to create additional special needs places was making good progress. It was also noted that the Department for Education had agreed to the Council's disapplication request to transfer funds to the high needs block. The Cabinet Member also updated Cabinet on the Housing Revenue Account.

Other financial recommendations approved by the Cabinet included the acceptance of range of Government or external grants, along with new fees for the Summer Holiday Programme in 2023, and new service charges for short-life properties in respect of housing management services and furniture and furnishings.

An addendum was tabled to update a recommendation relating to the virtual ward grants and in order make a decision on accepting a grant recently received to further support hospital discharge work.

Alternative options considered and rejected

None.

Relevant Select Committee	Finance & Corporate Services
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	These decisions can be called in by 5pm, Friday 31 March 2023
Officer(s) to action	Andy Evans
Directorate	Resources
Classification	Public <i>The report and any background papers relating to this decision by the Cabinet are available to view on the Council's website or by visiting the Civic Centre, Uxbridge.</i>

8. PUBLIC PREVIEW OF MATTERS TO BE CONSIDERED IN PRIVATE

RESOLVED:

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

Reasons for decision

The Leader of the Council introduced the report which provided a public summary of the matters to be discussed in the private part of the Cabinet meeting later, increasing the Council's transparency. The Leader encouraged residents to read it.

Alternative options considered and rejected

These were set out in the public Cabinet report.

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

9. GLL LEISURE CONTRACT VARIATION PROPOSAL

RESOLVED:

That the Cabinet:

1. Agree a 5-year extension to the Leisure Operating Contract and leases with Greenwich Leisure Limited (GLL) to 1st March 2035 which includes Hillingdon Sports and Leisure Complex, Botwell Green Sports and Leisure Centre, Highgrove Pool and Queensmead Sports Centre.
2. Agree to a contract variation to the Leisure Operator's base trading account that will provide the Council with a revised management fee until 1st March 2035.
3. Delegates the authority to the Corporate Director of Place and the Corporate Director of Finance to finalise the contract extension and variation with the engagement of a specialist advisor.
4. Agree, subject to a suitable financial proposal between the Council and Greenwich Leisure Ltd, the option to vary the contract and lease to include the planned new leisure centre in West Drayton delegating authority for any decision to the Leader of the Council and relevant Cabinet Members, in consultation with the Corporate Director of Finance and the Corporate Director of Place.

Reasons for decision

The Cabinet Member for Finance introduced the report, which Cabinet agreed, that sought to update contractual arrangements with the Council's leisure operator and ensure the recovery of the management fee to the Council, following financial support given to GLL during the Covid-19 pandemic to keep the leisure centres operational.

Alternative options considered and rejected

The Council could have decided to bring leisure services back in-house, or continue with the existing contractual arrangements, which it deemed would not be economically viable.

Relevant Select Committee	
Finance & Corporate Services	
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	These decisions can be called-in by 5pm, Friday 31 March 2023
Officer(s) to action	Nicky McDermott / Chris Mayo
Directorate	Place / Resources
Classification	Private - <i>Whilst the Cabinet's decisions above are always made public, the officer report relating to this matter is not because it was considered in the private part of the</i>

meeting and contained information relating to the financial or business affairs of any particular person (including the Authority holding that information) and the public interest in withholding the information outweighed the public interest in disclosing it in accordance with Section 100(A) and paragraph 3 of Part 1 of Schedule 12 (A) to the Local Government Act 1972 (as amended).

10. SEMI-INDEPENDENT LIVING PROVISION CONTRACTS

RESOLVED:

That the Cabinet agree to extend the following contracts for semi-independent accommodation and support to looked after children and care experienced young people for a 2 year-period from 1 April 2023 to 31 March 2025:

- a) The West London YMCA contract extension valued at £618,336.34 for 2023/24 and £636,886.43 for 2024/25 for semi-independent accommodation, support, and service charge and a floating support service.
- b) The People Potential Possibilities (P3) contract extension of £1,206,879.94 for 2023/24 and £1,243,086.33 for 2024/25 for semi-independent accommodation, support, and service charge.

Reasons for decision

The Cabinet Member for Children, Families & Education introduced the report, which Cabinet agreed, to extend the semi-independent living contracts with two providers for young people in the Council's care and care experienced young people. The Cabinet Member noted the accommodation service provided also included assistance with financial management, mental health and wellbeing, education, future employment opportunities and development of social skills in preparation for independence.

Alternative options considered and rejected

Cabinet could have decided not to extend the contracts or re-tender the services, but considered this would result in higher costs or require a wider review of relevant housing pathways, respectively.

Relevant Select Committee	
Children, Families & Education	
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	These decisions can be called-in by 5pm, Friday 31 March 2023
Officer(s) to action	Emma Kavanagh / Julie Kelly
Directorate	Children's Services
Classification	Private - Whilst the Cabinet's decisions above are always made public, the officer report relating to this matter

is not because it was considered in the private part of the meeting and contained information relating to the financial or business affairs of any particular person (including the Authority holding that information) and the public interest in withholding the information outweighed the public interest in disclosing it in accordance with Section 100(A) and paragraph 3 of Part 1 of Schedule 12 (A) to the Local Government Act 1972 (as amended).

11. SOCIAL CARE CATERING SERVICES CONTRACT

RESOLVED:

That the Cabinet:

1. Agree to exercise the last available 1-year extension option within the current contract with the provider Caterplus Services Ltd for the provision of Social Care Catering Services to the London Borough of Hillingdon. The one-year period is from 23 March 2023 to 22 March 2024 at the cost of up to £1,167,800.
2. Note that the contract value calculated is based on anticipated spend and that charges are based on a fixed charge and a variable element based on the number of meals provided.

Reasons for decision

The Cabinet Member for Health & Social Care introduced the report, which Cabinet agreed, to extend the Council's contract for Social Care Catering Services. It was noted that the service operated well during the pandemic and provided meals in various settings which were nutritious and supported residents' health and well-being.

Alternative options considered and rejected

Cabinet could have fully re-tendered the contract, but considered it not economically viable at this time.

Relevant Select Committee	
Health & Social Care	
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	These decisions can be called-in by 5pm, Friday 31 March 2023
Officer(s) to action	Claire Fry
Directorate	Adult Services & Health
Classification	Private - Whilst the Cabinet's decisions above are always made public, the officer report relating to this matter is not because it was considered in the private part of the meeting and contained information relating to the financial or business affairs of any particular person (including the Authority holding that information) and the public interest in

withholding the information outweighed the public interest in disclosing it in accordance with Section 100(A) and paragraph 3 of Part 1 of Schedule 12 (A) to the Local Government Act 1972 (as amended).

12. FAMILY GROUP CONFERENCE SERVICE CONTRACT

RESOLVED:

That the Cabinet:

1. Accept the tender from Your Family Matters for the provision of Family Group Conference (FGC) services to the London Borough of Hillingdon families for a three-year period from commencement estimated to be 14th July 2023 and at the value of £342,114 following a procurement exercise as set out in the Tender Appendix;
2. Furthermore, agrees that this includes the provision to extend the contract for a four-year period at the value of £456,152, delegating approval of any extension to the Leader of the Council and Cabinet Member for Children, Families & Education, in consultation with the Executive Director of Children and Young People's Services.

Reasons for decision

The Cabinet Member for Children, Families & Education introduced the report, which Cabinet agreed, to accept a tender for Family Group Conference Services following a competitive procurement exercise. The Cabinet Member noted that such services supported families to find their own solutions to their problems in meeting the needs of children and themselves.

Alternative options considered and rejected

Cabinet could have decided to provide the services in-house or discontinue the service, but discounted these due to the risks highlighted in the report.

Relevant Select Committee	Children, Families & Education
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	These decisions can be called-in by 5pm, Friday 31 March 2023
Officer(s) to action	Valentin Danciu / Antony Madden
Directorate	Children's Services
Classification	Private - <i>Whilst the Cabinet's decisions above are always made public, the officer report relating to this matter is not because it was considered in the private part of the meeting and contained information relating to the financial or business affairs of any particular person (including the Authority holding that information) and the public interest in withholding the information outweighed the public interest in disclosing it in accordance with Section 100(A) and</i>

13. DISABLED FACILITIES GRANT & ADAPTATION WORKS CONTRACTS

RESOLVED:

That the Cabinet:

- 1. Approves the award to ARC Group London Ltd a contract to participate in LOT 1 (Area North) Aids & Adaptation Works schemes within private dwellings and the Council's Housing stock for 4 years with the option to extend for a further 2 years at the estimated cost of £1,077,516.90.**
- 2. Approves the award to Greyline Builders Ltd a contract to participate in LOT 2 (Area Central) Aids & Adaptation Works schemes within private dwellings and the Council's Housing stock for 4 years with the option to extend for a further 2 years at the estimated cost of £3,204,441.62.**
- 3. Approves the award to GM Builder UK LTD a contract to participate in LOT 3 (Area South) Aids & Adaptation Works schemes within private dwellings and the Council's Housing stock for 4 years with the option to extend for a further 2 years at the estimated cost of £4,427,189.03.**
- 4. Approves the award to PFL Electrical Ltd a contract to participate in LOT 4 (Back Up Contractor) Aids & Adaptation schemes within private dwellings and the Council's Housing stock for 4 years with the option to extend for a further 2 years at the estimated cost of £300,000.**
- 5. Approves the award to PROCare Shower & Bathroom Centre Ltd. a contract to participate in the Aids & Adaptation Works and provide the sanitary ware and specialist aids and adaptations materials to the above four works contractors for an estimated contract value of £1,446,728 but at no direct cost to the Council.**

Reasons for decision

The Cabinet Member for Property, Highways and Transport introduced the report, which Cabinet agreed, to accept a number of tenders for the provision of Aids & Adaptation services within Private Dwellings and Council's Housing Stock for residents with disabilities, including the vulnerable and older people. It was noted that this followed a competitive procurement exercise and works would be split on an area basis, with specialist support.

Alternative options considered and rejected

Cabinet could have decided to continue to tender small packages of works, but considered this not the best approach to provide such services in an efficient and effective way.

Relevant Select Committee	Property, Highways & Transport
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	These decisions can be called-in by 5pm, Friday 31 March 2023
Officer(s) to action	Sarah-Jane Bartlett
Directorate	Place Directorate
Classification	Private - <i>Whilst the Cabinet's decisions above are always made public, the officer report relating to this matter is not because it was considered in the private part of the meeting and contained information relating to the financial or business affairs of any particular person (including the Authority holding that information) and the public interest in withholding the information outweighed the public interest in disclosing it in accordance with Section 100(A) and paragraph 3 of Part 1 of Schedule 12 (A) to the Local Government Act 1972 (as amended).</i>

14. ROUGH SLEEPER SERVICES CONTRACTS

RESOLVED:

That the Cabinet:

1. Accept the tender from Trinity Homeless Projects for the provision of the Floating Service (Lot 1) for Rough Sleepers to the London Borough of Hillingdon for a two-year period from 14th April 2023 and at the value of £235,821 following a procurement exercise as set out in the Tender Appendix;
2. Accept the tender from Thames Reach Charity Ltd (Lot 2) for the provision of an Outreach/Inreach Service for Rough Sleepers to the London Borough of Hillingdon for a two-year period from 14th April 2023 and at the value of £690,442 following a procurement exercise as set out in the Tender Appendix;
3. Furthermore, agrees that this includes the provision to extend one or both of the contracts (noting this depends on the future grant funding decisions as to whether both contracts can be extended) for up to a five-year period (seven years in total), delegating approval for any extension to the Leader of the Council and Cabinet Members for Residents' Services, in consultation with the Director of Housing.

4. Note that if the extension option is exercised, the price for Lot 1 with Trinity Homeless Projects will be an additional £598,265, with a total price for the seven years of £834,086, and that if the extension option is exercised the price for Lot 2 with Thames Reach Charity, this will be an additional £1,748,565, with a total price for seven years of £2,439,007.

Reasons for decision

The Leader of the Council introduced the report, which Cabinet agreed, to accept tenders for services to support rough sleepers, which included floating and outreach/inreach services. It was noted that these contracts had been recommended following substantive market testing.

Alternative options considered and rejected

The Council could have decided not to tender, but as funding was provided for such services via the Government, the Council had a duty to demonstrate value for money.

Relevant Select Committee	Residents' Services
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	These decisions can be called-in by 5pm, Friday 31 March 2023
Officer(s) to action	Mark Billings, Debbie Weller
Directorate	Place Directorate
Classification	Private - Whilst the Cabinet's decisions above are always made public, the officer report relating to this matter is not because it was considered in the private part of the meeting and contained information relating to the financial or business affairs of any particular person (including the Authority holding that information) and the public interest in withholding the information outweighed the public interest in disclosing it in accordance with Section 100(A) and paragraph 3 of Part 1 of Schedule 12 (A) to the Local Government Act 1972 (as amended).

15. FRAMEWORK AGREEMENT FOR BUILDING & CONSTRUCTION CONSULTANCY SERVICES

RESOLVED:

That the Cabinet:

1. Approves the multi-lot Framework Agreement as set out in this report and Tender Appendix, in relation to building and construction consultancy services for a period of 4 years, noting that there are no direct costs to the Council for the creation of the Framework.

2. Delegates authority to relevant Cabinet Members for any Council Call-Offs made under this Framework where the value exceeds £500k, providing for more flexible decision-making.

Reasons for decision

Given the Council's considerable programme of housing and construction works, the Cabinet Member for Property, Highways and Transport introduced a report, which Cabinet agreed, to establish a multi-lot Framework Agreement for building and construction related consultancy services to deliver value for money and swifter delivery of projects.

Alternative options considered and rejected

Cabinet could have decided not to create a framework agreement and undertake ad hoc tender exercises, but this was discounted for the various reasons set out in the report.

Relevant Select Committee	Finance & Corporate Services
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	These decisions can be called-in by 5pm, Friday 31 March 2023
Officer(s) to action	Paul Soward
Directorate	Resources Directorate
Classification	Private - <i>Whilst the Cabinet's decisions above are always made public, the officer report relating to this matter is not because it was considered in the private part of the meeting and contained information relating to the financial or business affairs of any particular person (including the Authority holding that information) and the public interest in withholding the information outweighed the public interest in disclosing it in accordance with Section 100(A) and paragraph 3 of Part 1 of Schedule 12 (A) to the Local Government Act 1972 (as amended).</i>

16. TRANSLATION AND INTERPRETATION SERVICES CONTRACT

RESOLVED:

That Cabinet:

- 1) Accepts the tender from "thebigword" Interpreting Services Ltd (The Big Word) for the provision of corporate translation and interpretation services to the London Borough of Hillingdon for a two-year period from April 2023 to April 2025;
- 2) Furthermore, agrees that this includes the provision to extend the contract for a one-year period (3 years in total) to April 2026, delegating approval of any extension to the Leader of the Council and Cabinet

Member for Corporate Services, noting the indicative total value of the contract for three years of £599,410.

- 3) Notwithstanding the decisions above, instructs officers to explore further technology opportunities to provide efficient translation and interpretation services to seek to reduce future expenditure.**

Reasons for decision

The Cabinet Member for Corporate Services introduced the report, which Cabinet agreed, to accept a tender for translation and interpretation services following a competitive procurement exercise. The Cabinet Member noted that there continued to be a demand for this, particularly in relation to children's services and to meet legal requirements. It was also explained that the Council would continue to explore new technological ways to deliver such services and achieve value-for-money going forward.

Alternative options considered and rejected

Cabinet could have continued with the current contract, but discounted this for the reasons set out in the report.

Relevant Select Committee	Finance & Corporate Services
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	These decisions can be called-in by 5pm, Friday 31 March 2023
Officer(s) to action	Tracey Taylor / Trudie Eldriny
Directorate	Central Services / Resources Directorates
Classification	Private - <i>Whilst the Cabinet's decisions above are always made public, the officer report relating to this matter is not because it was considered in the private part of the meeting and contained information relating to the financial or business affairs of any particular person (including the Authority holding that information) and the public interest in withholding the information outweighed the public interest in disclosing it in accordance with Section 100(A) and paragraph 3 of Part 1 of Schedule 12 (A) to the Local Government Act 1972 (as amended).</i>

17. EXTENSION OF TRANSPORTATION ARRANGEMENTS FOR CHILDREN AND SOCIAL CARE CLIENTS

RESOLVED:

That the Cabinet agree to extend the current contracts with the providers set out in Appendix 1 for the Provision of Managed Transportation Services for Adults, Children, Looked After Children and Young People with Special Educational Needs and Adult Social Care Clients to the London Borough of Hillingdon for four months from 28 March 2023 to 28 July 2023 at a total cost of c.2.94m

Reasons for decision

The Cabinet Member for Children, Families & Education introduced the report, which Cabinet agreed, to extend the current transportation providers for home-to-school transport for a short period of time to minimise disruption to children this academic year and enable the new procurement arrangements to come into effect from the September 2023 term after the school holidays.

Alternative options considered and rejected

None, as there would have been disruption to the service impacting users, as the Council moved to the new procurement arrangements.

Relevant Select Committee	Children, Families & Education
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	These decisions can be called-in by 5pm, Friday 31 March 2023
Officer(s) to action	Jan Major
Directorate	Adult Services & Health
Classification	Private - <i>Whilst the Cabinet's decisions above are always made public, the officer report relating to this matter is not because it was considered in the private part of the meeting and contained information relating to the financial or business affairs of any particular person (including the Authority holding that information) and the public interest in withholding the information outweighed the public interest in disclosing it in accordance with Section 100(A) and paragraph 3 of Part 1 of Schedule 12 (A) to the Local Government Act 1972 (as amended).</i>

18. OCCUPATIONAL THERAPY SERVICES CONTRACTS

RESOLVED:

That the Cabinet:

1. Accept the tender from Access Independent to provide 65% of the Council's Occupational Therapy Services provision for 4 years from April 2023 at the price of £1,426,280, with the option to extend for a further 3 years at the price of £1,069,710, subject to approval by the Leader of the Council and Cabinet Member for Health and Social Care.
2. Approve the award to The OT Practice a contract to provide 35% of the Council's Occupational Therapy Services provision for 4 years from April 2023 at the price of £951,500, with the option to extend for a further 3 years at the price of £713,625, subject to approval by the Leader of the Council and Cabinet Member for Health and Social Care.

3. Approve the extension of the existing spot contracts with the incumbent providers: The OT Practice and Home Independence Services Ltd., on a rolling basis, until the new contracts are fully mobilised.

Reasons for decision

The Cabinet Member for Health & Social Care introduced the report, which Cabinet agreed, to accept tenders for Occupational Therapy Services for adults and children to fulfil the Council's statutory obligations to provide assessments for adaptations that help people live as independently as possible. Cabinet noted that all due process had been followed during the procurement exercise.

Alternative options considered and rejected

Cabinet could have decided not to undertake a competitive tender exercise, but this was not recommended for the reason set out in the report.

Relevant Select Committee	Health & Social Care
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	These decisions can be called-in by 5pm, Friday 31 March 2023
Officer(s) to action	Claire Fry / Merrick Knight
Directorate	Adult Services & Health / Place Directorate
Classification	Private - Whilst the Cabinet's decisions above are always made public, the officer report relating to this matter is not because it was considered in the private part of the meeting and contained information relating to the financial or business affairs of any particular person (including the Authority holding that information) and the public interest in withholding the information outweighed the public interest in disclosing it in accordance with Section 100(A) and paragraph 3 of Part 1 of Schedule 12 (A) to the Local Government Act 1972 (as amended).

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

No additional items were considered by the Cabinet.

The meeting closed at 7:30pm

Internal Use only*	Implementation of decisions & scrutiny call-in
When can these decisions be implemented by officers?	Officers can implement Cabinet's decisions in these minutes only from the expiry of the scrutiny call-in period, unless otherwise stated above, which is: 5pm, Friday 31 March 2023

	<p>However, this is subject to the decision not being called in by Councillors on the relevant Select Committee. Upon receipt of a valid call-in request, Democratic Services will immediately advise the relevant officer(s) and the Cabinet decision must then be put on hold.</p>
<p>Councillor scrutiny call-in of these decisions</p>	<p>Councillors on the relevant Select Committee shown in these minutes for the relevant decision made may request to call-in that decision. The call-in request must be before the expiry of the scrutiny call-in period above.</p> <p>Councillors should use the Scrutiny Call-in App (link below) on their devices to initiate any call-in request. Further advice can be sought from Democratic Services if required:</p> <p>Scrutiny Call-In - Power Apps (secure)</p>
<p>Notice</p>	<p>These decisions have been taken under The Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.</p> <p>This Cabinet meeting was also broadcast live on the Council's YouTube channel here for wider resident engagement.</p> <p>Please note that these minutes and decisions are the definitive record of proceedings by the Council of this meeting.</p> <p>If you would like further information about the decisions of the Cabinet, please contact the Council below:</p> <p>democratic@hillingdon.gov.uk Democratic Services: 01895 250636 Media enquiries: 01895 250403</p>

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ANNUAL EDUCATION STANDARDS REPORT 2021/22

Cabinet Member(s)	Cllr Susan O'Brien
Cabinet Portfolio(s)	Cabinet Member for Children, Families & Education
Officer Contact(s)	Michael Hawkins, Education Improvement & Partnerships
Papers with report	Annual Education Standards Report 2021/22

HEADLINES

Summary	This report provides the Cabinet with an overview of the standards of education across Hillingdon schools and settings for Hillingdon's children, young people and adults.
Putting our Residents First Delivering on the Council Strategy 2022-2026	This report supports our ambition for residents / the Council of: An efficient, well-run, digital-enabled council working with partners to deliver services to improve the lives of all our residents This report supports our commitments to residents of: Thriving, Healthy Households
Financial Cost	N/A
Relevant Select Committee	Children, Families and Education Select Committee
Relevant Ward(s)	N/A

RECOMMENDATION

That the Cabinet note the Annual Education Standards Report 2021-22 and the key findings set out.

Reasons for recommendation

This report provides an overview of the standards and quality of education across Hillingdon schools and settings for Hillingdon's children, young people and adults. The report focuses primarily on attainment, progress and achievement for the preceding academic year along with references to wider measures of educational success.

Alternative options considered / risk management

None.

Select Committee comments

The Committee has concerns around a drop in attainment levels, in particular at Early Years Foundation Stage (EYFS), Key Stage 1, Key Stage 2 and Key Stage 5. However, the Committee also recognises the huge amount of pressure that Hillingdon schools faced during the 2021/2022 academic year as a result of the COVID-19 pandemic.

It is of paramount importance that all children and young people in Hillingdon are provided with a good quality education in a safe learning environment. Therefore, there must also be a continued focus on closing the gaps in attainment and progress between disadvantaged and vulnerable pupils and their peers. Moreover, the Council must continue to challenge underperformance where this occurs, and to ensure that robust measures are in place to promote high standards.

The Committee further notes that collaborative partnerships are a crucial tool to overcoming the challenges that schools have faced and are pleased to see that mental health and wellbeing continues to be a priority, especially with the ongoing effects of the legacy of COVID-19.

SUPPORTING INFORMATION

The Annual Education Standards Report for 2021-22 attached in the appendix provides an overview of the standards and quality of education across Hillingdon schools and settings for Hillingdon's children, young people and adults. To support further improvement of standards in Hillingdon the report identifies specific areas for action with schools, settings and partners and is divided into three sections:

Part 1 – Education Improvement and Impact

Living with Covid for schools has been a large focus of 2021-22 and the Council and Schools have responded positively and with resilience. The Council continues to raise standards in education with monitoring, support and challenge, working with internal and external partners. Ofsted inspections resumed in full, and Hillingdon remains in line with national outcomes. 16 schools were listed on the Council's Schools At Risk Register; this comprised of 8 academy schools and 8 maintained schools (increased by 2). The Regional Schools' Commissioner is responsible for academy school performance and the Council worked closely with our 8 maintained schools to improve performance and outcomes. Various education initiatives have taken place with a continued focus on Wellbeing and Mental Health support and vulnerable children. School Place Planning has seen a decline in demand for primary places and an increase in demand for secondary places. School Admissions had a slight increase in secondary applications, a decrease in primary applications and an increase in elected home education applications.

Part 2 – Vulnerable Children and Young People’s Outcomes

Looked after children (LAC) have had a successful year despite the Covid challenges. LAC not in education, employment or training (NEET) is higher than the London average. SEND has seen a growth in EHCPs. Closing the gap between disadvantaged pupils and their peers remains a key focus. Elective home education has increased, predominately because of the pandemic. Children missing education referrals have also increased from the previous year. The borough is broadly in line with national data for absence and had a decrease in permanent exclusions compared with last year’s data. Mainstream NEET figures are slightly above our West London neighbours.

Part 3 – Educational Performance

This section focuses primarily on attainment, progress and achievement for the preceding academic year along with references to wider measures of educational success. However, due to the suspension of data during the pandemic, the data will be hard to compare with the previous year, this will improve in next year’s report of 2022/23.

Financial Implications

There are no financial implications arising from this report.

RESIDENT BENEFIT & CONSULTATION

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

This report provides a public overview and account of the standards and quality of education services available to Hillingdon residents.

Consultation carried out or required

N/A

CORPORATE CONSIDERATIONS

Corporate Finance

Corporate Finance has reviewed this report and there are no financial implications arising from the recommendation.

Legal

There are no specific legal implications arising from this report. Whenever necessary legal advice is given in relation to specific issues as they arise to ensure that the Council always meets its legal obligations.

BACKGROUND PAPERS

- [Previous reports to Cabinet annual on educational standards](#)
- [Children, Families & Education Select Committee consideration 14 March 2023](#)

Annual Education Standards Report 2021/22

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Executive Summary

The Annual Education Standards Report for 2021-22 provides an overview of the standards and quality of education across Hillingdon schools and settings for Hillingdon's children, young people and adults. To support further improvement of standards in Hillingdon the report identifies specific areas for action with schools, settings and partners and is divided into three sections:

Part 1 – Education Improvement and Impact

Living with Covid for schools has been a large focus of 2021-22 and the Council and Schools have responded positively and with resilience. The Council continues to raise standards in education with monitoring, support and challenge, working with internal and external partners. Ofsted inspections resumed in full, and Hillingdon remains in line with national outcomes. 16 schools were listed on the Council's Schools At Risk Register; this comprised of 8 academy schools and 8 maintained schools (increased by 2). The Regional Schools' Commissioner is responsible for academy school performance and the Council worked closely with our 8 maintained schools to improve performance and outcomes. Various education initiatives have taken place with a continued focus on Wellbeing and Mental Health support and vulnerable children. School Place Planning has seen a decline in demand for primary places and an increase in demand for secondary places. School Admissions had a slight increase in secondary applications, a decrease in primary applications and an increase in elected home education applications.

Part 2 – Vulnerable Children and Young People's Outcomes

Looked after children (LAC) have had a successful year despite the Covid challenges. LAC not in education, employment or training (NEET) is higher than the London average. SEND has seen a growth in EHCPs. Service wide transformation has taken place. Closing the gap between disadvantaged pupils and their peers remains a key focus. Elective home education has increased, predominately as a result of the pandemic. Children missing education referrals has increased from the previous year. The borough is broadly in line with national data for absence and had a decrease in permanent exclusions compared with last year's data. Mainstream NEET figures are slightly above our West London neighbours.

Part 3 – Educational Performance

This section focuses primarily on attainment, progress and achievement for the preceding academic year along with references to wider measures of educational success. However, due to the suspension of data during the pandemic, the data will be hard to compare with the previous year, this will improve in next year's report of 2022/23.

Part 1

Education

Improvement and

Impact

1.1 Living with Covid-19

Hillingdon schools adopted the 'living with Covid-19' guidance well and are predominately stable.

The Education Improvement and Partnership Service Advisors have been proactive in supporting schools to resume to a 'business as usual' state with advice on how to deliver the new normal. Primary and Secondary schools supported the vaccination roll out and were commended by the NHS.

1.2 Putting Our Residents First - Raising Standards in Education

Putting residents first is central to the work of the Council. This includes fulfilling its duty to ensure that its statutory education functions are discharged with a view to promoting high standards, ensuring fair access to opportunity for education and learning and promoting the fulfilment of learning potential for all learners.

Within a landscape of significant national change in education, the Council continues to recognise that access to the very best education opportunities in high-quality schools and settings will ensure that Hillingdon remains a popular and desirable place of choice for families.

The Council continues to invest in education capacity and quality through the provision of school support and monitoring and the expansion of schools where needed to meet demand for school places across the primary and secondary sectors. The mixed economy of Council maintained and academy/free schools in the Borough mean that the Council acknowledges its dynamic but central role in securing the best outcomes for children and young people educated in the Borough. Working in partnership with autonomous school leaders, multi-academy trusts and other relevant responsible authorities, the Council continues to promote high standards for all learners and to challenge underperformance where this occurs, no matter where learners are educated.

The Council accepts that it has an important role to play in promoting high standards for all learners and in particular, those children, young people and adults vulnerable to underachievement, including those with special educational needs and/or disabilities and those from disadvantaged backgrounds. In order to undertake this role effectively, the Council uses its resources to monitor, support, challenge, and intervene in schools where concerns arise.

It does this by:

- Collating and analysing the performance of all state funded schools in Hillingdon to identify those at risk and those in need of additional support or intervention.
- Monitoring and challenging the performance of individual schools for all pupils, specific groups of pupils and individual pupils. This includes reviewing and challenging school improvement plans, providing services to support the positive progress of children and young people, developing and securing expertise in schools and settings, monitoring personal educational plans for children looked after and intervening where schools or settings require improvement.
- Working effectively with services for vulnerable children both within the Council and beyond to access support swiftly where concerns are noted or where opportunities for learners are not to a good standard.

- Undertaking a strategic brokerage role to allow schools in need to access appropriate support from other schools and national organisations.
- Where necessary, exercising formal powers of intervention where there are concerns in our maintained schools or notifying the Regional Schools Commissioner of concerns in Academy schools to drive up standards.
- Working in partnership with the Regional Teaching School Hub and multi-academy trusts in order to build capacity within the schools-led improvement community in Hillingdon.

1.3 Ofsted Inspection of Early Years & Foundation Stage

Private, Voluntary and Independent (PVI) Childcare Providers - Ofsted Outcomes

We currently have a total of 90 PVI settings:

Not yet inspected	Outstanding	Good	Requires improvement	Inadequate
6	13	65	3	3

The following table demonstrates the percentage of Hillingdon's PVI Ofsted outcomes over the past five years in relation to national Ofsted data (published in August 2022):

	Summary (Good or better)		Outstanding		Good		Requires Improvement (RI)		Inadequate	
	National	LBH	National	LBH	National	LBH	National	LBH	National	LBH
2017/18	91%	100%	28%	20.7%	63%	79.3 %	6%	0%	3%	0%
2018/19	96%	100%	23%*	21%	73%*	79%	2%*	0%	1%*	0%
2019/20	98%	100%	22%	19%	75%	81%	2%	0%	1%	0%
2020/21	98%	100%	22%	19%	76%	81%	1%	0%	1%	0%
2021/22	78%	93%	17%	16%	61%	77%	7%	3.5%	14%	3.5%

Source - Overall effectiveness of early years providers: 31 August 2022. Ofsted

Those settings that have been graded as RI or Inadequate have a dedicated and time bonded action plan that has been written in partnership with the owner/manager. Priorities are always identified with Safeguarding and Welfare first, followed by leadership and management and the quality of Education. Progress towards targets is monitored at least monthly, but often more regularly.

We have proactively encouraged the Inadequate and RI settings to sign up for the Experts and Mentors programme delivered through the DfE and Penn Green, as a part of the Covid Recovery plan.

The focus from the team has been to support settings in preparing for inspections with support in leading a learning walk, discussing curriculum intent, implementation and impact and developing staff confidence.

We are also reintroducing Five to Thrive across all providers – this is a partnership approach to working with Parents and Practitioners in recognising the importance of and supporting healthy Brain development.

Centralised Training Provided to Both Schools and PVI settings

Alongside bespoke training for individual schools and settings we also run a centralised training programme, many of these courses were run remotely over the last year, which has meant they have been recorded and uploaded onto LEAP for greater reach.

- An introduction to safeguarding x3
- Designated Safeguarding Lead update
- Preparing for the revised EYFS – PVI
- Preparing for the revised EYFS - Schools
- Planning and assessment requirements in the EYFS reforms
- Exploring the new curriculum guidance documents
- Ofsted Inspections from 2021 – PVI
- Developing a Language rich environment
- Developing continuous provision – outdoor spaces
- Developing continuous provision – Indoor spaces
- Developing the learning potential of your role play areas
- The Characteristics of effective Teaching and Learning the role of the adult
- Supporting children's Behaviour and emotional development
- Talk for writing in the EY
- Meeting the learning and development requirements – Mathematics
- Meeting the learning and development requirements – Understanding the World
- Using Philosophy for children to develop Communication and Language with 3–5-year-olds
- Monitoring and evaluating EYFS provision

Childminders

We currently have 198 childminders in Hillingdon. Of these 170 cares for EYFS children. Since the start of the Pandemic, we have had 56 childminders resign from the sector and uptake on training for entry to the profession is lower than pre-covid times. Those who do not have EYFS children are graded as met or not met at their Ofsted inspection. We currently have 23 Met and 5 Not met. The data for those childminders that have EYFS children in their provision is as follows:

Not yet inspected	Outstanding	Good	Requires improvement	Inadequate
19	15	135	0	1

The following table demonstrates the percentage of Hillingdon's Childminder Ofsted outcomes over the past five years in relation to national Ofsted data (published in August 2022).

Data Set 4 – Table: Ofsted Outcomes from Childminder Inspections August 2022

	Summary (Good or better)		Outstanding		Good		Requires Improvement		Inadequate	
	National	LBH	National	LBH	National	LBH	National	LBH	National	LBH
2017/18	94%	97.4%	16%	14.4%	78%	83%	5%	0.5%	1%	1.1%
2018/19	94%	99%	16%	16.5%	78%	82.5%	5%	0.5%	1%	0.5%
2019/20	95%	99%	14%	17%	81%	82%	4%	1%	1%	0%
2020/21	96%	99%	14%	13.5%	82%	85.5%	3%	1%	1%	0%
2021/22	89%	99.5%	15%	10%	74%	89.5%	5%	0%	6%	0.5%

For childminders who receive an inadequate or RI judgement they receive one to one support from an EY adviser and support is given to work on the recommendations and actions.

Bespoke training is provided in the evenings and at weekends for childminders along with the courses we pay adult education to provide for us. These have included:

- Preparing for your Ofsted inspection.
- Communication and language in the revised EYFS
- Using Development matters
- Planning and assessment with the new EYFS
- Making the most of the outdoors
- Developing phonological awareness.
- Meeting the Safeguarding and Welfare requirements
- Annual Safeguarding update for CM's
- Childminder Safeguarding for Newly registered childminders
- Understanding Prevent duty
- The Characteristics of effective Teaching and Learning the role of the adult

Key Challenges

The single most challenging issue in Early Years at the moment is recruitment and retention of staff to maintain high-quality provision. Staff turnover in settings is higher than ever before and this has had a huge impact in supporting quality improvement. Added to this, as we move out of the pandemic practitioner morale and confidence is very low and reigniting a passion for young children's learning and supporting staff development remains a high priority.

Within both PVI's and Schools it has been recognised that a considerably higher number of children are starting their EY provision with SEND concerns than pre-covid times. It is as yet, unclear if these are general delay or wider SEND issues, the main areas of concern are in Communication and Language and Personal, Social and Emotional development and the team are targeting support to settings accordingly.

1.4 Ofsted Inspections of Schools

Ofsted resumed their full inspection programme, following the previous year's Covid-19 partial inspection suspension. Hillingdon received 21 inspections, shown in the table below.

Hillingdon's inspection data demonstrates an improvement when compared with the previous year, with 91% of schools overall now judged Good or better by the end of the 2021/22 academic year, compared to 88% of schools judged Good or better 2020/21. This academic year, Hillingdon is 3% higher than the England average, which is 1% higher than last year.

With Outstanding schools inspections re-started, we have noticed a drop in our Outstanding schools that have not been inspected for many years. Their inspection outcomes were strong and have increased our Good school

Ofsted visits have been a mixture of Section 8 and 5 inspections throughout 2021/22 academic year. School inspections have been delayed for up to six terms from the usual four-year interval as a result of Covid-19.

Significant changes:

- One maintained secondary was upgraded from Requires Improvement to Good.
- One academy primary was upgraded from Requires Improvement to Good.
- One maintained Infant dropped from Outstanding to Good
- One academy secondary dropped from Outstanding to Good.
- One academy secondary dropped from Outstanding to Requires Improvement.
- One special secondary dropped from Good to Inadequate and was therefore put into special measures. The LA is working extremely closely with this school to drive improvements.

Summary of Schools in Hillingdon by Ofsted Judgement

Data Set 1 - Table: Final inspection overview 2021/22 (by 31st August 2022)

Type of School	No.	% Outstanding	No. Outstanding	% Good	No. Good	% Requiring Improvement	No. Requiring Improvement	% Inadequate	No. Inadequate
Primary All	68	13%	9	81%	55	6%	4	0%	0
Academy	23	9%	2	82%	19	9%	2	0%	0
Maintained	45	16%	7	80%	36	4%	2	0%	0
Nursery	1	100%	1	0%	0	0%	0	0%	0
Maintained	1	100%	1	0%	0	0%	0	0%	0
Secondary All	18	28%	5	55%	10	17%	3	0%	0
Academy	16	31%	5	50%	8	19%	3	0%	0
Maintained	2	0%	0	100%	2	0%	0	0%	0
UTC/SC	4	0%	0	75%	3	25%	1	0%	0

Academy	4	0%	0	75%	3	25%	1	0%	0
Special All	7	14%	1	72%	5	0%	0	14%	1
Academy	5	20%	1	60%	3	0%	0	20%	1
Maintained	2	0%	0	100%	2	0%	0	0%	0
AP/PRU	1	0%	0	100%	1	0%	0	0%	0
Academy	1	0%	0	100%	1	0%	0	0%	0
Maintained	0	0%	0	0%	0	0%	0	0%	0
All State funded schools in Hillingdon	99	16%	16	75%	74	8%	8	1%	1

Data Set 2 - Table: End of 2021-22 Inspection Summary - Hillingdon versus England

	2021-22		2020-21	
Judgement	Hillingdon	England* (not totalled to 100%)	Hillingdon	England* (not totalled to 100%)
Outstanding	16%	18%	20%	19%
Good	75%	70%	68%	67%
Requires Improvement	8%	9%	12%	10%
Inadequate	1%	3%	0%	3%

1.5 Monitoring and Challenging the Performance and Outcomes of Individual Schools

The schools' landscape in Hillingdon consists of 99 state-funded settings which include a mixture of Council maintained schools and other settings which have an alternative status - these settings including academies, University Technical Colleges (UTCs) and Studio Colleges SCs). Approximately 30% of all primaries in Hillingdon are academies, with 70% remaining as maintained schools. In the secondary sector, 90% of all schools are academies with only 10% remaining as maintained settings. In the special school sector, 80% of schools are academies whilst 20% are maintained by the Council.

Legal duties and powers regarding education improvement intervention in underperforming schools where the Council is not the responsible body for standards or leadership (for example academies) lie with the Regional Schools' Commissioner, acting on behalf of the Secretary of State. Councils retain responsibility for intervention in maintained settings where standards decline, and all local authorities retain the overarching statutory duty regarding the promotion of high standards of education which includes regular interface with all stakeholders in a local area and the sharing of intelligence with national partners including Ofsted and the full range of Department for Education teams.

The Council uses a collaborative and school-driven approach to ensure that education improvement activity in Hillingdon continues to mirror the national direction for school support and intervention, with a clear emphasis on the brokerage of support for underperforming schools from good and outstanding settings. Our model includes specific guidance for schools around the responsibilities of the Council regarding monitoring and intervening where schools are, or maybe, at risk of underperformance. This includes processes for the risk assessment of schools who are

not securely good or where standards are declining and associated intervention by officers to accelerate the use of the Council's formal powers if required.

The Council monitors the standards and quality of all schools in Hillingdon through termly analysis of published data, information gathered from Council services supporting children and families, Ofsted liaison, feedback from Hillingdon's Regional Schools' Commissioner's office and DfE and, in the case of maintained schools only, through the provision of Education Advisory visits. The early identification of schools facing challenges in Hillingdon allows the Council to broker support for school leaders and governors from across the wider schools' community and aims to prevent, halt and reverse a decline in standards for Hillingdon's children and young people.

In 2021/22 officers continued to work closely with the Hillingdon school-led Schools' Strategic Partnership Board, to deliver education improvement events and regular briefings to Head Teachers. This approach ensured that the Council continued to fulfil its statutory duty regarding acting as a champion of high standards of education for all young people in Hillingdon, whilst supporting the local education sector's systems leaders by promoting access to their local school leadership improvement offer and highlighting expertise available from both the Regional Teaching Schools' Hub and central government.

To build on partnership working, Hillingdon Learning Partnership (HLP) was developed to provide 'school to school' support on curriculum development. There is a HLP Governance Board consisting of cross phase Headteachers and Local Authority Officers. HLP launched in September 2022.

The Council worked with our Regional Teaching School Hub to deliver Initial Teacher Training to our Early Career Teachers (ECTs) to ensure that new teachers are supported and operate at the required standard.

1.6 Performance Outcomes

There were 16 schools on the Council's 'Schools At Risk Register' (SARR) at the end of 2021/22. This is 2 more than the previous year and there has been a steady number averaging 17 over the past few years. The reasons schools could be at risk cover a range from: declining data, leadership concerns (including governance), finance, serious and regular stakeholder complaints and more.

Overall - all schools

- 10/16 schools are primary phase
- 6/16 schools are secondary

Primary schools

- 7/10 schools are maintained (5 are judged Good/Outstanding but at risk and 2 Requiring Improvement)
- 3/10 schools are academies (2 Requiring Improvement and one academy converter creating a 'new' start with no judgement)

Secondary / Studio Colleges / UTCs schools

- 1/6 school is maintained (Good but listed due to its deficit and complaints)
- 5/6 schools are academies (Requiring Improvement and Inadequate)

There is an even split between the number of maintained schools and academies that are included in the SARR, with eight maintained schools and eight academies. The variable quality of information relating to leadership, management and governance in academy schools means that maintained schools are much more likely to be represented.

A breakdown of the maintained schools at risk is shown below:

Maintained Schools at risk	Outcomes
2 Requiring Improvement	Challenge Task Group meetings took place to support improvement in time for their next inspection. This approach resulted in meetings between senior officers and school leaders and intensive brokering of support. The impact of challenge and support resulted in significant changes to leadership, management and governance in these schools.
6 Good or Outstanding	Support is tailored to the reason that resulted in these schools being assessed as at risk, detailed below: <ol style="list-style-type: none">1. Safeguarding and leadership capacity2. Performance decline3. Risk of Requiring Improvement judgement4. Budget deficit5. Number of stakeholder complaints

Where the schools identified as being at risk were academies/free schools for whom the Local Authority is not the legally responsible body in terms of education improvement, the Council acted swiftly to highlight concerns to the Regional Schools Commissioner and other relevant authorities.

In 2021/22 the Four-Tier Support Model for categorising schools for prioritising education improvement support continued:

- Self-Improving - schools with an Ofsted rating of 'Good' or 'Outstanding' schools with no key areas of concern.
- Watch - schools which require low-level education improvement support but with only one key area of need.
- Targeted - schools with some key focus areas of improvement required, including schools which may be 'Good' but at risk.
- Intensive - schools with an Ofsted rating of Requires Improvement or Inadequate and/or where significant support is required.

This enabled the Education Improvement and Partnerships Team to focus their time supporting schools effectively with a package of support appropriately matched to the needs of the various settings in Hillingdon.

The support and challenge documentation used by Advisors established a clearer focus on the impact of the support given to the schools. A Support Plan was used for settings in the Targeted or Intensive support categories. This support plan facilitates a commitment from both the Education Advisor and the school leaders to have a continued focus on the key individualised education improvement priorities and actions that are planned for the year ahead. Education Advisors completed a termly impact report to detail the impact of their support on the schools' improvement journey.

Collectively, these documents had a greater focus on holding Education Advisors and school leaders to account, as well as being a support mechanism for schools, enabling them to share clear evidence of progress with relevant external agencies.

1.7 Good Practice from London Councils

The Council works closely within our West London Partnership. Various Council services are part of service level boards where they undertake joint working, reciprocal agreements, share good practice, initiatives, performance and outcomes data. Throughout this report you will note where data has been sourced via the West London Partnership or London wide.

The Head of Education and Learning attended a termly Strategic Education London Leads meeting, where all London Borough education leads meet to discuss current topics, concerns and strategic ways of working. Ofsted and the Regional Schools' Commissioner are invited to present on key changes, along with other partners.

1.8 Mental Health and Wellbeing

The Education Improvement and Partnerships service have worked on a range of initiatives to support the Mental Health and Wellbeing of our children in the borough. Using the DfE's dedicated grant, we have delivered:

1. MH First Aid Training – accredited course for one MH staff lead in each school.
2. Wellbeing and MH direct support to schools - one day of customised MH support to each school (upskilling staff).
3. Special Yoga train the trainer programme for Special Schools.
4. Toolkit of resources, model policies and templates.

Mental Health and Wellbeing for schools continues to be a priority and by delivering these programmes our aim is to improve resilience by embedding these strategies. Hillingdon has one trained professional in each school / MAT to support the mental health provision Borough-wide.

The Education Improvement & Partnerships Service Wellbeing and Mental Health Lead provided a whole school approach review and support, such as policy and procedures development, guidance and training. This support has upskilled each Mental Health lead in schools.

The SEND Advisory Service (SAS) works within the SCERTS framework (Social Communication, Emotion Regulation, Transactional Support). [The SCERTS® Model](#). In addition to specific SCERTS training available to all schools, the SCERTS ethos is embedded into the SAS tiered

offers of support which include 1:1 support, training and whole school approaches. SCERTS is also integral to the Inclusion Commitment school development programmes (a 1 year intensive package of CPD, provision review and support for settings). For more specific support, the Inclusion Commitment offers a choice of 3 pathways. Settings have the option to select an SEMH pathway which will cover 'trauma informed practice' and 'Adverse Childhood Experiences (ACEs)'.

SAS have recently appointed an Educational Psychologist with an SEMH/Behaviour specialism who will work as an SEMH advisor, in strong collaboration with Health Partners and the existing EP service. The previous pilot project 'Early Intervention Prototype' will be reviewed with Hillingdon CAMHS and other SEND partners and reinstated in a revised format.

The Thrive Network has been revived. This network will provide a holistic network of support across local authority SEND & Education services, health partners and third sector colleagues. Sharing of information enables effective collaboration and signposting for children, young people and their families

1.9 School Place Planning Overview

The Council has a statutory responsibility to secure sufficient early years and school places for children resident in Hillingdon. These places need to be appropriate, sustainable, viable and meet local and specialist needs.

The mixed economy of Council maintained and academy/free schools in the Borough mean that the Council acknowledges its dynamic but central role in securing the best outcomes for children and young people educated in the Borough. Working in partnership with autonomous school leaders, multi-academy trusts and other relevant responsible authorities, the Council continues to promote high standards for all learners and to challenge underperformance where this occurs, no matter where learners are educated.

Primary rolls overall have continued the slight decline seen each termly census since October 2019, a total 3% decline in three years. To manage this, reductions in primary PAN of 30 places (one form of entry) have been proposed in one community school and in two foundation schools.

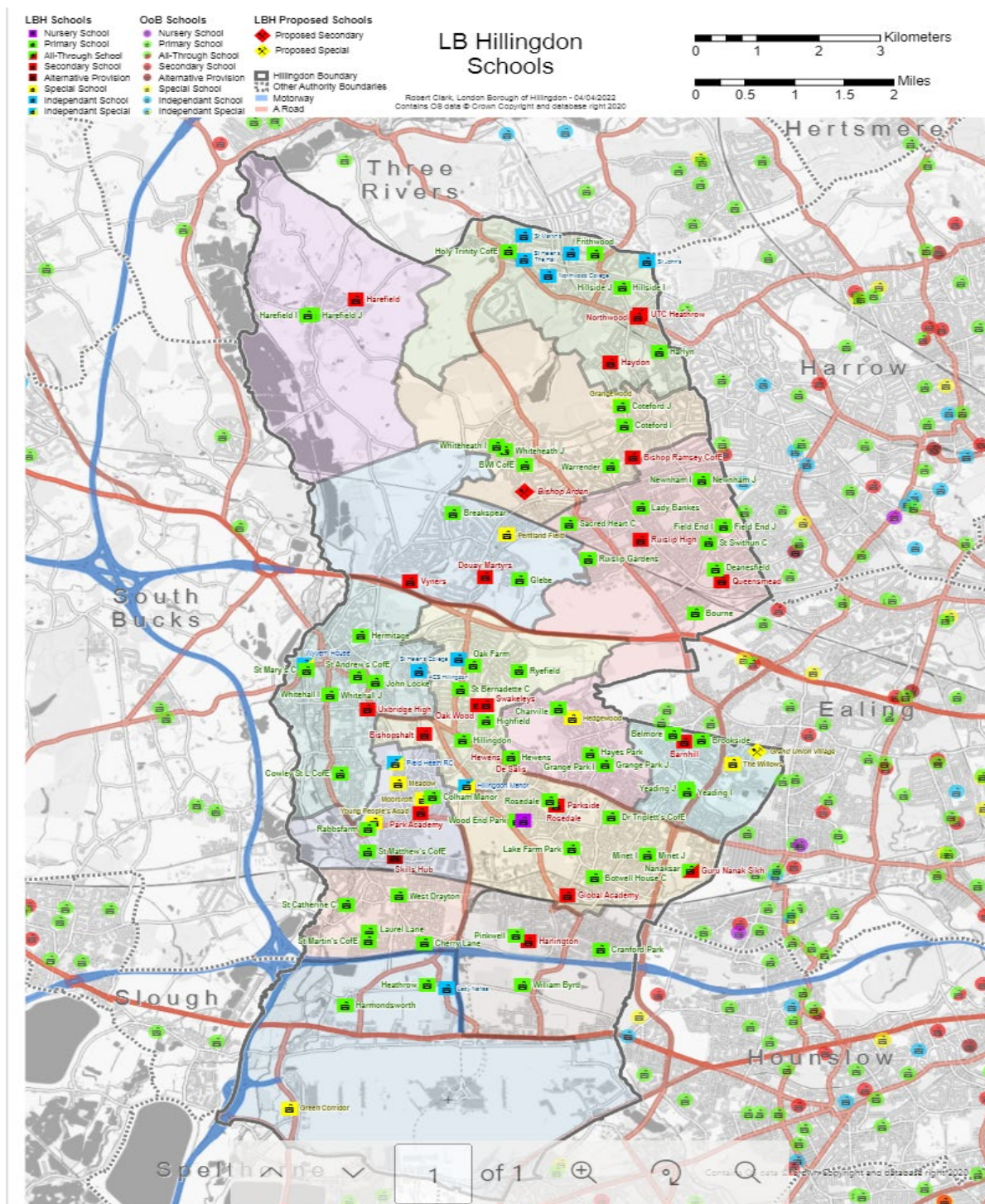
At secondary, the number of children on roll has increased in line with projections. Temporary extra places above Pupil Admission Numbers (PAN) will be added by some schools for Year 7 in September 2023 to ensure that all residents receive an offer of a place on National Offer Day. This is ahead of a planned expansion due to open in 2023. Further work is underway on future planning.

To meet the growing demand for special school places, a programme of capital works to expand and create new special schools and mainstream SRPs and units in the Borough is being progressed, linked to the Dedicated Schools Grant (DSG) Safety Valve discussions with the DfE.

Future School Place Planning Education Analysis

In future reports, when new data is released, progress and outcomes data on the 14 planning areas will be analysed along with an explanation on what education improvement support and challenge will be in place specifically for the planning areas identified as in need. School Place Planning (SPP) is reported twice a year, separately to this report, and Members can access further information through that route.

The following map shows the local authority schools in Hillingdon at April 2022.



1.10 School Placements & Admissions

Secondary School Places

The School Placement and Admissions Team has been effective in delivering a high-quality service despite an increase in demand.

There has been a 1.1% decrease in secondary applications across London since 2021. However, Hillingdon experienced a 1.4% increase.

The LA still received a high number of applications; 3659 applications were submitted for pupils residing in Hillingdon for secondary school places.,

On National Offer Day every Hillingdon resident was offered a secondary school place. 89% of applicants received one of their top three preferred schools, an increase of 3% compared to 2021. 71% of Hillingdon pupils received their first choice – an increase of 4% when compared with 2021 admissions. This was also higher than the London average of 69.95%.

Primary School Places

There has been a 1.3% decrease in primary applications across London since 2021. Hillingdon experienced a 1.6% decrease in applications.

The LA received 3603 applications for pupils residing in Hillingdon for primary school places. Hillingdon Council was ranked first in the capital for offering children their parents' first preference and top in west London across all preferences.

On National Offer Day every Hillingdon resident was offered a primary school place. 99% of applicants were offered a place at one of their top three preferred schools. 94% of Hillingdon pupils received their first choice (both were the same when compared to 2021 admissions). This was also higher than the London average of 87.9%.

Fair Access

The In Year Fair Access Panel (IYFAP) has continued to be effective in its duty to ensure that outside the normal admissions round - unplaced children, especially the most vulnerable, are found and offered a place quickly, so that the amount of time any child is out of school is kept to the minimum. We continue to see a minimal number of primary aged referrals considered by the Fair Access Panel. This is due to strong communication between the local authority, school admissions officers and sufficient place planning. The LA are also extremely grateful to our schools for their support with Year 11 pupils being placed in mainstream schools. The Panel is effectively meeting the growing demand for secondary school places in the borough to ensure that every child receives the best possible education.

Below is a summary of the referrals made via the IYFAP.

Key Statistics

- **2 primary referrals** to the IYFAP. There is an increase of 1 placement compared to the previous two academic years 2019-2021.
- **1.5% decrease** - 136 total number of placements by the IYFAP in comparison to the academic year 2020-2021 where there were 138 placements.
- **71 Year 11** aged children were referred to the panel, 44 of these pupils started at the allocated provisions.
- **22% increase** in the total number of year 11 placements by the IYFAP into mainstream schools in comparison to the academic year 2020-2021. In real terms there have been 71 Year 11 referrals this year opposed to 58 in 2020-2021.
- **40% increase** in the total number of secondary school placements in the south of the borough in comparison to the academic year 2020-2021. In real terms there have been 125 placements this year opposed to 89 placements in 2020-2021.
- **29% increase** in the imbalance between secondary school placements in the south of the borough relative to placements in the north of the borough compared to the academic year 2020-2021. In real terms 125 of 134 placements this year (93%) were in the south of the borough opposed to 89 of 138 placements (64%) in 2019-2020. This highlights the strengthening of equal distributions across the borough.
- **29% of the placements** have been for 'Children of Gypsies, Roma, Travellers, refugees and asylum seekers'.
- **22 additional children** were presented and had schools named as part of their school attendance orders.

These statistics include July's placements however they did not start until this academic year (2022/23).

Year 11 Pupils – The specific category for year 11 pupils was removed from the Fair Access Protocol following changes to the code.

Therefore, the general expectation is that mainstream education will be inclusive and that pupils with a wide range of needs will be able to access a mainstream school place. However, the panel continue to place year 11 pupils through the FAP as they meet alternative eligibility criteria.

Pupils are also offered a place at Hillingdon's Interim Provision where they will complete a cognitive assessment and receive education whilst awaiting a school placement.

As there were only 2 primary referrals there are no specific observations.

	Secondary referrals						
Month/Year Group	Year 7	Year 8	Year 9	Year 10	Year 11	North	South
September	4	3	9	12	15	5	38
October	3	1	0	0	6	0	10
November	2	2	5	3	15	0	27
December	0	0	1	2	6	1	8
January	0	0	0	0	3	1	2
February	0	0	1	1	8	2	8
March	0	0	0	1	10	0	11
April	1	0	0	0	4	0	5
June	3	0	2	1	4	0	10
July	4	0	1	1	0	0	6
Total per year	17	6	19	21	71	9	125
Total	134						

The month of May will not appear in any statistics as no IYFAP meetings were scheduled in May.

Referral Reason

The highest number of referrals in the Secondary phase were made for children that had been out of education for four or more weeks and year 11 pupils as they cannot be easily assimilated into appropriate courses. Both primary aged pupils were referred to the panel as they were children with SEN (without an EHCP).

Place Planning Areas

For the 134 secondary school placements made through Fair Access, 125 children lived in the South of the borough and 9 children lived in the North of the borough. 93% of the children placed through Fair Access lived in the South. The panel are mindful of the volume of pupils residing in the south of the borough and will try to allocate a school in the north of the borough where a journey is deemed within a reasonable distance. Alternatively, if a parent has added a school as a preference which is within the north of the borough the panel will look to allocate this school. This assists with equal distribution and can justify the panel's decision for allocating a school not within a reasonable distance.

Placements for Children of Gypsies, Roma, Travellers, Refugees & Asylum Seekers

Year/Month	Year 7	Year 8	Year 9	Year 10	Year 11	Total
September	2	1	2	0	1	6
October	3	1	0	0	1	5
November	2	2	5	2	6	17
December	0	0	0	0	0	0
January	0	0	0	0	0	0
February	0	0	0	0	2	2
March	0	0	0	0	5	5
April	0	0	0	0	1	1
June	0	0	0	0	3	3
July	1	0	0	0	0	1
Total	8	4	7	2	19	40

In February 2022 a war in Ukraine began and families fled the country seeking asylum. In March 2022 the Government launched the 'homes for Ukraine' scheme. Homes for Ukraine is a sponsorship scheme that allows people and organisations in the UK to offer Ukrainians fleeing the war a home. This scheme lets individuals, charities, community groups and businesses offer a route to safety for Ukrainians, even if they have no ties to the UK. There were 144 pupils recorded in Hillingdon. As the majority of these pupils were offered places through the normal admissions process, we were not required to present them at FAP.

57% (23) of asylum seekers who were referred to the FAP were residing in hotels in the south of the borough. This has continued to have an impact on schools such as Harlington School.

The Panel anticipate that we will be continuing to place children residing at Hillingdon hotels into the next academic year, as more families are moving into hotels, whilst they await a more permanent placement, within Hillingdon or via dispersal to other authorities in the UK.

Comparison with Previous Academic Years

Below is a comparison of the number of In Year Fair Access Panel placements made this year in comparison to the last two academic years.

	2019-2020			2020-2021			2021-2022		
Month	Primary	Secondary	Total	Primary	Secondary	Total	Primary	Secondary	Total
September	0	52	52	0	32	32	1	43	44
October	0	5	5	0	8	8	0	10	10
November	0	10	10	0	15	15	1	27	28
December	0	10	10	0	12	12	0	9	9
January	1	12	13	0	9	9	0	3	3
February	0	7	7	0	14	14	0	10	10
March	0	7	7	0	16	16	0	11	11
April	0	0	0	0	17	17	0	5	5
June	0	0	0	0	6	6	0	10	10
July	0	11	11	1	8	9	0	6	6
Total	1	114	115	1	137	138	2	134	136

Fair Access Arrangements for Electively Home Educated Children

The DfE updated the School Admissions Code in September 2021 which suggests that they will not allow for additional categories within the Fair Access arrangements.

Pupils who were previously EHE and wanted to return to mainstream education were therefore only referred to the Fair Access Panel if they met another eligibility criteria.

Once the pupil was referred to the panel it was taken into consideration whether the home education was judged to have failed in the view of the Local Authority. The panel agree that the pupil will be allocated a place at the previous school (where feasible, depending on location and phase).

This will be reviewed by the panel on a case-by-case basis and will apply where deemed reasonable.

This may result in the pupil immediately being put forward for a Managed Move to another Hillingdon school. However, this procedure will ensure that schools have continued oversight of the pupil's education until (where appropriate) another school takes responsibility for the pupil. This procedure has been discussed between Hillingdon LA officers and Ofsted who are in agreement that the procedure shows transparency regarding the risk of 'off-rolling'.

1.11 End of Part 1 – Summary

The underperformance of some key groups of learners in Hillingdon continues to provide challenges to some settings in the borough. Effectively addressing the progress and outcomes for these vulnerable groups is an educational priority for the Council and all local education providers.

Part 2 and 3 of the report provides further information about the outcomes achieved at the different education stages, for different groups and relating to Council services which support educational outcomes.

Part 2

Vulnerable Children and Young People's Outcomes

2.1 Outcomes for Vulnerable Children and Young People

Looked After Children (LAC)

As in the previous academic year, our children and young people have continued to be faced with many challenges as a result of the global pandemic and it would not be inaccurate to describe this year as one of change and uncertainty.

Whilst schools and colleges resumed face-to-face learning during the autumn term, this return was fraught with challenge. The most impactful of these was the onset of the Omicron variant in the spring term which impacted the school attendance rates of all children nationally.

As is certainly true for adults, many children have struggled to readjust to 'normal' school life post pandemic and this has largely been demonstrated in a difficulty in engaging in education in a formal setting, particularly for younger learners who have spent a significant amount of their formative years in lockdown.

Some of the most notable successes during this year include:

- The significant achievement of learners making age related expectations in all subjects at Key Stages One and Two.
- The consistent trend of success for Attainment 8 scores for young people at the end of Key Stage 4.
- The reduction in the number of learning days lost as a result of suspensions.
- The continued reduction in the number of children recorded as Not in Education, Employment or Training (NEET).

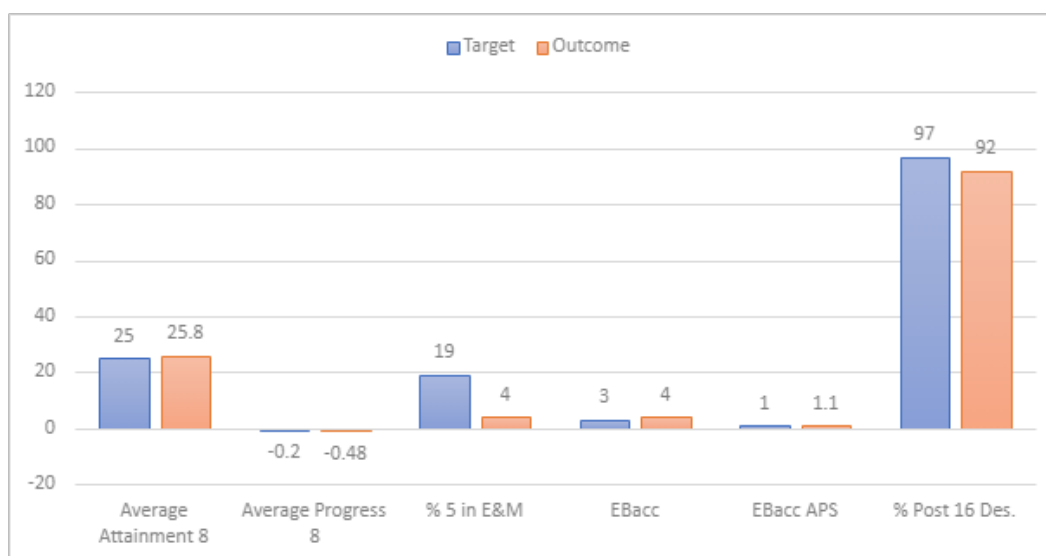
Looked After Children Attainment and Progress Summary

EYFS: The EYFS cohort consisted of five young people for this academic year. Of this group, 40% made a good level of development (GLD) across the prime areas and 20% made GLD across all the Early Learning Goals.

Key Stage 1: There were five young people who completed Key Stage 1 in July 2022. 50% of this cohort met ARE in Reading, Writing and Maths.

Key Stage 2: There were twelve young people who completed Key Stage 2 in July 2022. Based on their SATs results 37.5% of this cohort met ARE in Reading, Writing and Maths.

Key Stage 4: Twenty-six eligible young people completed Year 11 in July 2022. Of this cohort 42% had special educational needs, 32% were unaccompanied asylum-seeking children (UASC) and 61% resided outside of Hillingdon. Of the 26 pupils, 22 were entered for level 2 examinations at the end of the academic year. The average attainment 8 score was 25.8 and the average Progress 8 score was -0.48.



Source: Internal data

Key Stage 5: The Virtual School supported 307 Post 16 learners throughout academic year 2021-22; a 30% increase on 2020-21. The significant rise was mainly due to an increased number of English Speakers of Other Languages (ESOL) learners many of whom were transferred to other local authorities throughout the year via the National Transfer Scheme (NTS).

English and Maths Progress: The percentage of learners who did not achieve a grade 4 or above in English and Maths at the end of Year 11 but achieved English & Maths at the end of Year 12 increased from 12.5% to 22%.

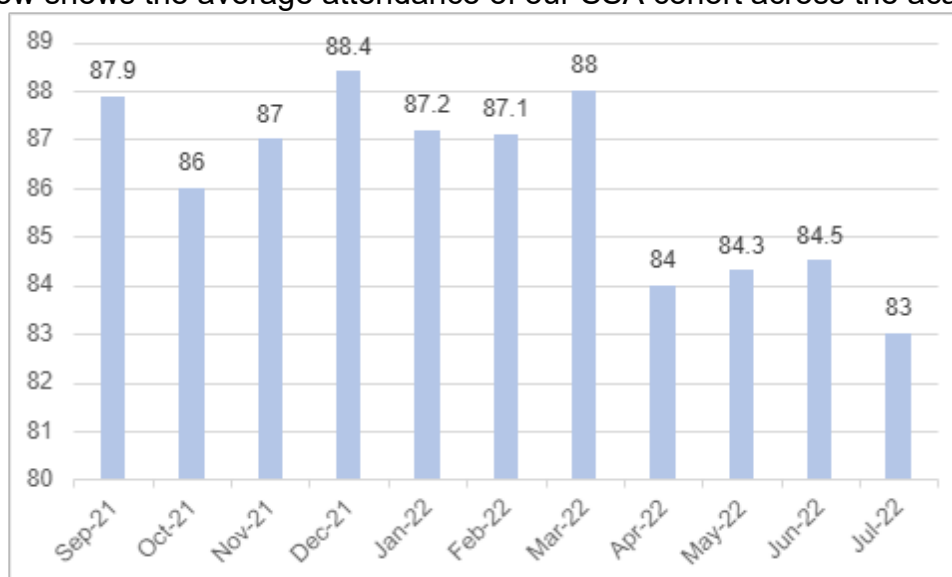
Year 13 Level 3 Outcomes: Of the ten learners this year who were working towards a Level 3 course, 60% successfully completed the final year. Of these, 50% have moved on to university, whilst the others have decided to take a gap year to pursue full time employment and volunteering opportunities.

Looked After Children Educational Engagement Summary

Attendance & Exclusions

The pandemic continued to impact our attendance during this academic year, particularly after the spring term and the onset of the Omicron variant, resulting in the average attendance of our SSA cohort being slightly lower than expected.

The chart below shows the average attendance of our SSA cohort across the academic year.



Source: Welfare Call Ltd

During the last academic year, 21 children in our care received a suspension. The total number of learning days lost was 70.5 days.

Overall however, there has been a reduction in the number of days lost to suspensions compared to the last academic year which follows a positive trend since 2019. This year there have also been fewer in-borough schools issuing suspensions highlighting the positive working relationships with the local authority.

	Days lost to exclusion	Number of in borough schools and days lost		Number of out of borough schools and days lost		Number of SEN children
2019 - 2020	88.5	12	55	9	33.5	15
2020 - 2021	76.5	10	58.5	7	18	11
2021 - 2022	70.5	8	23.5	11	47	12

Source: Welfare Call Ltd

LAC Who are Not in Education, Employment or Training (NEET)

This year saw our lowest ever annual average for the number of young people on the Virtual School's roll who were reported NEET (out of education or training for more than 1 calendar month) at 10%.

	2019-20	2020-21	2021-22
NEET Average %	12.04	12.3	10.09
Minimum %	9	8.6	10
Maximum %	15.8	17	15

Source: Welfare Call Ltd

We saw a spike in our NEET figures in January 2022, especially for our UASC who were new to our care. Whilst the number of 16-17 NEET young people in Hillingdon remains good and currently better than many other London boroughs, the number of young people in our care who are NEET remains proportionally higher.

Priorities for Looked After Children in Hillingdon

Hillingdon Virtual School's School Improvement Plan (SIP) is now moving into the final year of its three-year scope.

Overall the second year of our plan was successful having made good progress in seven of our eight school vision threads, with particular success being noted in the areas of attainment, working with others and Pupil Premium Plus in which all targets for this year were achieved.

With this in mind, our short-term plans for the next academic year take into consideration that:

- Less progress was made in the areas of attendance and educational provision as part of our SIP. These are therefore areas of priority for 2022/23 with a particular focus on children who are persistently and severely absent from school and children achieving school places in a timely manner when placed out of borough.
- The DfE has this year continued its extension to the remit of the VSH who is required to work with all children with a social worker and not just the children in our care. Whilst the role is different in nature to the existing VS remit, it is nevertheless a very exciting opportunity to extend the expertise, skill and experience which exists within the VS to a broader cohort of vulnerable children. During this year, the VSH appointed an Advanced Lead Practitioner to lead on this role and provide expert information, advice and guidance to our schools and colleagues in social care.

2.2 Special Educational Needs and Disabilities (SEND)

Since 2013/14, Hillingdon, along with all Local Authorities across the country, have been working with education settings to embed the SEND reforms into practice. A key element of this work has been focused on the replacement of the SEN Statement of Education with the Education, Health and Care Plan (EHCP) and the categorisation of all other children and young people with SEND as pupils on SEN Support. When interpreting data for children and young people with SEND it should be noted that progress from year to year will always depend on the specific needs of individual children and the marked variations in cohort profile.

Hillingdon has seen a growth of nearly 100% in EHCPs since the reforms of 2014 to 2021. Over the past year (January 2021- December 2021) Hillingdon saw an increase in EHCPs of 14% against a national rate of growth of 10%.

In 2019, a service wide transformation took place to address the significant growth of children and young people accessing statutory pathways, with a focus on early intervention and support to settings and families. These new pathways were contingent on professionals accessing education settings to upstream support.

The transformation was aligned under three core functions to support and serve an integrated and tiered pathway. This was designed to positively manage demand through a co-ordinated and structured early intervention offer, alongside maintaining and enhancing the way in which the Authority secures our statutory responsibilities.

The core functions that exist within the SEND Service are:

SEND Advisory Service – a multi-disciplinary team of professionals. The service comprises of 4 teams: Sensory team, SEND Keyworking, Early Years advisory team and the Schools/Post-16 advisory team. The service provides a tiered level of intervention, from 1:1 support to whole school, SEND development programmes.

Educational Psychology Service (EPS) - maintaining the statutory delivery in relation to Education Health Care (EHC) needs assessments whilst refreshing and extending the traded offer to schools. This service will work closely with the SEND Advisory Service.

SEND Casework Team - the existing SEND Team has been restructured to create additional capability to meet the requirements of the proposed new ways of working and ensure DSG Safety Vale Plan delivery. Roles were enhanced to provide greater advice and guidance to schools pre and post-statutory thresholds for EHCPs.

The SEND pathway provides 3 tiers of support:

1. SEN Support
2. Early Support Funding - via a 'My Support Plan' (MSP)
3. Education, Health and Care Plans

The pathway reinforces the requirement for a graduated approach to supporting all children and young people with SEND and will be embedded across the local area. The tiered approach is expected to allow mainstream schools to have greater autonomy over how they utilise resources and support services, as well as having more timely access to funding for SEN, without the requirement to have an ECHP.

Closing the gaps in outcomes and progress for vulnerable children and young people is key to ensuring high standards of education in Hillingdon's schools and the Council recognises that outcomes for children and young people with SEND are not yet consistently strong in all schools or across all phases. A SEND Education Improvement Advisor is being appointed to work closely with the SEND services and the post holder will oversee data and progress of children with SEND.

The role of the Principal SEND Advisor is paramount and they will work alongside the Council's Education Improvement & Partnerships Team, carrying out SEND Reviews that follow the National Association for Special Educational Needs (NASEN) framework in order to evaluate its provision for children and young people with SEND. This includes Early Years, mainstream schools.

Percentages of Attainment for Children with SEND

DfE recommend not using 2019/2020 (CAGS) and 2020/2021 (TAGs) for comparative purposes due to the Centre Assessed Grades and Teacher Assessed Grades used in the respective years..

Data Set 15c - Table:	SEN Key Stage 4 2021 to 2022								
	English and Maths PASS						Average Progress 8 score		
	2019		2020		2022		2020	2021	2022
Hillingdon Pupils	Standard 9* to 4	Strong 9* to 5	Standard 9* to 4	Strong 9* to 5	Standard 9* to 4	Strong 9* to 5			
Not SEN	81.2	61.1	80.2	56.1	80.8	60.2	N/A	N/A	0.46
SEN Support (311)	42.4	20.6	42.8	20.9	45.3	26.7	N/A	N/A	-0.34
LBH Gap between not SEN & SEN Support	38.8	40.5	37.4	35.2	35.5	33.5	N/A	N/A	0.80
National gap between Not SEN & SEN Support	38.1	35.3	36.9	35.8	37.9	34.0	N/A	N/A	0.67
EHCP (129)	16.8	4.0	12.4	7.0	15.2	7.3	N/A	N/A	-0.62
LBH Gap between Not SEN & EHCP	64.4	57.1	67.8	49.1	65.6	53.9	N/A	N/A	1.76
National gap between Not SEN & EHCP	49.3	48.1	63.2	50.2	62.5	53.9	N/A	N/A	1.48

Data Set 15d - Table:	SEN Key Stage 4 2019 to 2021					
	%EBacc**					
	2020		2021		2022	
Hillingdon Pupils	Standard 9* to 4	Strong 9* to 5	Standard 9* to 4	Strong 9* to 5	Standard 9* to 4	Strong 9* to 5
Not SEN	37.7	27.2	38.5	28.3	33.3	25.1
SEN Support (311)	8.4	5.1	8.7	5.5	9.5	6.8
LBH Gap between not SEN & SEN Support	29.3	22.1	29.8	22.8	23.8	18.3
National gap between Not SEN & SEN Support	24.8	18.8	24.5	19.1	22.3	18.3
EHCP (129)	1.6	1.6	0.8	0.8	1.3	1.3
LBH Gap between Not SEN & EHCP	37.7	27.5	37.7	27.5	32.0	23.8
National gap between Not SEN & EHCP	31.6	22.8	31.4	23.3	28.5	21.9

** English Baccalaureate

SEND Advisory Service (SAS) Headlines

Early Years / Early Health Notification panel

Early intervention is central to SEND services. Multi-agency work has focused on developing an Early Health Notification (EHN) process which enables early identification of significant SEND, thus enabling the right support at the right time, and more efficient sufficiency planning.

The Purpose of the Panel is to improve co-ordination and joint planning of services for children (0-5) with special needs and/or disabilities and their families. The Multi-Disciplinary panel will do this by effectively utilising the Early Health Notifications (Section 23 C&FA) and referrals from supporting professionals:

- To identify children (0-5) with more complex needs and move them through to appropriate pathways of support.
- To ensure a robust tracking system is in place to formulate trajectories for 2-year-olds with long-term SEND
- To strengthen joint planning and partnerships between key stakeholders and ensure value for money and improved outcomes across services for young children and their families
- To advise, plan, support and develop inclusive early learning environments making the links between education, health, and social care to facilitate appropriate transition to compulsory schooling.
- To further utilise the LBH 'My Support Plan' in the Early Years, ensuring that children attend primary school with a robust plan of support in order to aid smooth transitions.
- To maintain an overview of the needs of cohorts of children emerging across the borough to inform strategic planning of services and provision.

In addition to this, the purpose of the panel is to ensure children with complex and long-term SEND have the same opportunity to access good quality EY education alongside their peers, at the earliest opportunity:

- To review applications from supporting SEND professionals who have identified a child with significant and complex needs, who is disadvantaged from attending an EY educational setting due to financial constraints. Additional family factors will be considered.

SEND Reviews

SEND Reviews employ the evidence-based framework developed by NASEN and form a supported self-evaluation of the educational setting's SEND provision. As part of the review, settings self-evaluate their leadership, parent partnership, and management - all guided by support from their Principal SEND Advisor and the Send Advisory Service. Subsequently, they may undertake the newly revised Inclusion Commitment (IC): a 1-year programme of support which upskill the entire school and enable them to better support CYP with SEND. The IC includes a combination of whole school training sessions, parent workshops, 'Learning Walks', and parent drop-in sessions. After this year-long programme of support, the areas for development are re-assessed according to the SCERTS model. Those who do not engage in a development programme will be provided with follow up support and interim review of agreed targets for development.

The key objectives of SEND Reviews are to:

- Develop a consistent approach to inclusion across the borough where learning environments are conducive to facilitating active engagement of all learners
- Align services and initiatives (ISOS) to work together to promote a co-ordinated approach to Inclusion in mainstream schools
- Generate sustainable solutions by allowing upskilled schools to own the review and improvement process. This will ultimately form part of Hillingdon's wider education transformation

The aim is that all educational settings within Hillingdon will undertake a self-evaluation of their SEND provision, verified by external professional services e.g. SAS, IQM etc. These will be completed by 2026.

Completed SEND Reviews – (reviews completed & financial year)						
Setting Type	Yr 1 target	Yr 1 completed	Yr 2 target	YTD Cum. Data Apr - Nov 2022	Total Cum. Target (Inc. Yr.1)	Total Cum. Data (Inc. Yr.1)
PVI	8	7	18	14	26	21
Primary	6	10	19	19	25	29
Secondary	1	1	3	2	4	3

The table shows that targets for Primary schools are being exceeded and only 5 more PVIs and 1 more Secondary school need to be completed within the next 4 months to remain on target. These have already been booked; therefore, it is anticipated that this target will be achieved.

Feedback was requested from schools who have participated in a Local Authority supported SEND Review. Schools/Settings were asked to rate aspects of the process using a scale of **1-6** (insufficient – excellent). The average scores for each question are detailed below:

- How would you rate your overall experience of the SEND Review? = **5.58**
- Did you feel the SEND Review was approached in a collaborative manner? (SENDCo and Principal Advisor worked alongside throughout the day). = **5.67**
- Did the SEND Review support you in developing or further embedding OAP in your setting? = **5.25**
- Did the SEND Review gather enough information from your setting to obtain an accurate picture of what your strengths and needs are? = **5.42**
- Did you feel that the next steps were relevant in developing your SEND Provision further? = **5.50**

All qualitative comments were positive e.g. *'The team was professional and very aware of the challenges. The audit was a collaborative piece of work between the team and school staff. An excellent experience with valuable feedback and next steps.'* 38% of respondents used the word *'collaborative'*.

Education Psychology Service (EPS) Review

The improvements in the EPS statutory assessment timeframe adherence have continued to improve this year which further supports the local authorities' improvement with performance against the wider 20-week statutory timeframe for new EHCPs. The last six months have been at 100% adherence.

Our traded service has continued to grow this year and we are now actively trading with at least 66% of schools with more schools requesting additional time. We are continuing to explore other commissioning routes within the Local Authority, e.g., Virtual School, Youth Justice Service (YJS) and Early Years. The extent of commissioned work will lead to an increase in our establishment so that we can develop all of the work being explored. We have agreed to a package of days with the Virtual School and a pilot project, part funded by the DSG Recovery work with the YJS. The DSG Recovery work has also part-funded an Early Years Specialist Senior EP role that we will recruit to soon. Two EP roles have been created by the DSG Project.

During 2020 - 2022 we have completed three cohorts of the Emotional Literacy Support Assistant (ELSA) Training Programme. Our first cohort of ELSAs are now qualified and maintaining this via regular supervision with the EP team.

The EPS have continued to provide a Critical Incident (CI) Service to all Hillingdon provisions and the work offered varies according to the provision and the incident that occurs. We are currently looking to devise a shared policy with wider representatives in the Local Authority to ensure that there is no confusion on the steps to be taken by schools when critical incidents arise. We have also provided training to all schools on devising a Critical Incident Policy for their own schools should a CI occur.

Recent work of the EP team has involved a needs analysis of how schools are experiencing Emotional-based School Avoidance (EBSA) and the creation of a leaflet to support schools with top tips and relevant research. This will be distributed to schools shortly, as well as the leaflet, this will be further developed this year with a training/intervention package to support schools.

We have recently employed a Specialist SEMH EP who is located in the SAS Team primarily. This EP will work at the systemic level, as well as group and individual level. A lot of the work will be strategic, and we are really excited with the development of this first cross-SEND Service role.

Lastly, the EP Service have been providing support for schools with a large number of students who are refugee and asylum seekers. Support has involved providing drop ins and training, as well as working across Education and SEND to provide more targeted support for these children and where appropriate, their families.

SEND Review

All requests for an Education Health Care Needs Assessment (EHCNA) are presented to the SEND weekly Panel and decisions made within the statutory 6 weeks' timeframe.

The cumulative average in Hillingdon for completing assessments and issuing an Education Health and Care Plan (EHCP) within 20 weeks has increased in the calendar year (2022) from 22.7% in 2019, 34.1% in 2020 and 85% in 2021 to 52% in 2022. This performance was impacted by the periods of SEND Service being short-staffed, however successful recruitment has been completed and will continue to work on meeting the statutory deadline.

Engagement and communication with educational settings have been improved through regular liaison between these settings and SEND officers (termly or half termly meetings), school visits and through a Meet the SEND Team meetings as well as through SENCO Forum and Parent Carer Forums. Workshops and drop- in sessions focused on SEND statutory processes have been offered to settings.

Communication with parents and carers has also been improved through coproduction meetings and regular liaison with parents/carers through EHCNA process as well as through the Annual Review process. There are monthly meetings between SEND Service management and parent carer forum representatives and other parent/carers organisations - Hillingdon Autistic Care and Support (HACS), Special Educational Needs Disabilities Information Advice and Support Service (SENDIASS). This ongoing partnership has resulted in better collaboration between the Council and these organisations.

Priorities for Children with SEND in Hillingdon 2021/22

Strategic priorities for the SEND & Inclusion Service for the coming year include:

- The implementation of a refreshed Hillingdon SEND Strategy.
- The development of a SEND Local Area self-evaluation form (SEF) and data dashboard is underway in line with the new Ofsted SEND Inspection Framework. This will support monitoring and evaluating performance of the area's ability to identify, assess and improve outcomes for children and young people with SEND. The SEF will then feed into the priorities and outcomes for the five Priority Groups. The SEF will be reported to the Hillingdon Heath and Care Partners (HHCP) Children and Young Peoples (CYP) Transformation Board.
- Continue to build a culture of inclusion within mainstream settings to meet the needs of children and young people with SEND.

2.3 Closing the Gap between Disadvantaged Pupils and their Peers

- All schools continue to receive additional funding from the DfE to raise the attainment and improve the progress of children and young people from disadvantaged backgrounds. This funding, known as the Pupil Premium grant, can be used by schools in any way that they choose but must show an impact on outcomes for children from the poorest backgrounds. Schools are held to account for the use of Pupil Premium grant funding by Ofsted through the new inspection framework and also through strong governance at individual school and Local Authority level.
- The gap between disadvantaged pupils and their peers has widened slightly during the Covid years. The data gaps are shown in the education outcomes section. There are likely to be multiple causes and this is a focus for the Council in the next few years. Issues with teacher illness, absence and recruitment gaps will disproportionately affect disadvantaged pupils.
- Schools whose outcomes for disadvantaged learners are consistently significantly poorer than for non-disadvantaged learners and where these gaps are not closing are encouraged to identify and work closely with schools whose outcomes for these cohorts have improved.
- White British boys and Black Caribbean disadvantaged children will be a continued focus for the Council and all schools.

2.4 Elective Home Education

Elective Home Education (EHE) is a right for all parents to provide education for their children at home, or elsewhere, which does not involve them being registered on a school's roll. At the end of this academic year, Hillingdon had the following children registered as EHE.

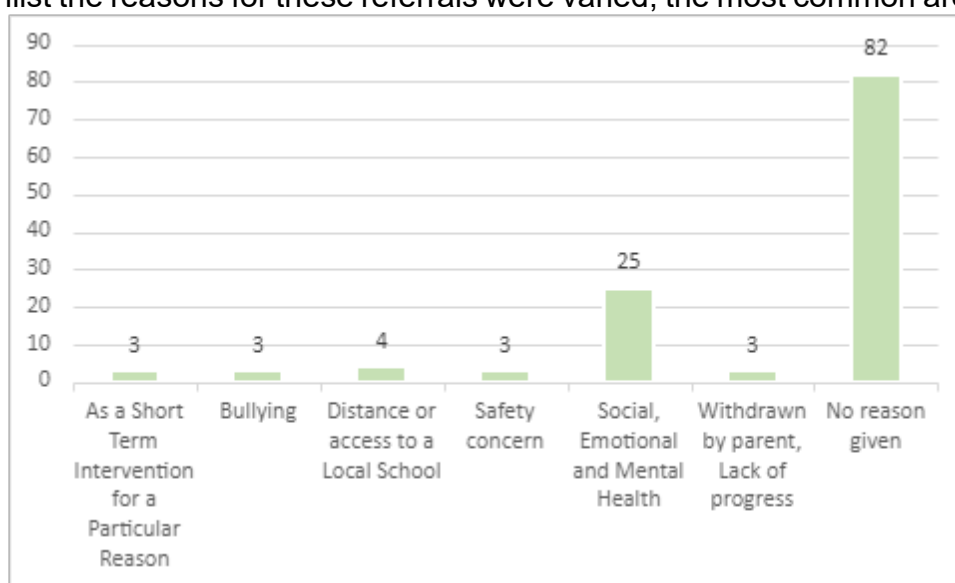
Primary	Secondary
115	200

Female	Male
180	135

Source: Internal data

The academic year 2021/22 saw a significant decrease in EHE cases in Hillingdon as well as nationally. This is as a result of the decline in COVID-19 and many families choosing to return their children to formal education settings.

During this academic year 177 new referrals were received for children to receive EHE in Hillingdon. Whilst the reasons for these referrals were varied, the most common are shown below.



Source: Internal data

In the next academic year, one area of focus will be to improve our communication with our parents and families so we can gain a greater understanding of their reasons for choosing to electively home educate. We will work alongside colleagues in School Improvement to explore what developments regarding the mental health offer in our schools could support our children and families to remain in a formal education setting.

2.5 Children Missing Education

The Local Authority has a duty to identify children not registered at school or receiving suitable education otherwise. All Local Authorities should have robust policies and procedures in place to enable them to meet their duty in relation to these children including ensuring there are effective tracking and enquiring systems in place including a named person other agencies can make referrals to. Children missing education are categorised as follows:

- A child of statutory school age (5-16) not on roll at a registered school.
- A child allocated a place at a school but has not attended.
- A child listed as being educated at home but not receiving an education.

In 2021/22 Hillingdon processed 1224 new referrals for children missing education in Hillingdon of which 1682 were successfully closed by the end of the academic year. By comparison in the previous academic year Hillingdon received 1125 new referrals for children missing education and closed 1121.

During this year, Hillingdon saw a general increase in the numbers of CME referrals being received as a result of the Home Office's use of asylum hotels in the borough. The CME team has worked with colleagues both within the local authority and the Home Office to improve communication with schools so they are informed when and where children are being moved to reduce unnecessary referrals into the team.

School Attendance Orders

Since March 2021, the School Placement and Admissions Team and Participation Team worked in partnership with Hillingdon's Legal Services to introduce proceedings of School Attendance Orders (SAO) for children who are not in receipt of education (i.e., Children Missing Education & unconfirmed suitable Elective Home Education). It was agreed with the Panel that cases for SAO's can be considered alongside the In Year Fair Access Panel to ensure equal distribution to Hillingdon schools.

The Participation team name schools on the parent's second warning letter. Both parents and the named schools have 15 days to comment on the decision. This process is legally binding and allows Hillingdon Council to escalate legal proceedings to safeguard children not in receipt of education.

The data in the table below shows the number of SAO placements per month during the last academic year. Unfortunately, the Participation team were unable to progress with any SAOs from January 2022 due to resourcing pressures.

	Primary	Secondary	Total
Sept 21	0	5	5
Oct 21	0	0	0
Nov 21	1	4	5
Dec 21	2	11	13
Jan 22	0	0	0
Feb 22	0	0	0
Mar 22	0	0	0
Apr 22	0	0	0

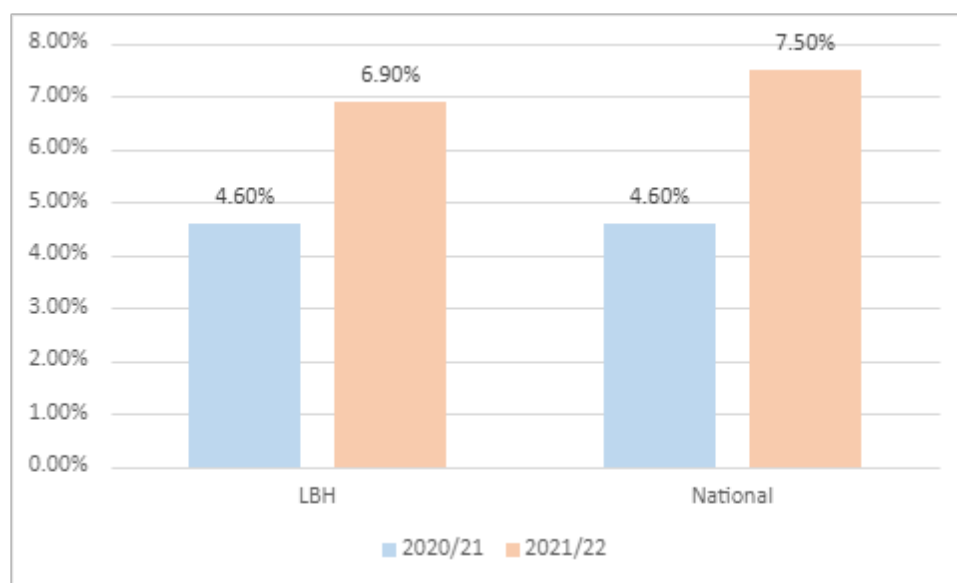
May 22	0	0	0
Jun 22	0	0	0
Jul 22	0	0	0
Total	3	20	23

Source: Internal data

2.6 Absence and Exclusions

Absence and exclusion issues are managed collaboratively by the Participation and Exclusion & Reintegration teams with a view to ensuring all young people access their full educational entitlement. This work constitutes a combination of activities including seeking to monitor attendance, absence and exclusion rates to provide support and challenge to schools and families to ensure optimum levels of participation.

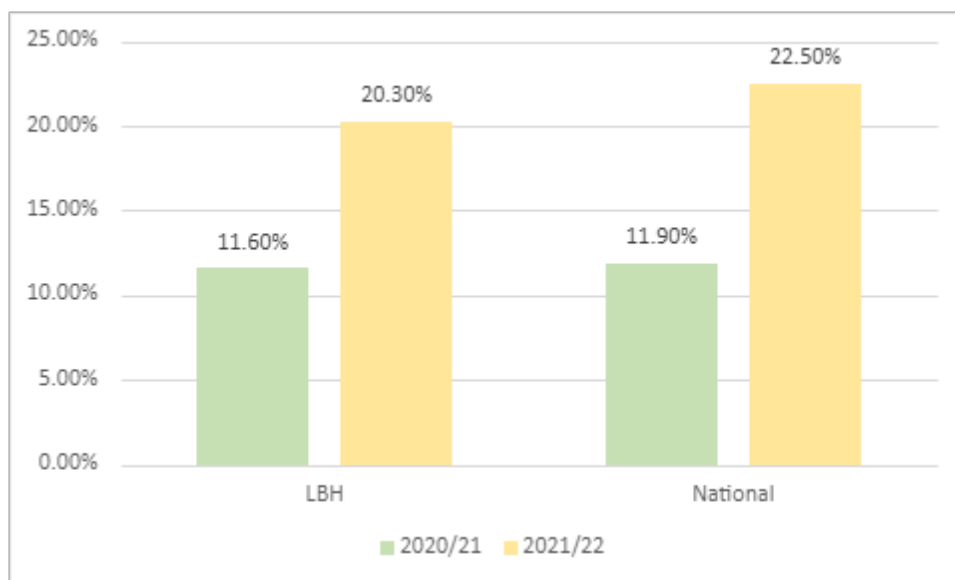
During the last academic year, the rate of absence from schools in Hillingdon rose as shown in the chart below.



Source: National Consortium of Examination Results (NCER)

This is likely attributable to the adverse effects of the Omicron variant of COVID-19 which was experienced during the spring term whilst students were still expected to attend their education settings. What is reassuring is that the rate of increase in Hillingdon's absence rates was less than the increase seen nationally. Overall, this has meant Hillingdon has risen from 56th place in the national rankings to 31st for overall absence.

A student who has missed more than 20% of their possible sessions during an academic year is classed as persistently absent. Hillingdon saw an increase in the rate of persistent absenteeism during the last academic year; however our rates remain less than those seen nationally. Around 3,844 more students became persistently absent during this year. Overall, this has meant Hillingdon has risen from 38th place in the national rankings to 22nd for persistent absenteeism.



Source: NCER

A student who has missed more than 50% of their possible sessions during an academic year is classed as severely absent. The rate of severe absenteeism only increased marginally during the last academic year and again remains less than that seen nationally. The equivalent of around 74 more students became severely absent during this year. Overall, this has meant Hillingdon has risen from 57^h place in the national rankings to 35th for severe absenteeism.



Source: NCER

11 truancy sweeps were carried out in line with the Councils Targeted Problem Solving Days. During these sweeps 112 children were visited to support participation in education, employment

and training as appropriate to age, 61 of whom were CME. From these visits, 60 successful contacts were made of which 31 were CME.

Exclusions Data for Schools in Hillingdon

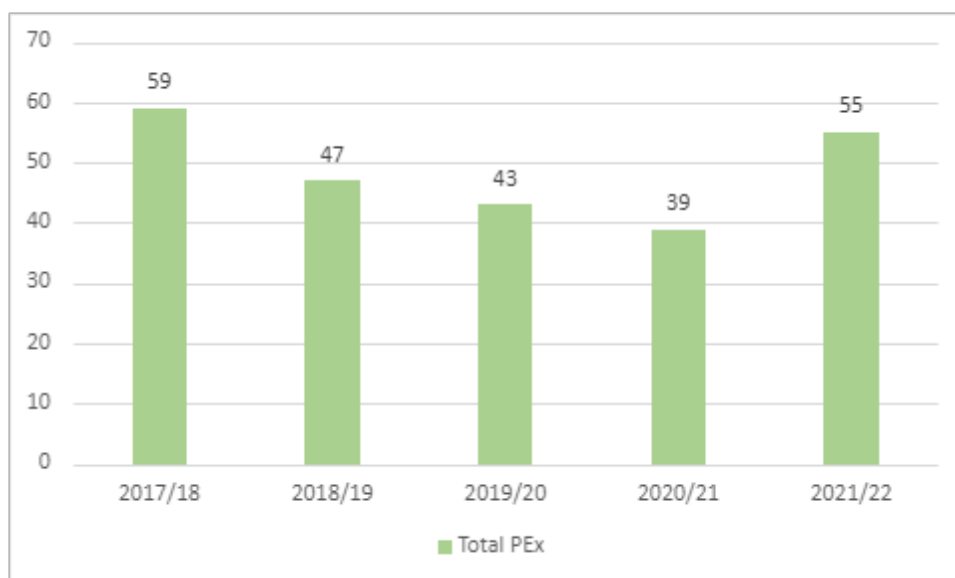
Key Figures for Permanent Exclusions

During academic year 2021/22, Hillingdon processed a total of 55 permanent exclusions. 43 of these were issued by Hillingdon schools and 12 were from out of borough (OOB) schools but the child was resident in Hillingdon.

Of the 55 permanent exclusions:

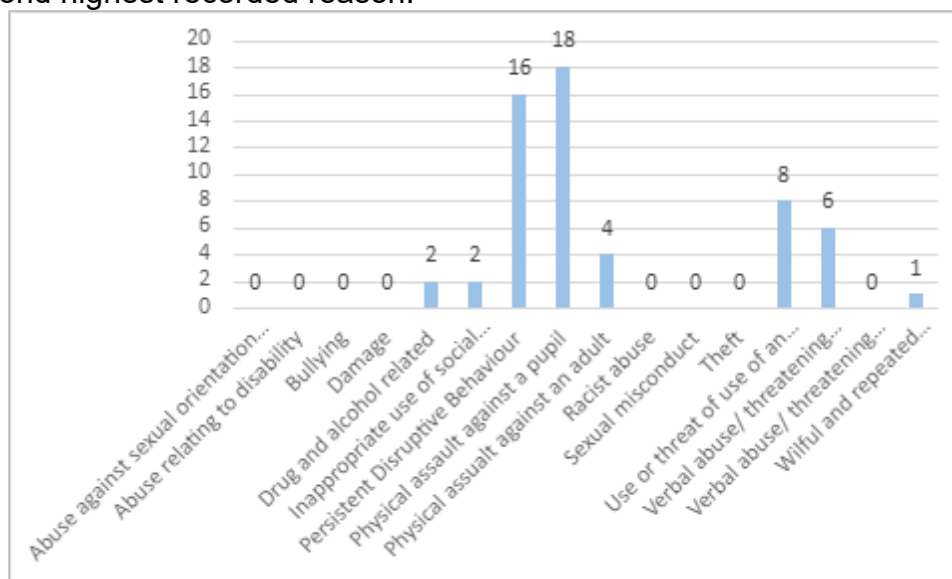
- Three were rescinded and the pupil returned to school
- Five were rescinded and the pupil started on roll with another school through the managed move process
- Two were referred to an Independent Review Panel. Both cases were quashed, however were then upheld a second time by the school's governing panel.

Whilst the rate of permanent exclusions during this academic year was higher than in the previous two years, as previously noted, this is due to the effects of COVID 19 on schools. When compared to pre-pandemic rates, the number of exclusions processed this year is broadly in line with previous figures.



Source: Internal data

The graph below shows the reasons provided by schools in Hillingdon for the permanent exclusions issued during this academic year. Unlike previous years, the highest recorded reason for 2021/22 was physical assault against a pupil, with persistent disruptive behaviour being the second highest recorded reason.



Source: Internal data

Whilst the numbers of incidents relating to physical assault have increased, the data for exclusions in other areas is encouraging based on the previous academic year and when taking into consideration the COVID 19 context:

- The rate of exclusions relating to drugs and alcohol has reduced by 18%
- The rate of exclusions relating to persistent disruptive behavior has decreased by 3%
- The rate of exclusions relating to abuse against sexual orientation and gender identity, abuse relating to disability, bullying, damage, racist abuse and sexual misconduct all remain at 0.

The notable reduction in the rate of exclusions relating to drugs and alcohol can be directly linked to work undertaken by the Lead Officer for Exclusions and Reintegration in 2021. As part of this, a review was conducted to better understand if schools were utilising Hillingdon's local offer relating to drugs and alcohol. This review extended to the officer working in partnership with the Adolescent Development Service to write a substance misuse/use policy template for schools. Officers also looked at ways to develop supportive interventions for schools and pupils rather than the route of permanent exclusion. Hillingdon officers launched a pilot programme with three secondary schools, which involved training, workshops, and prioritised referrals. This pilot programme resulted in zero permanent exclusions for substance misuse from the schools involved in the programme. The wider effects of this programme being broadened to all schools in September 2021 is evidenced in the overall reduction in exclusions relating to drugs and alcohol. The two permanent exclusions issued both came from the same school and both pupils were involved in the same incident.

Key Figures for Suspensions

In total, there were 2062 suspensions issued by Hillingdon schools in 2021/22. The breakdown was as follows:

- 85% of all suspensions were issued by secondary school settings
- 66% were issued to boys
- 33.2% were issued to children with SEND
- 44% were issued to children eligible for Free School Meals
- The most common reason for a suspension being issued was persistent disruptive behaviour (740). This is followed by physical assault against a pupil (484).

COVID-19 has had a significant impact on children and young people as well as schools and local authorities nationally. Trends seen in Hillingdon during this academic year are replicated nationally, with many children struggling with their behaviour often as a consequence of an issue relating to their mental health.

Hillingdon officers will continue to create support packages for children and young people at risk of permanent exclusion or receiving multiple suspensions. In the next academic year, this will be greatly assisted by a new data system which requires to alert the local authority daily of any suspensions issued to children on their roll.

2.7 Young People Not in Education, Employment or Training (NEET) and Increasing Pathways for Young People into Education, Employment or Training (EET).

The Post 16 team undertakes several functions concerned with ensuring children and young people access their education entitlement, through informing and increasing the number of pathways available so that young people access their education entitlement and benefit from sustained participation in education, employment, or training.

Specific areas of work by the post 16 participation officer includes the ongoing tracking of young people's participation so that targeted support can be undertaken, by case officers who come from the Department of Work and Pension (DWP) and Youth Justice Service (YJS) to support these young people back into EET.

The Post 16 Participation Officer leads on assuring the 'September Guarantee', a process whereby 16- and 17-year-olds are enabled to find and secure education and training so that they may remain in learning. Work continues between September and January with a view to ensuring that young people have found suitable education and training provision and sustained their identified placements. Participation data will fluctuate at points in the year, particularly during the summer, which is a key transition point where destinations change in year 11 and year 12.

The data below contains up to date statistics (to the end of July 2022 with comparisons to 2021 and 2020) produced in collaboration with the West London Partnership

Data Set 18a - Table:	Hillingdon			Regional (West London Partnership)			National (England)		
	July 2020	July 2021	July 2022	July 2020	July 2021	July 2022	July 2020	July 2021	July 2022
NEET	2.4% (164)	1.6% (111)	0.8% (58)	1.7%	1.4%	1.1%	3.3%	3.0%	2.9%
Not Known	1.8% (123)	2% (138)	3.6% (263)	1.1%	1.1%	1.8%	2.9%	2.3%	2.3%
In Learning Level	95.6% (6470)	96.3% (6763)	95.6% (6994)	96.8%	97.3%	96.7%	91.7%	92.5%	91.9%

Source – West London Partnership Figures July 2022

There has been a 0.8 decrease in the number of NEETS in comparison from July 2021 to July 2022. This could be down to several factors, such as targeted programmes being initiated and building in tailored early intervention and prevention approaches through the team utilising internal and external resources. Mental health related support, new providers offering bespoke packages into the council and having a 'no wrong door' approach, has enabled us to fall below the average this year.

September guarantee statistics for 2022 were 93.8%, a 3.0% decrease from 2021. We worked to ensure that we were able to gather this information from schools at an early stage, to enable the figures to be achievable. Although we have had a decrease in this year, in comparison to neighbouring authorities, resources were more stretched than the previous year where we were able to gather resources from the covid team, to support with this area of work.

Post 16 Partnership Coordinator

- The Post 16 digital [prospectus](#) has been launched with a communication strategy in place to ensure that it reaches all year 11 students.
- Plans are in place to maximise the prospectus in the second year, for students to be informed around other pathways available which include the world of work and employers embedded into it.
- The internal Partnership Forum and Careers Leaders' Network has continued with an increase in attendance. More members within the council are now part of the internal forum, which includes Learning and Development and the Axis service.
- Hillingdon Council is part of the West London Careers Hub cornerstone employment group. This allows us a platform through the Start profile to showcase the opportunities as well as run careers sessions about the variety of areas students can be aware of within the council.
- The ongoing work with the college has seen T levels being offered within the council. Post 16 strategic education has offered to take one of these placements from the college.
- The good working relationship between the Post-16 Coordinator and the Careers Cluster, and the LEAN Network within the borough.
- The maintained relationship with the schools and academies within the borough, offering local authority support and understanding and minimising the challenges that exist within provisions.

- Mapping out providers available to offer traineeship opportunities for our NEET (Not in Education, Employment or Training) cohort, there is now a broader range that NEET case officers can signpost to.
- NEET and at risk of NEET events have been run both virtually and face to face for students, to signpost to providers offering a variety of different programmes.
- Hillingdon council is part of the wider PAN London operational and improving the offer for young Londoner's subgroup. Attending forums such as Skills London and the Green Skills event, ensures there is an emphasis on bringing national initiatives into the council.

Priorities for Young People to Access Education, Employment or Training

1. Increase the relationship with the college and our alternative provisions to support the disadvantaged groups who are at risk of NEET. We are to progress with a post 14 – 19 strategy, alongside the Harrow, Richmond and Uxbridge College (HRUC).
2. Embed a digital prospectus for year 2, increasing alternative pathways which are available for young people through raising this awareness
3. Hillingdon council as an employer, promoting these areas within the council to better increase our talent pipeline within and provide a range of opportunities post 16.
4. Build on the providers that we currently use within the borough for our NEET cohort, outlining a vast number of programmes which lead from traineeships into employment
5. Continue the strong relationship with Education Development Trust (EDT) to build on the existing work we have progressed with in schools.

Part 3

Educational Performance

3.1 Educational Performance Overview

This section focuses primarily on attainment, progress and achievement for the preceding academic year along with references to wider measures of educational success. However, due to the suspension of data during the pandemic, the data will be difficult to compare with the previous year and this will improve in next year's report of 2022/23.

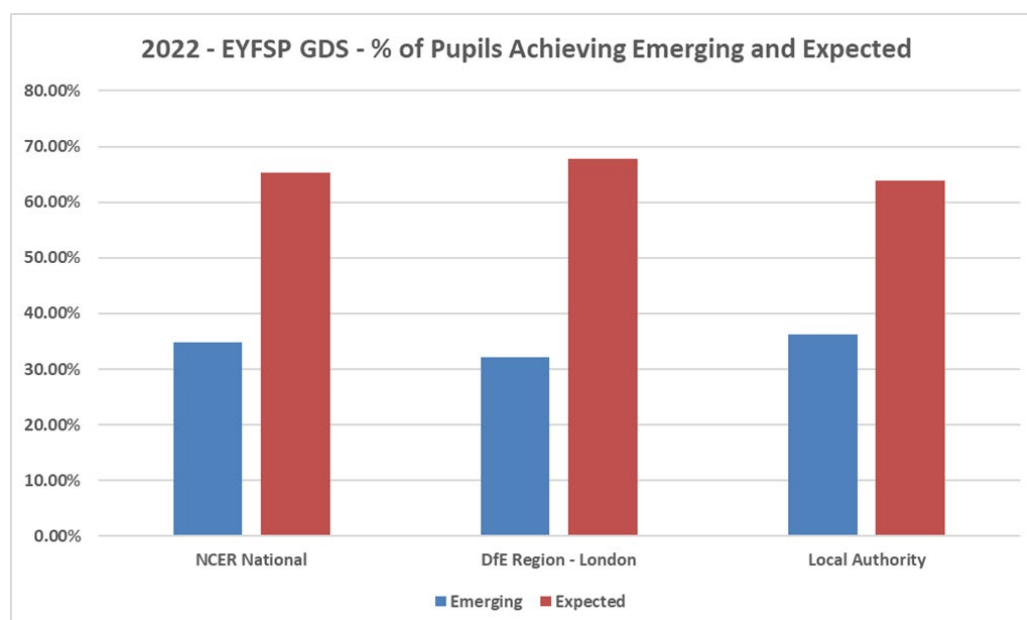
The Local Authority Interactive Tool has been partially updated with this years' attainment data. Some tables such as % of Reading, Writing & Maths meeting Expected Standard have been updated, others have not. Information about rankings refers to Hillingdon's performance against 10 DfE-identified statistical neighbours. These neighbours are Coventry, Milton Keynes, Merton, Slough, Hounslow, Redbridge, Ealing, Barnet, Sutton and Reading. It is noted that Ofsted uses comparison with statistical neighbours to compare outcomes across local authorities.

3.2 Early Years & Foundation Stage Education

Early Years Good Level of Development (GLD) 2021/22

The Good Level of Development is the national benchmark for children at the end of their Reception year. It is based upon children attaining at least the expected level in the three prime areas of Communication and Language, Physical Development and Personal, Social and Emotional Development along with the Specific areas of Mathematics and Literacy.

The following graph has been generated from Nexus; this is software that London Borough of Hillingdon is part owner of. It captures attainment data from as many local authorities as possible and then compares us to the London Region and Nationally.



Data taken from Nexus. Recorded in a new format, therefore cannot relate to previous years. LAIT does not contain this data.

- Attainment of children in Hillingdon has dropped below national and London percentages for the first time in several years. This could well be because it is the first year for Reception Year teachers to be assessing against the new Early Learning Goals (ELG'S) within the Early Years Foundation Stage Reforms. Comparisons should not be made with this data to previous years and in relation to specific ELG's or areas of learning, as a revised Early Years Foundation stage was introduced in September 2021 with a completely new set of ELG's and changes to the educational programme. The Early Years Advisory Teacher Team (EYTT) provided some moderation events but as moderation is no longer a statutory requirement, we only had around 40% of schools attending and teachers were making final assessment judgements against a whole new set of attainment criteria, with limited exemplification materials provided. Traditionally, in Hillingdon, whenever new assessment procedures have been introduced, teachers have been extremely cautious in making judgements and this may be indicative with this year's data.
- It is important to recognise that the Covid 19 Pandemic will have greatly impacted these young children. Many children within this cohort will have missed, or had disrupted, pre-school provision and had limited early learning opportunities prior to starting school in September 2021.

Source: Early years foundation stage profile results for the 2021 to 2022 academic year at national and local authority level

	National	London	Hillingdon
Good level of development (GLD)	65.2%	67.8%	63.9%
Communication and Language (C&L)	79.5%	79.1%	77.0%
Personal, social and Emotional development (PSED)	83.0%	83.3%	81.0%
Physical development (PD)	84.9%	85.6%	84.8%
Literacy (LIT)	68.0%	70.4%	65.9%
Mathematical development (MD)	75.9%	77.2%	74.1%
Understanding the World (UW)	79.6%	78.9%	74.8%
Expressive arts and design (EAD)	84.5%	84.4%	80.4%

- During the academic year 2021/22 the EYTT worked with 12 schools that had been identified as requiring support through the school improvement team and detailed action plans and reviews were established. All schools that were offered support took up the offer and all agreed actions were implemented.
- The EYTT worked with 6 schools on an impact lead Communication and Language project to raise standards in Communication and Language and in these schools, there was a positive impact on Literacy outcomes. We are widening this project to further 12 schools across the current academic year

Priorities for 2022/23

1. To focus on supporting teachers in making secure and consistent judgments against national standards through offered moderation events, targeted support, networking opportunities and centralised training, building confidence in the delivery of the revised EYFS.
2. To focus support and challenge for schools and Private, Voluntary and Independent (PVI) on the Prime areas of learning and the specific areas of Literacy and Mathematics particularly, to support a rise in attainment of the Good Level of Development.
3. To provide detailed advice, support, and training on effective learning environments both indoors and outside to promote the teaching of Mathematics, Literacy and the Prime areas to ensure they are reflective of the learning needs of children.
4. To continue to ensure that PVI settings are up skilled in effective teaching of the Prime Areas of Learning and the core subjects of Maths and Literacy so that children who access their 30 hours in day-care make appropriate progress to begin their Reception Year at the level needed to attain their GLD and support their future learning.
5. To continue to support development of effective Communication and Language skills through delivery of the Communication Champions Project.
6. To support the wider Local Authority, roll out of the Five to Thrive approach to ensure all Teachers and Practitioners are upskilled in promoting healthy early brain development and can share this information with parents and carers.

3.3 Primary Phase Education 2021/22

Key Stage 1

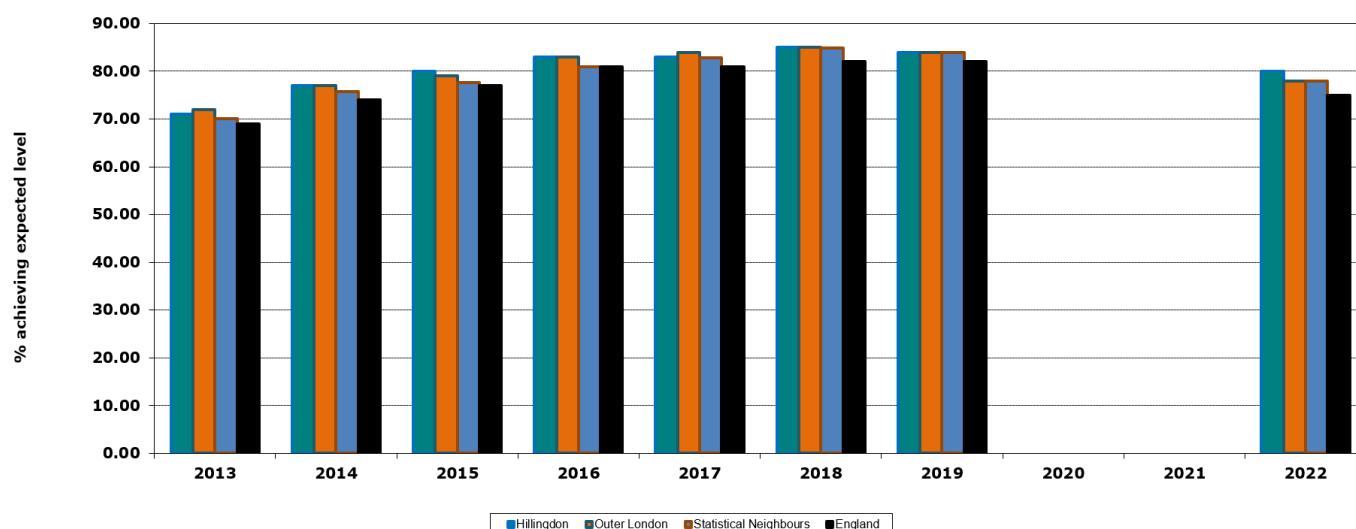
Phonics Outcomes in Hillingdon

Achievement of the national Phonics standard by the end of Key Stage 1 indicates that a child has the phonetic skills to support wider literacy progress and provides a crucial foundation for attainment and progress later in primary school.

Percentage of pupils achieving the expected standard in 2022 was 87.7% (3405 pupils out of 3881), slightly above the national figure of 87%.

Data Set 7 - Graph:

% of pupils achieving expected level in Phonics decoding - all pupils



Source - Phonics 2022 Tables (DfE) *Note - Figures shown are percentages. NB – no result is available for overall Statistical Neighbours in Year 1

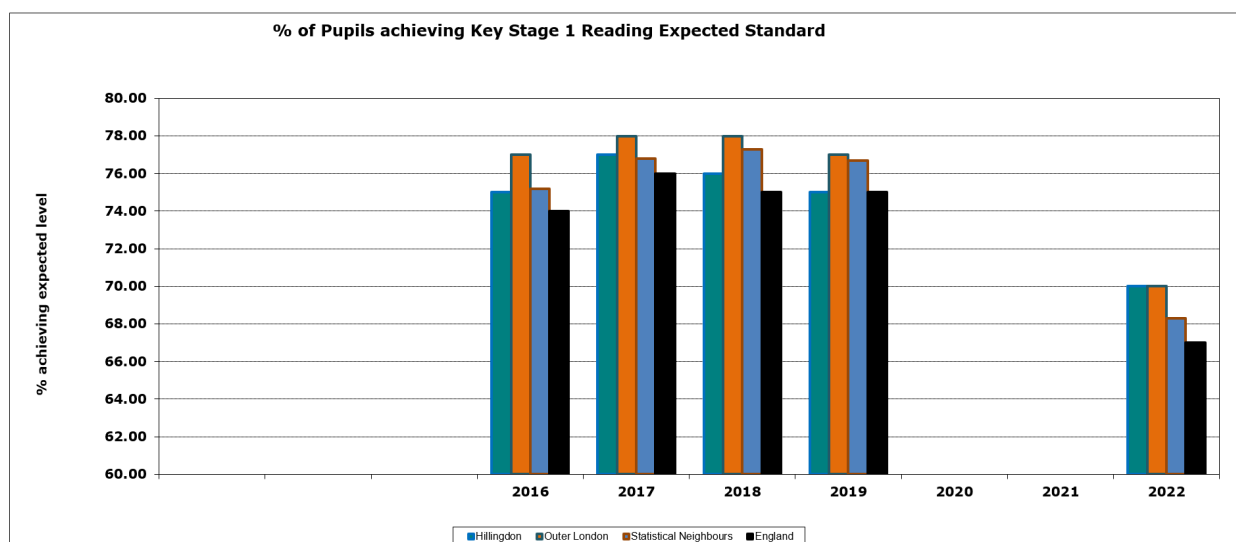
Indicator	LBH outcome	National outcome	Stat Neighbour outcome	National rank (153)	London rank (32)	Stat Neighbour rank (11)
KS1 Reading Expected Std	70.00%	67.00%	68.30%	27	29	9
KS1 Writing Expected Std	60.00%	58.00%	59.80%	38	26	9
KS1 Maths Expected Std	72.00%	68.00%	69.70%	18	13	4
KS1 Science Expected Std	78.00%	77.00%	77.40%	56	19	4
Phonics Decoding – All Pupils	80.00%	75.00%	78.00%	16	14	3
Phonics Decoding – FSM	70.00%	62.00%	67.10%	13	10	3

Key Stage 1 Outcomes in Hillingdon

In 2021/22:

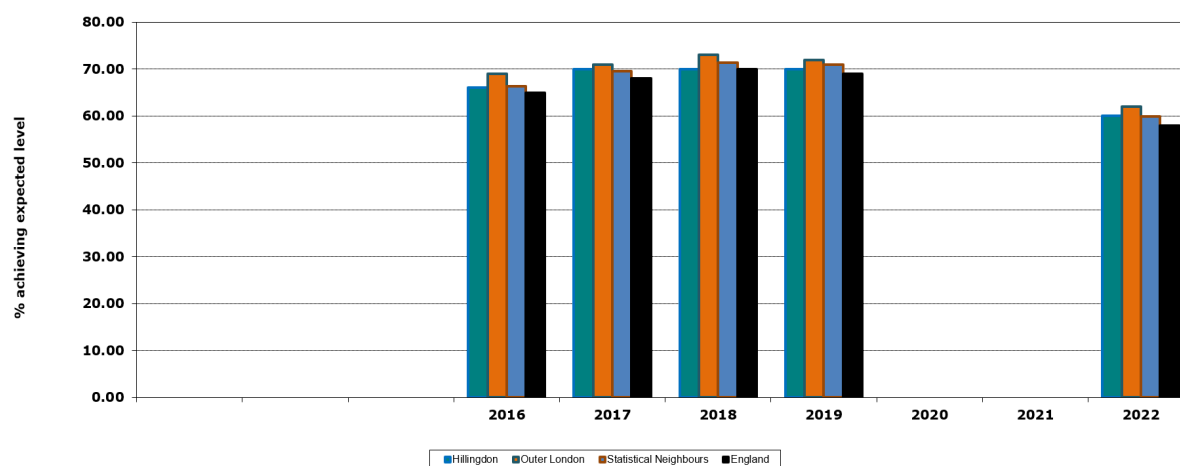
- Hillingdon's KS1 Reading attainment at the Expected Standard was ranked 5th of 11 in relation to statistical neighbours. Against National the ranking was 27th of 153. London ranking was 29.
- Hillingdon's KS1 Writing attainment at the Expected Standard was ranked 9th of 11 statistical neighbours, and 38th of 153 Nationally. London ranking was 26.
- Hillingdon's KS1 Maths attainment at the Expected Standard was ranked 4th of 11 statistical neighbours and 18th of 153 Nationally. London ranking was 13.

Data Set 8 - Graph:

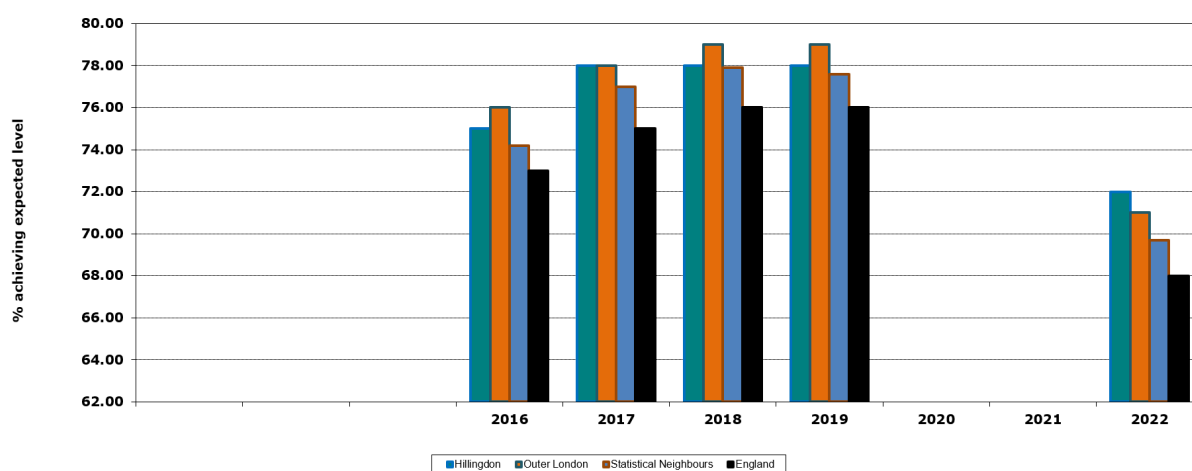


Data Source – LAIT – all statistical groups showed a drop in attainment. Hillingdon performed well against the statistical neighbours and better than Outer London and National England.

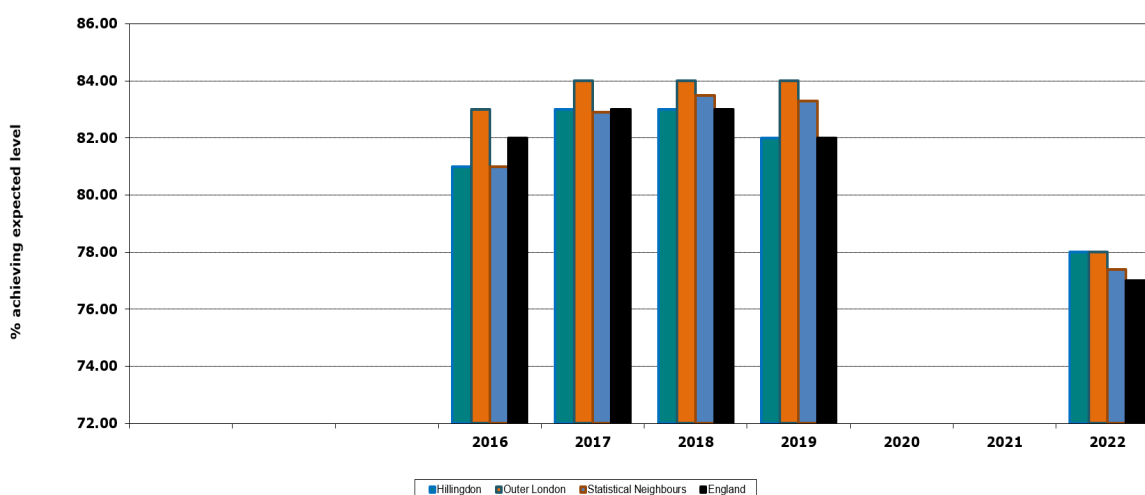
% of Pupils achieving Key Stage 1 Writing Expected Standard



% of Pupils achieving Key Stage 1 Maths Expected Standard



% of Pupils achieving Key Stage 1 Science Expected Standard



Source - KS1_2019_LA Tables. NB - (Reading, Writing, Maths (RWM) combined score is not available for Statistical Neighbours

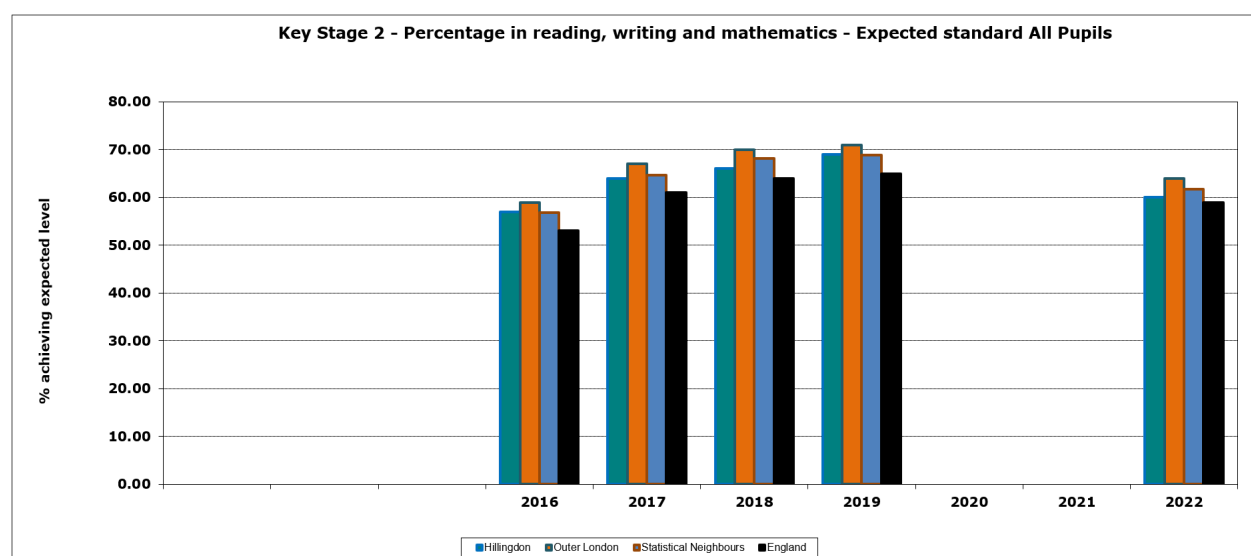
Key Stage 2

Key Stage 2 Outcomes in Hillingdon

Overall results for Hillingdon's children at Key Stage 2 at the end of 2021/22 were positive with the borough performing well against national averages for all key measures and for the combined Reading, Writing and Maths outcome.

2021/22 Performance in Hillingdon

- ✎ Reading attainment at the Expected Standard was 75%, in line with outer London and statistical neighbours and above national. Hillingdon national rank was 51 out of 153 LAs and London ranking was 26 out of 32 LAs.
- ✎ Writing attainment at the Expected Standard was 73%, in line with outer London and statistical neighbours and above national. National ranking was 29. London LA rank was 30.
- ✎ Maths attainment at the Expected Standard was 76%, in line with outer London and statistical neighbours and above national. National ranking was 28. London LA ranking was 23.
- ✎ Grammar, Punctuation and Spelling (GPS) attainment at the Expected Standard was 78%, in line with outer London and statistical neighbours and above national. National ranking was 24. London ranking was 21.
- ✎ Combined Reading, Writing and Maths at the Expected Standard was 60%, below outer London, in line with statistical neighbours and above national. National ranking was 48. London ranking was 30.



Data Set 9 - Graph: Source – Key Stage 2 published November 2022. Compares Hillingdon to National, Statistical Neighbours and Outer London

Indicator	LBH outcome	National outcome	Stat Neighbour outcome	National rank (153)	London rank (32)	Stat Neighbour rank (11)
KS2 Reading, Writing, Maths Expected Std-All Pupils	60.00%	59.00%	61.70%	48	30	7
KS2 Reading Expected Std -All pupils	75.00%	74.00%	76.70%	58	26	7
KS2 TA Writing Expected Std-All Pupils	70.00%	69.00%	70.60%	54	28	5
KS2 Maths Expected Std -All pupils	75.00%	71.00%	75.40%	30	23	6
KS2 Grammar Punctuation Spelling Expected Std -All pupils	77.00%	72.00%	77.40%	24	21	7
KS2 Science Expected Std -All pupils	78.00%	79.00%	80.00%	79	30	6

Source:LAIT

Priorities for Primary Phase Key Stages 1 & 2 Education

Priority areas for development:

KS1:

- Ensuring that outcomes across all areas return to pre-Covid levels
- Support school leaders in tracking and analysis of data to ensure they target support appropriately for Key Stage 1 combined outcomes
- Supporting the progress of children from disadvantaged backgrounds, those with SEND and children from White and first language English and Black Caribbean backgrounds from Early Years to Key Stage 1 to reduce the gaps in attainment and progress accentuated by Covid.

KS2:

- Ensuring that outcomes across all areas return to pre-Covid levels
- Support school leaders in tracking and analysis of data to ensure they target support appropriately for Key Stage 2 combined outcomes
- Supporting the progress of children from disadvantaged backgrounds, those with SEND and children from White and first language English and Black Caribbean backgrounds from Early Years to Key Stage 2 to reduce the gaps in attainment and progress accentuated by Covid.
- Focus on improving reading attainment overall, through enhanced links with providers of local literacy improvement support, including Regional Teaching Schools, hubs and national organisations.

3.4 KS4 Secondary and Post-16 Education

The Key Stage 4 and 5 outcomes

In 2022, Students sat exams in KS4 & 5 again after a 2 year break. Official results this year do come with a 'caution' from the Department for Education. Namely, that results may still be depressed as a result of the impact of the last 2 years.

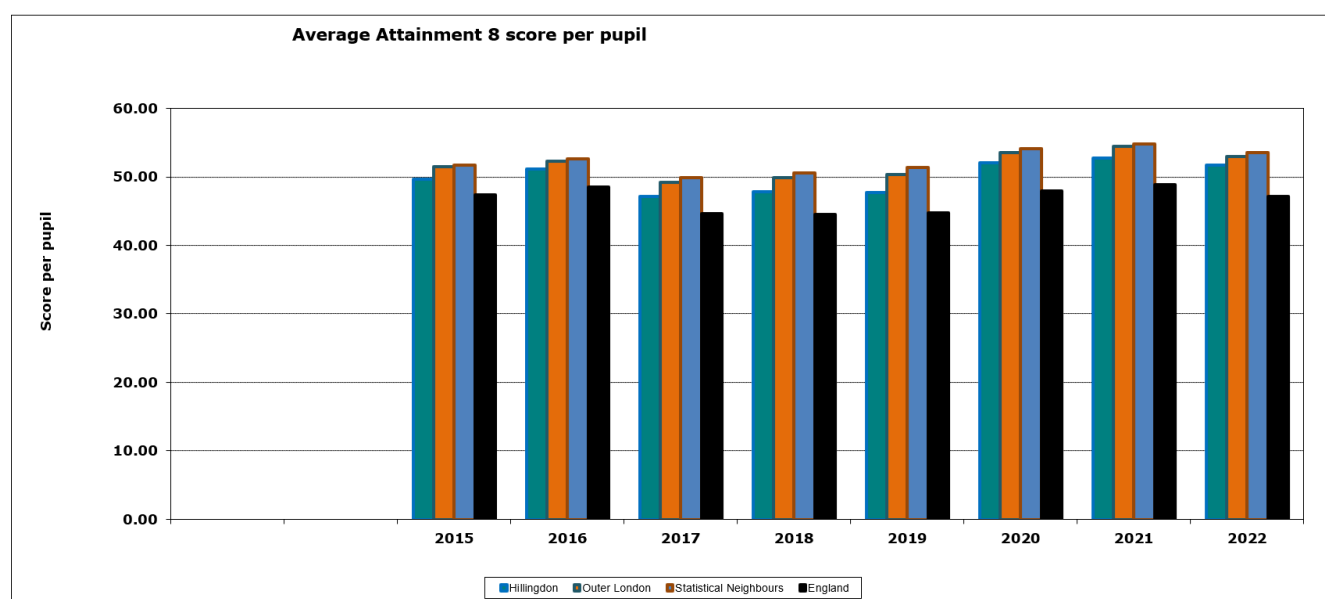
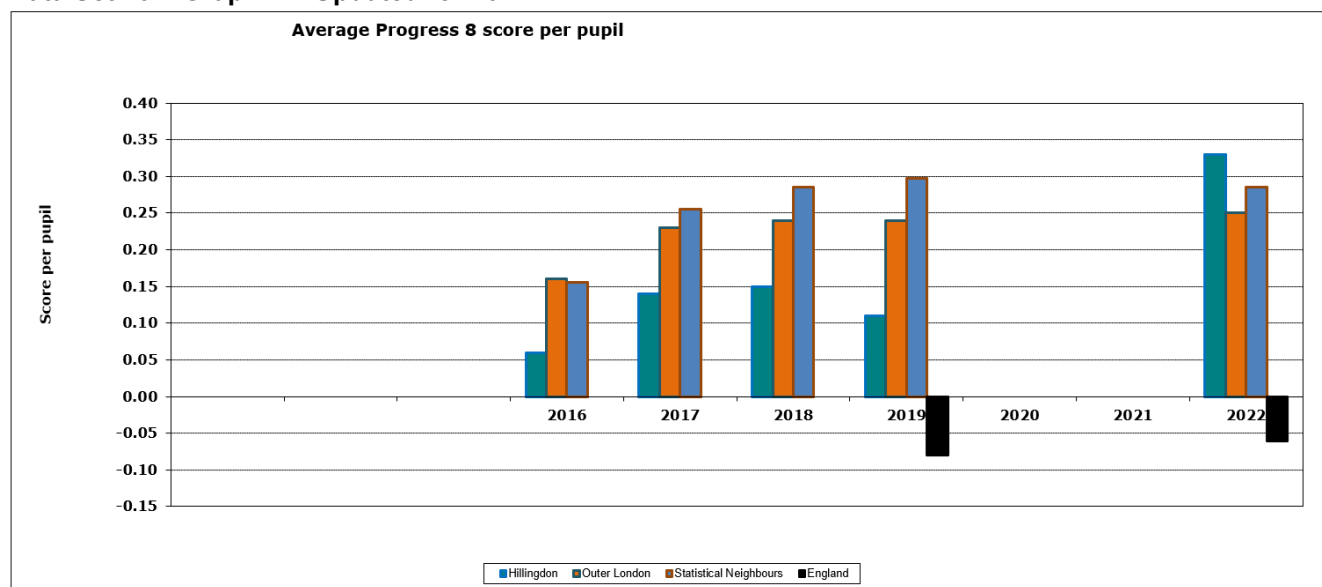
Key Stage 4 Outcomes in Hillingdon

21-2022:

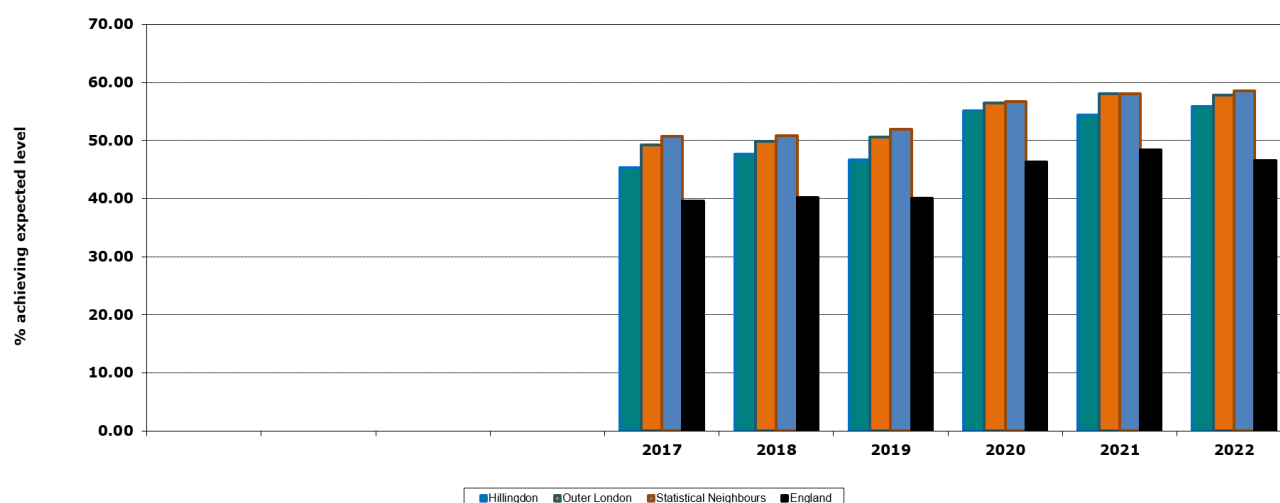
- Overall attainment 8 score was 51.70, in line with outer London and statistical neighbours and above national. Hillingdon national rank was 36 out of 153 LAs. London ranking was 21 and 9 for statistical neighbours.
- 74.40% of students gained standard passes in English and Maths, almost identical to outer London and statistical neighbours and significantly above the national average. Hillingdon national ranking was 31, London ranking was 17 and 8 against statistical neighbours.
- 22.50% of students gained strong passes in English and Maths, 6% below outer London and statistical neighbours, but 4% above national average. Hillingdon ranked 24 against London LAs and 9 against statistical neighbours.
- The percentage of Hillingdon students entered for the English Baccalaureate was 42.20%, lower than outer London and statistical neighbours, but above national. The percentage of students achieving the English Baccalaureate was 29.80%, above national but below outer London and statistical neighbours. Hillingdon London ranking was 24 and 9 against statistical neighbours.
- Excellent news! The Progress 8 score for Hillingdon students was 0.33, above outer London and statistical neighbours and well above national (-0.03). Our London ranking was 24 and statistical neighbour ranking was 7.
- However, for those Hillingdon students identified as disadvantaged, the Progress 8 score was -0.10 and -0.20 for students eligible for Free School Meals

(Source = LAIT – Local Authority Information Tool)

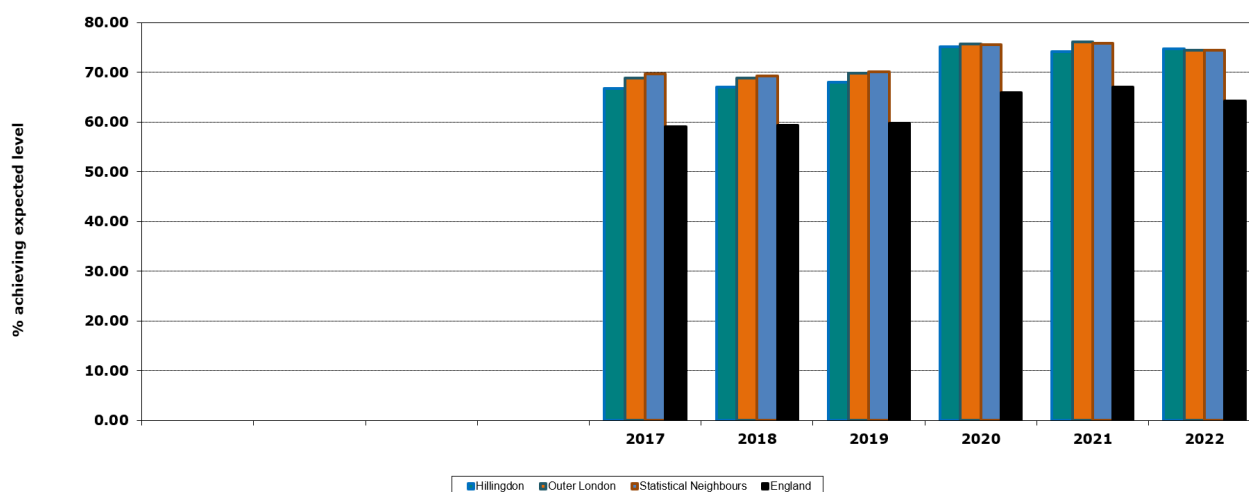
Data Set 10 – Graph 1: Updated for 2022



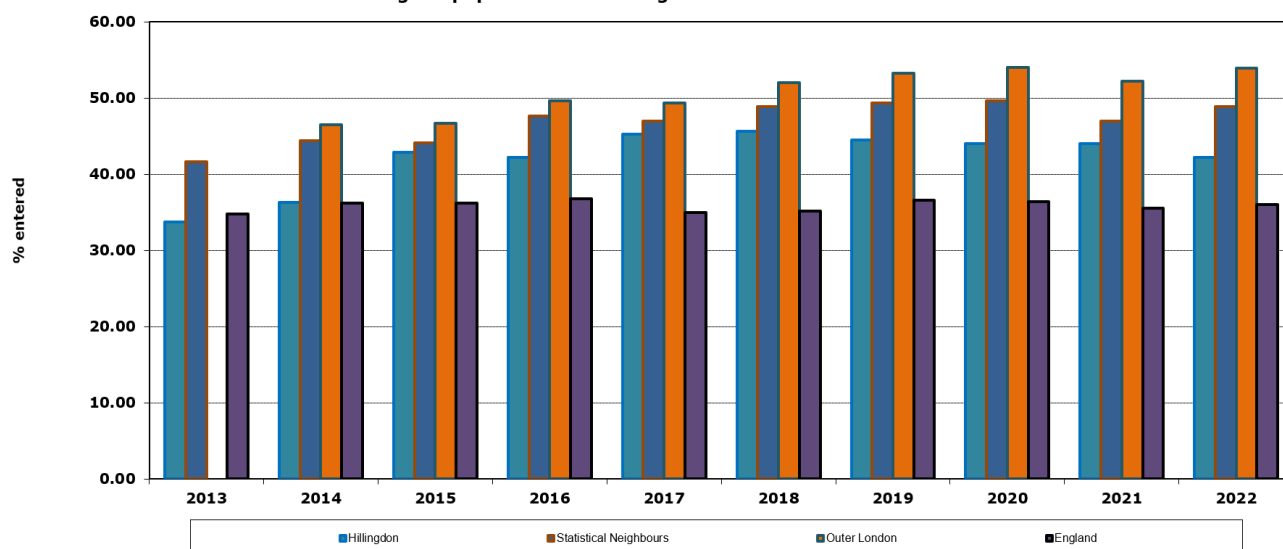
Percentage of pupils achieving 9-5 pass in English and Maths



Percentage of pupils achieving 9-4 pass in English and Maths



Percentage of pupils entered for English Baccalaureate



Indicator	LBH outcome	National outcome	Stat neighbour outcome	National rank (153)	London rank (32)	Stat neighbour rank (11)
Average Progress 8 score per pupil	0.33	-0.06	0.29	18	16	7
Average Attainment 8 score per pupil	51.70	47.10	53.54	36	21	9
% of pupils achieving 9-5 pass in English & Maths	55.80%	46.60%	58.52%	31	19	8
% of pupils achieving 9-4 pass in English & Maths	74.80%	64.30%	74.41%	31	17	8
% of pupils entered for English Baccalaureate	42.20%	36.00%	48.89%	47	31	8
% of pupils achieving Eng Bacc incl. 9-4 pass Eng and Maths	29.80%	24.80%	35.78%	44	24	9
% of pupils achieving Eng Bacc incl. 9-5 pass Eng and Maths	22.50%	18.80%	28.22%	47	24	9

Priorities for Secondary Education Key Stage 4

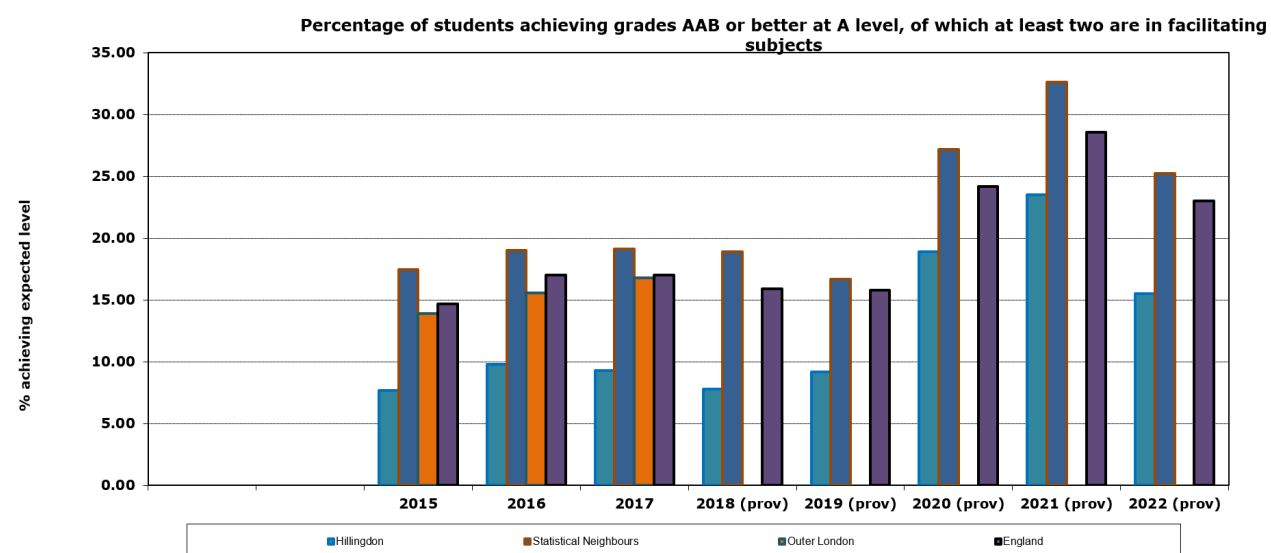
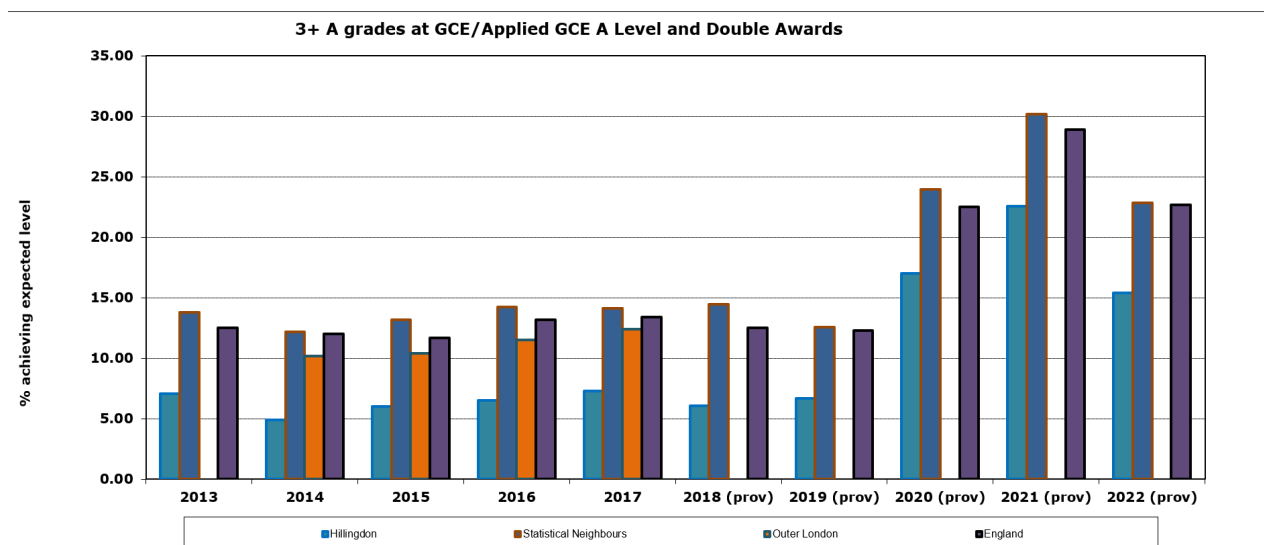
- To address the discrepancies in the achievement gap between disadvantaged and non-disadvantaged students,
- Supporting the two remaining LA Secondary Schools for which the LA retains responsibility for educational standards with a particular focus on progress scores for vulnerable or disadvantaged groups.
- Working with the wider secondary school sector, via established and emerging partnership groups, to address variations in progress scores, for all young people and, particularly, for those most at risk of underachievement including young people with SEND and their disadvantaged peers. This will include utilising appropriate challenge and support mechanisms and escalating concerns of unacceptable underperformance, where necessary, to the relevant responsible bodies. This includes the Regional Schools Commissioner and / or the Secretary of State for Education where improvements are not being expedited in academy settings.

Key Stage 5 Outcomes

2021/22

- € In 2021/22, 15% of students achieved 3+ A Levels or Double Awards, 7% lower than our statistical neighbours and 5% below the national average. Comparative ranking to all London LAs 23 and 9th compared to our statistical neighbours.

- £ 16% of students achieved AAB grades at GCE A Level or better, just under 10% lower than statistical neighbours and 6% below national. LA national ranking was 106, London LA ranking 22 and 9 in statistical neighbours ranking.
- £ The average point score (APS) per entry based on best 3 A Levels was 36.50, slightly lower than statistical neighbours and national. The LA ranked 90 nationally, 23 in London LA ranking and 7 against statistical neighbours.
- £ The Tech Level Average Point Score was 28, just under 3.0 points lower than statistical neighbours and 2 points below national. Our London LA ranking was 22 and statistical neighbour ranking was 7.



Indicator	LBH outcome	National outcome	Stat neighbour outcome	National rank (153)	London rank (32)	Stat neighbour rank (11)
Tech Level – Average Point Score	28.00	30.06	30.71	123	22	8
Cohort APS per A–Level Entry	36.50	37.80	38.40	90	23	7

3+ A grades at GCE/Applied GCE A–Level & Double Awards	15.00%	20.00%	22.85%	104	23	9
% of students gaining AAB or better	16.00%	21.00%	25.22%	106	22	9
APS per entry – Best 3 A–Levels	36.50	37.80	38.87	91	23	9

Priorities for Secondary Key Stage 5 and Post-16 Education

The Council needs to prioritise support for Key Stage 5, to ensure as a Borough we are providing the best possible outcomes for these cohorts. This needs to sit alongside the Post-16 strategy has been developed to ensure a broad range of Education, Employment & Training opportunities exists in Hillingdon and work towards lowering the number of children who become NEET.

- To work with secondary Head Teachers to review borough-wide performance at Key Stage 5 A Level and to identify themes to address to raise outcomes to at least national standards.
- To work with the leaders responsible for the quality of outcomes at this phase to work together effectively continue to improve outcomes for young people taking A Levels and other Level 3 courses in Hillingdon.
- To develop a 14-19 strategy group and a Key Stage 5 development group to identify areas for school improvement that improving outcomes at Key Stage 5, including outcomes for previous high attainers.
- To work with all schools, colleges and other education providers to ensure there is a broad academic and vocational offer at post-16, and that young people are offered the right advice and guidance to find the course or employment or training opportunity that is right for them.
- To develop sufficiency in the NEET team to ensure speedier placement of students on EET programmes.

3.5 Standards and Quality of Education for Adult Learners

Learn Hillingdon Adult Community Education (ACE) provides opportunities for adult residents aged 19+ to learn new skills designed to lead to work, enhance life chances, improve wellbeing and encourage greater social cohesion. All programmes align to the Council's priorities and needs and the GLA Skills for Londoners Strategy. The service is graded as 'good' by Ofsted.

90% of learners live in the borough, 8% live in other London boroughs and 2% live outside London. Most have low educational attainment levels and face socio-economic disadvantage; both are target groups for the service.

Data Set 23 - Table: Key data	19-20	20-21	21-22
Learners <i>Individual residents</i>	2182	1589	1681

Enrolments <i>People can enrol for more than one class</i>	4183	3298	3639
Retention <i>Proportion of those enrolled who stay until end of course</i>	84.7%	92.1%	93.4%
Attendance <i>Important because they can't learn if they don't attend</i>	87.8%	92.9%	94%
Pass <i>Of those retained, what proportion passed their course?</i>	92.9%	94.1%	92.5%
Achievement <i>Of those who started, what proportion passed the course?</i>	78.6%	86.6%	89.5%

Overall, learners are more likely to be female, of white heritage and 35-49 years of age. Most learners (57.3%) live in the south, in Lower Super Output Areas (LSOAs) that are ranked 2 to 5 on the Index of Multiple Deprivation (IMD) scale, most of whom are low skilled, low waged/unemployed and study English for Speakers of Other Languages (ESOL), English and maths.

Full details can be found in the service's Self-Assessment Report (SAR) ([Learn Hillingdon ACE SAR 21-22 - DS.docx \(sharepoint.com\)](#)).

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PUBLIC SPACES PROTECTION ORDER 2023 REVIEW

Cabinet Member(s)	Cllr Eddie Lavery
Cabinet Portfolio(s)	Residents' Services
Officer Contact(s)	Stephanie Waterford – Place Joanne Howells - Place
Papers with report	Appendix 1 – Draft Public Spaces Protection Order 2023 Appendix 2 – Equality Impact Assessment

HEADLINES

Summary	The Borough's Public Spaces Protection Orders (PSPO's) are due for review and this report seeks Cabinet approval to consult on the draft PSPOs which will be in force for a further three-year period to 2026.
Putting our Residents First Delivering on the Council Strategy 2022-2026	This report supports our ambition for residents / the Council of: Be / feel safe from harm This report supports our commitments to residents of: Safe and Strong Communities
Financial Cost	There is no direct financial impact arising from the recommendations in this report.
Relevant Select Committee	Residents' Services Select Committee
Relevant Ward(s)	All

RECOMMENDATIONS

That the Cabinet:

- 1) Approves the draft Public Spaces Protection Order in Appendix 1 for public consultation to commence on 28th April 2023
- 2) Notes the proposed consultation and implementation timetable contained in the body of the report
- 3) Has regard to the contents of the Equalities Impact Assessment.

Reasons for recommendation

Public Spaces Protection Orders (PSPOs) are intended to deal with nuisance or problems that are detrimental to the local community's quality of life and work by imposing conditions on the use of the area; enabling residents and visitors to use and enjoy public spaces, safe from anti-social behaviour. The PSPO provides local authorities with the necessary powers to introduce such restrictions and prohibitions within the designated area, where evidential tests are satisfied.

The implementation of the PSPO is to be applied to everyone within the designated area, however, it may have an increased negative impact on particular groups including homeless people, those on a low income, the working age population and potentially younger people.

Whilst designed to prohibit certain activities, the PSPO is also intended to enable people to feel Hillingdon is a safe and welcoming place for all.

A council can implement a PSPO on any public space within its own area. The definition of a public space is wide and may include any place to which the public has access as of right or by permission.

Police, council officers and officers authorised by the Council can enforce the conditions of PSPOs and may issue fixed penalty notices for non-compliance. Failure to comply with a PSPO is an offence which could result in a fine of up to £1,000 in a magistrates' court.

PSPOs are regularly reviewed in terms of reported breaches and enforcement undertaken and can be discharged/lapse or the conditions can be varied. Discharging a PSPO must be undertaken when the PSPO becomes unnecessary due to the issue that justified the PSPO having ceased.

The following existing prohibitions contained within the PSPO are proposed to be retained for the 2023-2026 PSPO period:

- Alcohol and drug misuse in public spaces
- Idling vehicles
- Use of drones in public spaces
- Urinating, defecating and spitting
- Being in charge of more than 4 dogs (6 with a valid licence)
- Unauthorised encampments
- Begging

Officers have taken into account emerging issues and complaint data from the 2020-2023 PSPO period. New prohibitions are proposed in the 2023-2026 PSPO which will seek to address:

- Smoking/vaping within children's play areas
- Dogs within children's play areas
- Driving e-vehicles or motor vehicles over footways
- Use of amplification equipment in Town Centres (Uxbridge, Hayes & Ruislip)
- Placing of tables/stands/signage in Town Centres (Uxbridge, Hayes & Ruislip)
- Financial Agreements in the street in Town Centres (Uxbridge, Hayes & Ruislip)

- Street Trading & Leaflet distribution without proper consent

Alternative options considered / risk management

Alternative options for the Council's officers to manage anti-social behaviour in public spaces are limited due to available enforcement legislation. Police officers have additional legislative powers to manage criminal activities and offences, however, their resources are limited and unable to tackle this type of anti-social behaviour.

The Council must consider the impact a PSPO may have on the vulnerable, homeless and rough sleepers and should ensure that it is not aimed at this group of people but at specific activity and behaviour.

An interested person can challenge the introduction of a PSPO in the High Court within six weeks of its introduction. It may also be challenged by judicial review on public law grounds within three months of the decision to implement.

Democratic compliance / previous authority

Cabinet authority is required to approve public space protection orders, noting there are also requirements for statutory consultation on them.

Select Committee comments

None at this stage. Select Committee comments may be sought during the consultation period.

SUPPORTING INFORMATION

1. The Antisocial Behaviour Crime and Policing Act 2014 provides the legal framework to implement PSPO's. Orders may be introduced in a specific administrative area where the Council is satisfied that certain conditions have been met. These conditions focus on the behaviours which the Council is seeking to address which:
 - a. Have a detrimental effect or are likely to have a detrimental effect on the quality of life in a locality
 - b. The effect or likely effect of such behaviours is or is likely to be persistent or continuing or is likely to be unreasonable
 - c. And, justifies the restrictions being imposed through the enactment of a PSPO.
2. The Home Office published statutory guidance in July 2014 to support the effective use of new powers to tackle anti-social behaviour, introduced through the Anti-social Behaviour, Crime and Policing Act 2014. The powers introduced by the 2014 Act were deliberately local in nature.
3. As a public authority, the Council needs to ensure that all its strategies, policies, service and functions, both current and proposed, have given proper consideration to equality, diversity, cohesion and integration. An Equality Impact Assessment (EIA) before the introduction of a PSPO can help to inform how best to balance the interest of different parts of the community

and provides evidence as to whether or not the restrictions being proposed are justified, as required by section 59 of the 2014 Act. The EIA is attached at Appendix 2.

Financial Implications

A revenue neutral impact is anticipated from the recommendations within this report, furthermore, it is worth noting that the costs of the Council's enforcement contractors continue to be funded from income generated via the issue of Fixed Penalty Notices, therefore should the outcome of the consultation conclude that the additional prohibitions be included in the PSPO operations, this will have a net nil impact on the service's operating budget.

RESIDENT BENEFIT & CONSULTATION

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

The PSPOs allow authorised Council officers to take robust actions against perpetrators who choose to cause harm or nuisance to the environment and/or community. Existing PSPO powers have proved effective in imposing financial sanctions. The January-December 2022 Fixed Penalty Notice figures are summarised below:

Abusive Language	32
Alcohol misuse	38
Barbecue	7
Begging	1
Bird feeding	7
Causing distress	1
Commercial Vehicle in Council Car Park	81
Dog unleashed in children's play area	1
Driving Tuition	8
Car idling	1,253
Motorbike in a green space	1
Obstruction	2
Urine/Defecate/Spitting	300
Littering	8
Total	1,740

Consultation carried out or required

Before introducing, extending or varying a PSPO, the Council is required to consult with statutory consultees as well as the public. Statutory consultees include:

- Chief Officer of Police for the area
- Police & Crime Commissioner
- Owners/occupiers of land affected by the PSPO (where practicable)
- Community representatives

This report seeks approval to launch the public consultation which will run for a minimum of six weeks.

Officers will be publicising the PSPO consultation through social media channels, engagement with Community and Town Centre representatives and direct contact to residents' associations.

The proposed timetable for consultation and implementation of the PSPO is:

28 April 2023 – Public consultation starts
14 June 2023 – Consultation with Residents Services Select Committee
16 June 2023 – Public Consultation ends
27th July 2023 – Cabinet for final adoption

CORPORATE CONSIDERATIONS

Corporate Finance

Corporate Finance have reviewed this report and concur with the Financial Implications set out above, noting that the recommendations do not have any direct financial impact on the Council.

Legal

As explained in the report, section 72 of the Antisocial Behaviour, Crime and Policing Act 2014 requires the Council to consult prior to adopting the proposed PSPO. In order for activity to be restricted by the PSPO, the Council has to be satisfied that the activity has or is likely to have a detrimental effect on the quality of life within Hillingdon, that the activity is of a persistent or continuing nature so as to make the activity unreasonable and that it is proportionate to restrict the activity.

Further, more detailed legal advice will be given to Cabinet when it considers the outcome of the consultation.

BACKGROUND PAPERS

The Antisocial Behaviour, Crime & Policing Act 2014 - [Anti-social Behaviour, Crime and Policing Act 2014 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/2014/12/section/72)

Home Office Guidance for Frontline Professionals – Anti-social Behaviour Powers June 2022 - [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1088750/2022_Updated_ASB_Statutory_Guidance- FINAL.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1088750/2022_Updated_ASB_Statutory_Guidance-_FINAL.pdf)

Local Government Association PSPO Guidance for Councils = https://www.local.gov.uk/sites/default/files/documents/10.21%20PSPO%20guidance_06_1.pdf

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Public Spaces Protection Order

Anti Social Behaviour Crime and Policing Act 2014 s.59

Notice is hereby given that London Borough of Hillingdon ("the Council") has made the following Public Spaces Protection Order under section 59 of the Anti-Social Behaviour Crime and Policing Act 2014 ("the Act"):

The land described in the schedule below ("the restricted areas") being land in the area of the Council is land to which the Anti-Social Behaviour Crime and Policing Act 2014 applies and will be protected by the making of this Order

The Order may be cited as the (Parks and Public Places) Public Spaces Protection Order ("the Order") and came into force on ***** for a duration of 3 years.

1. The Public Spaces Protection Order (Borough Wide) 2023

The effect of the Order is to impose the following prohibitions within the 'Restricted Area' relating to all public spaces shown in Schedule 1:

Alcohol and Drugs:

- a) A person commits an offence if without reasonable excuse they are in possession of an open container of alcohol and/or are consuming alcohol (other than in premises licensed for the sale of alcohol or at a venue where a Temporary Event Notice is in place) after having been required to stop by an authorised person
- b) A person commits an offence if without reasonable excuse they fail to hand over immediately any alcohol, whether in an open or closed container, when required to do so by an authorised person who believes that the person has consumed, is consuming or intends to consume alcohol in breach of the prohibition 1 (a) above.
- c) A person commits an offence if without reasonable excuse they are under the influence of controlled drugs and/or other psychoactive substance

Penalties - In the restricted areas any person who continues drinking alcohol having been required to desist by an authorised officer under condition (a) above or fails to hand over any alcohol in his or her possession when required to do so by an authorised officer under condition (b) a above commits an offence under section 63 and is liable on summary conviction to a fine not exceeding level 2 on the standard scale or fixed penalty notice of a maximum £100

Vehicles:

- d) A person commits an offence if without reasonable excuse, they drive a motorised, electric or powered vehicle over any footway, footpath, grass verge adjacent to any part of the public highway or within the Councils Green Spaces. (This prohibition does not apply to those persons using mobility vehicles).



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- e) A person commits an offence if without reasonable excuse, they leave a parked or stationary vehicle engine running on any part of the Public Highway.
- f) A person commits an offence if they use remote controlled model vehicles or aircraft that is likely to cause nuisance from noise or cause harassment, alarm or distress to another person.
- g) A person commits an offence if they use drones or small unmanned aircraft (SUA) of any mass without the express consent of the Council (condition to apply to the parks and open spaces set out in Annex 1 to this order)
Penalties – A person who is guilty of an offence under this part of the order shall be liable on summary conviction to a fine not exceeding level 3 on the standard scale.

Urinating, defecating & spitting

- h) No person shall urinate, defecate or spit within any public place within the administrative area of the London Borough of Hillingdon (The 'Restricted Area'), except in a premise designed for that purpose.

Penalties – A person who is guilty of an offence under this part of the order shall be liable on summary conviction to a fine not exceeding level 3 on the standard scale.

Dogs and vermin

- i) A person commits an offence if they are in sole charge of more than four dogs in a public place within the administrative area of the London Borough of Hillingdon (The 'Restricted Area') without a licence.
- j) Where a valid licence is in force, a person commits an offence if they are in sole charge of more than six dogs in a public place within the administrative area of the London Borough of Hillingdon (The 'Restricted Area').
- k) A person commits an offence if, without reasonable excuse, any dog in their charge defecates on land within the 'restricted area' and they fail to remove the faeces and deposit it in a dog faeces receptacle, forthwith.
- l) A person commits an offence if they fail to place a lead on a dog (which at the time the person is in charge of or responsible for) when the dog is on a pavement by a road (within 3 metres of a carriageway) or when required to do so by an authorised officer
- m) A person commits an offence if they place or distribute of any type of food source in a street or Green Space to either feed or attract birds or vermin.

Penalties – A person who is guilty of an offence under this part of the order shall be liable on summary conviction to a fine not exceeding level 3 on the standard scale.

Notes relating to condition (k) - placing faeces in a receptacle on the land which is provided for the purpose or for the disposal of waste, shall be sufficient removal from the land under requirement (k) above; being unaware of the defecation or not having a device for or other suitable means of removing the faeces shall not be a reasonable

excuse for failing to remove the faeces; this requirement does not apply if the person is a registered assistance dog owner.

Parks and Open Spaces

- n) A person commits an offence if they light or are in control of or responsible for activity involving a fire, barbecue or fireworks without the express consent of the Council
- o) A person commits an offence if they use any device designed or adapted for detecting or locating any metal or mineral on or in the ground without the express consent of the Council
- p) A person commits an offence if they smoke any substance including cigarettes, cigars, electronic cigarettes (vapes), herbal cigarettes or similar within the boundary of a children's play area
- q) A person commits an offence if they engage in any type of fishing or dredge or remove any material from any park or open space without the express consent of the Council
- r) A person commits an offence if they do not leave a park at the designated closing time or when required to do so by an authorised officer.
- s) A person commits an offence if they do not extinguish a fire and/or barbecue or firework (if appropriate and safe to do so), removing all waste and/or associated items for safe disposal
- t) A person commits an offence if they fail to ensure that any dog (which at the time the person is in charge of or responsible for) having entered a children's play area, leaves that play area forthwith

General Prohibitions

- u) A person commits an offence if they encamp (with or without a vehicle) without the express consent of the Council
- v) A person commits an offence if they are Being verbally abusive to any person or using foul language or behaving in a way which causes or is likely to cause harassment, alarm or distress to another person
- w) A person commits an offence if they are engaged in the act of begging for food or money that causes harassment, alarm or distress to another person.

Obstruction

- x) Any person who attempts to obstruct an Authorised Officer in carrying out their duties under this Public Spaces Protection Order shall commit an offence
- y) Obstruction includes, but is not limited to, giving false information, physically obstructing an Authorised Officer and refusing to comply with any reasonable instruction given to ensure compliance with this PSPO.

2. The Public Spaces Restriction Order (Town Centres) 2023

The effect of the Order is to impose the following prohibitions within the Uxbridge, Hayes, Ruislip town centres being 'Restricted Town Centre Areas' relating to all public spaces shown in Schedule 2:

Amplification

- a) No person shall use a microphone, loudspeaker, megaphone, loud hailer or any other similar equipment designed to amplify the volume of speech or music unless authorised by the council.
- b) No person shall use mains electricity or generator power for the purposes of amplification unless authorised as above.
- c) This does not prevent free speech as long as carried out without the use of any equipment stated in 2(a) or 2(b)
Any person who without reasonable excuse fails to comply with this prohibition commits an offence.

Placing of tables, stands, signage or other installations

- d) No person(s) shall place a table/stand/signage or similar within any part of the public area without written authorisation from the Council

Financial agreements in the street

- e) Any person involved in stopping people for the purpose of encouraging them to enter into financial agreements for charitable or other purposes, must only operate from a stand and may only approach people a maximum of 2 metres from the stand.
- f) No stand must be placed on the public highway, which includes the pedestrianised area, without the written consent of the Council.

Street Trading and leaflet distribution

- g) No person shall sell any product or item in outdoor public spaces within the restricted area without having the express written permission or licence from the Council. This includes persons selling from bags, trolleys, or other mobile means.
- h) No person(s) shall distribute any free leaflet, pamphlet or written word without written permission of the Council.

Schedule of the restricted areas:

Schedule 1 – Whole Borough

Schedule 2 – Town Centres

"Park" means all Parks and Open Spaces that are managed, owned or under the control of The London Borough of Hillingdon.

"Public Place" means all land in the open air (including any park, open space, street or highway) owned maintained or managed by the Council.

Definitions:

For the purpose of this Order, the following definitions will apply:

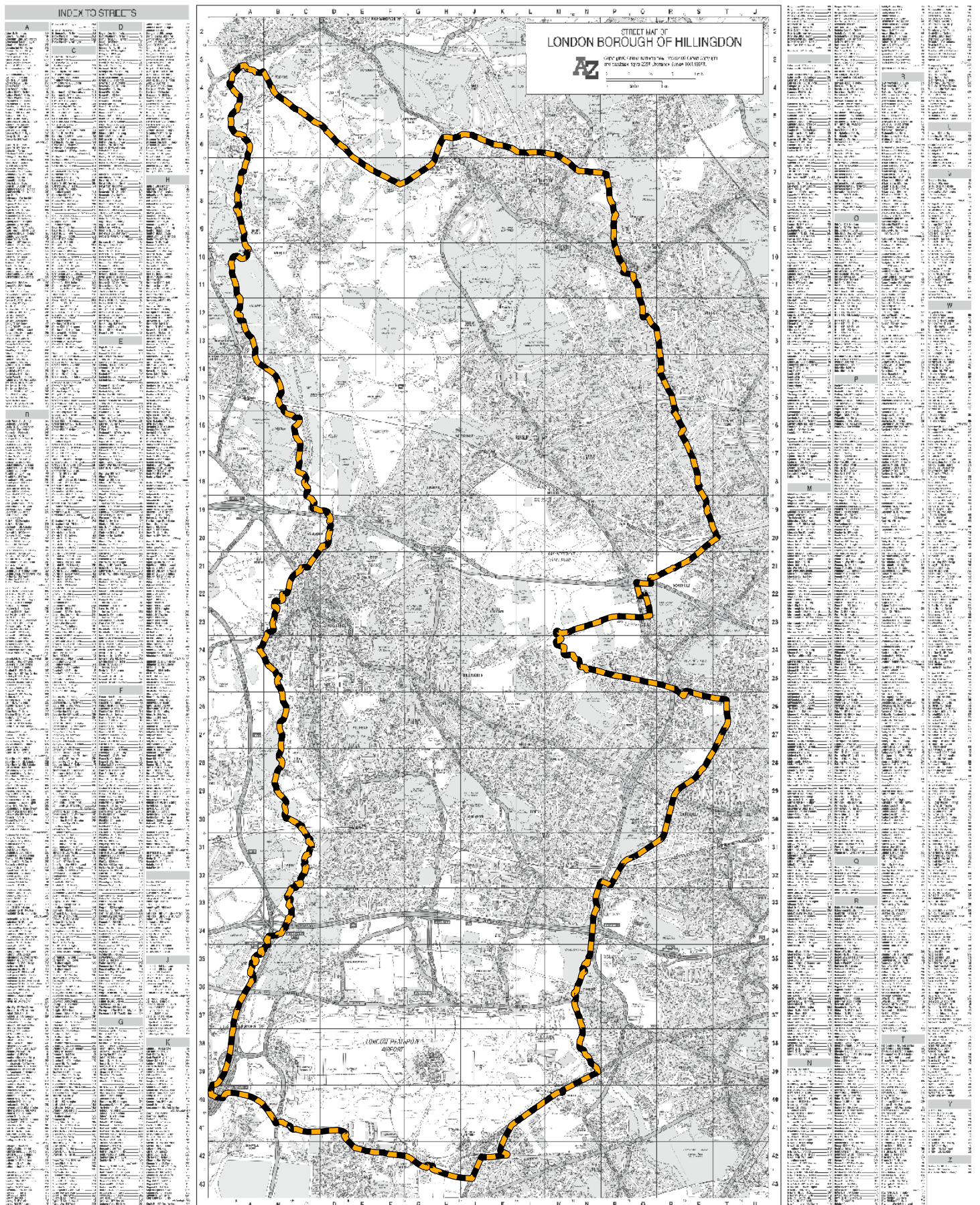
1. Alcohol - this has the meaning given by Licensing Act 2003 s191.
2. Controlled Drugs - this has the meaning given by Parts I, II, III and IV of [Schedule 2 to the Misuse of Drugs Act 1971](#) and in Schedule 1,2,3,4, or 5 of the Misuse of Drugs Regulations 2001, unless prescribed by a medical practitioner. The legislation regarding Controlled Drugs is subject to change and current information regarding Controlled Drugs can be found at www.dh.gov.uk.
3. Psychoactive Substances - this has the meaning given by Psychoactive Substances Act 2006 section 2(2).
4. Product - means an article or substance that is manufactured or refined for sale.
5. Street furniture - means objects placed or fixed in the street for public use, such as post-boxes, road signs, and benches.
6. Food source - means any substance containing nutrients, such as carbohydrates, proteins and fats that can be ingested by a living organism and metabolized into energy and body tissue.
7. Powered vehicles - mobility scooter and other forms of powered mobility devices for the disabled are excluded.

General

An authorised officer means a Local Authority Employee, a person designated by the Local Authority, a Police Officer or Police Community Support Officer. The Council is satisfied that the conditions set out in sections 59, 64 & 72 of the Act have been satisfied and that it is in all the circumstances expedient to make this order for the purposes of reducing anti social behaviour in the restricted areas. The Council makes the order because anti social behaviour in the restricted areas has had a detrimental effect on the quality of life of those in the locality. The effect or likely effect of this is of a persistent or continuing nature such as to make this unreasonable, and justifies the restrictions imposed in this order. If any "interested person" desires to question the validity of this Order on the grounds that the Council had no power to make it or that any requirement of the Act has not been complied with in relation to this Order, he or she may apply to the High Court within six weeks from the date on which this Order is made.

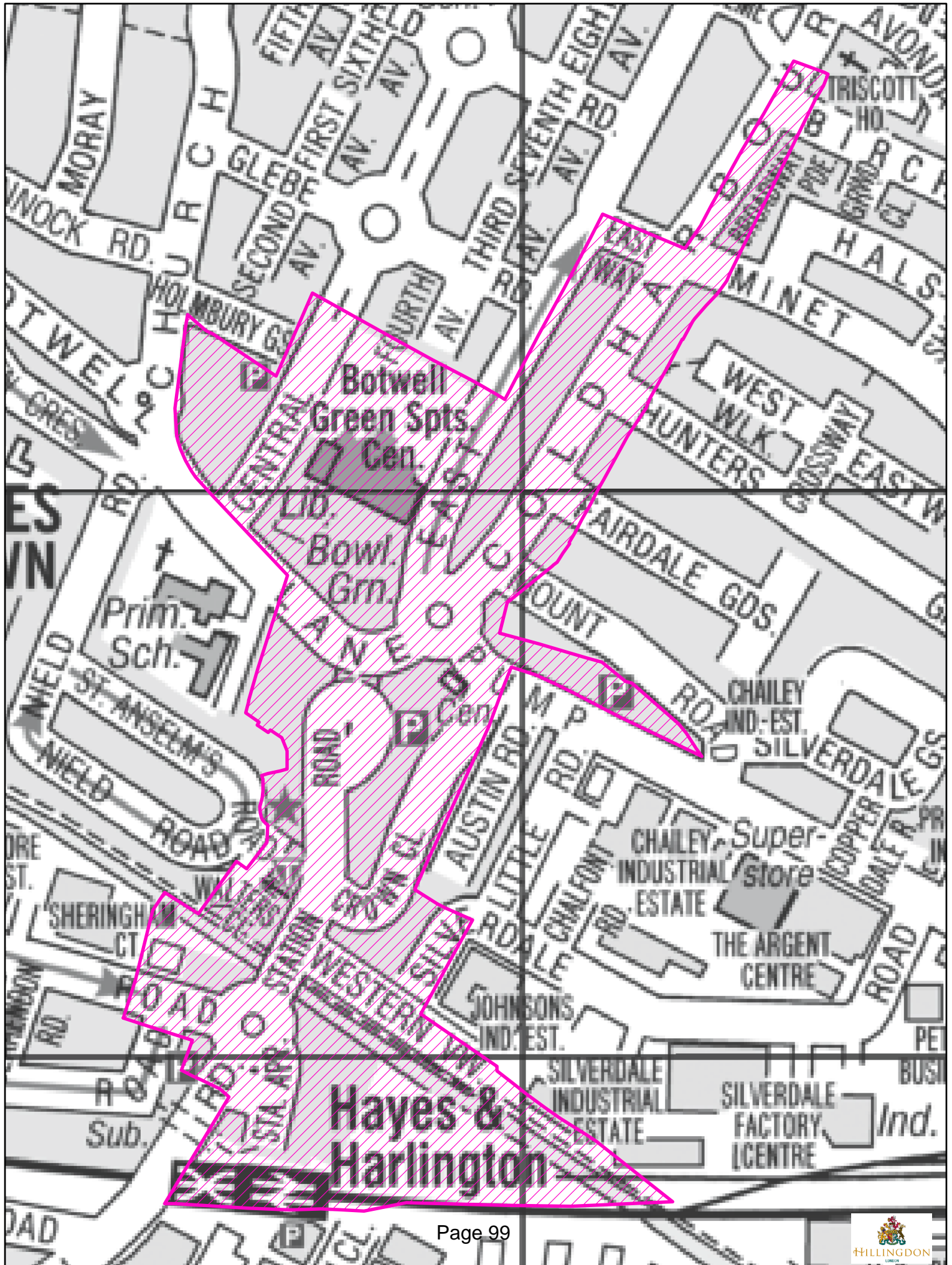
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London Borough of Hillingdon

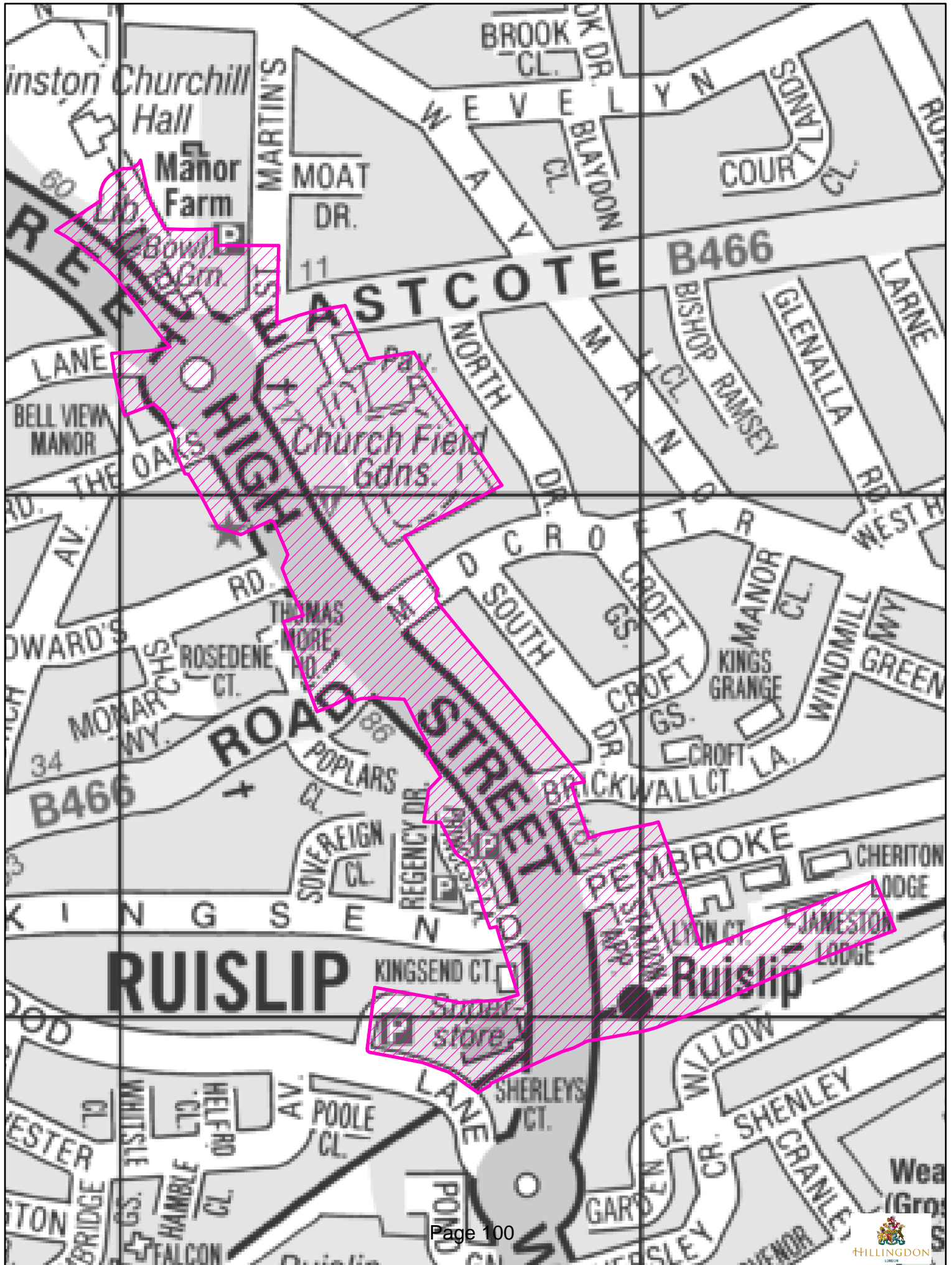


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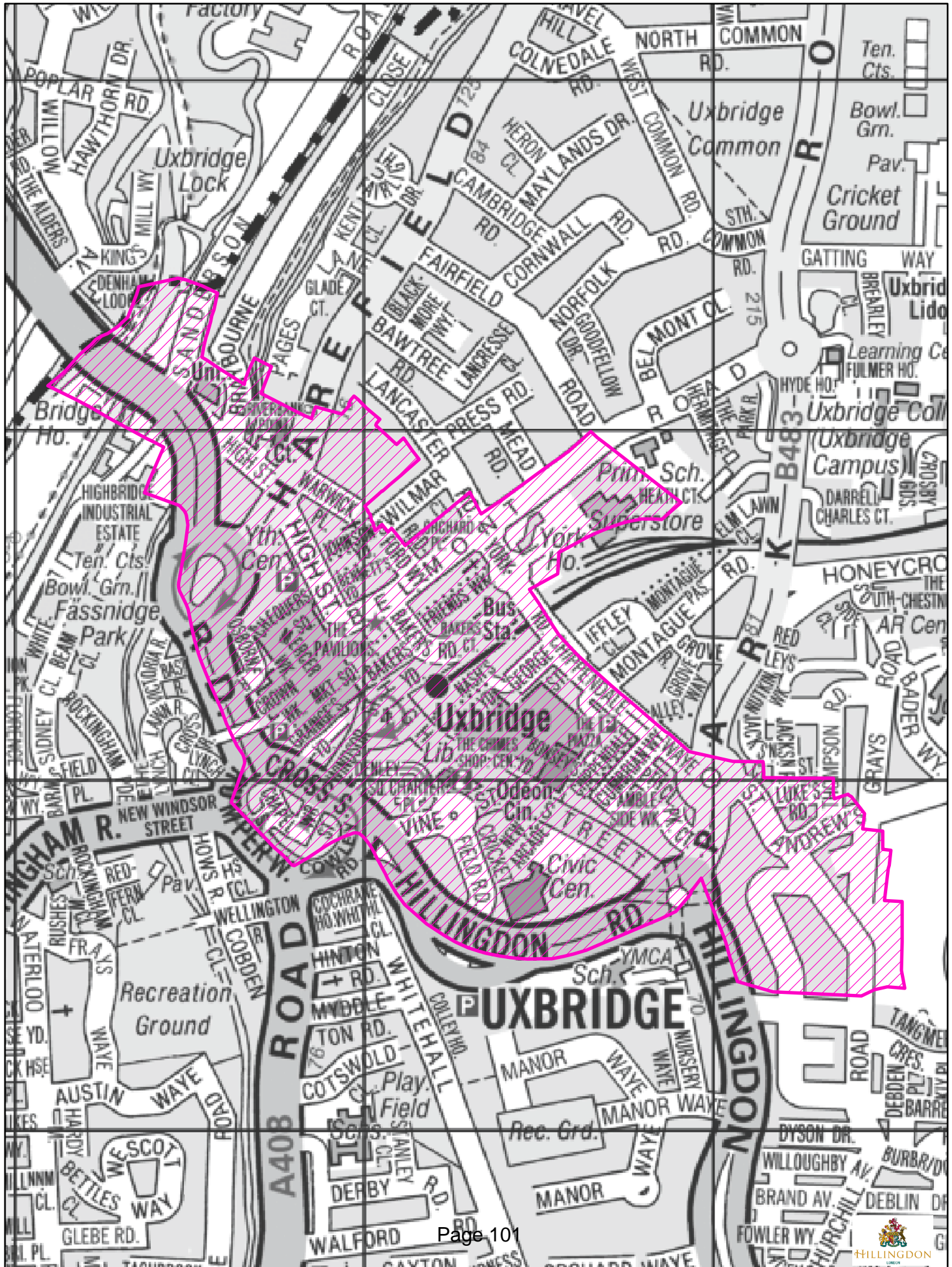
Hayes



Ruislip



Uxbridge



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Equality and Human Rights Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick ✓

Review of a service ☐ Staff restructure ☐ Decommissioning a service ☐

Changing a policy ☐ Tendering for a new service ☐ A strategy or plan ☒

Borough wide Public Spaces Protection Order 2023

Who is accountable? E.g. Head of Service or Corporate Director

Corporate Director Place

Date assessment completed and approved by accountable person

27th February 2023

Names and job titles of people carrying out the assessment

Joanne Howells, ASB & Environment Team Leader

A.1) What are the main aims and intended benefits of what you are assessing?

Hillingdon Council is committed to maintaining a clean and safe environment and it is the Council's responsibility to keep our public spaces and local environment clear of litter and obstructions and deal with other local environmental quality issues including anti-social behaviour.

The proposal to adopt a borough-wide Public Spaces Protection Order (PSPO) for Council public spaces is in line with this priority. In particular, issues of enviro-crime and anti-social behaviour, which includes matters that cause harassment, annoyance

and / or nuisance. The Council knows that the majority of those who live in, work in and visit the borough do keep the area clean and safe; however, it wants to ensure where this is not the case that it uses the relevant legislation and approaches to maintain a clean and safe environment.

The PSPO provides local authorities and Police with the necessary powers to introduce restrictions upon activity and behaviours deemed to be anti-social and occurring in “public spaces”. It is designed to restrict and prohibit certain behaviours, within the designated area, where evidential tests are satisfied.

A.2) Who are the service users or staff affected by what you are assessing? What is their equality profile?

The implementation of the PSPO is to be applied to everyone within the designated area, however, it is likely that it will have an increased negative impact on particular groups such as Disabled People, BME People, Homeless People, people on a low income, the working age population and potentially younger people as well.

Whilst the PSPO is designed to prohibit certain activities it is also designed to enable people to feel that Hillingdon is a safe and welcoming place for all. There are some sections of the community who currently don't feel that this is the case (i.e., some older people, disabled people, women, LGBT people, BME people etc), which could have a negative impact on the individuals and the likelihood that they will choose to visit the Borough.

The implementation of the PSPO could therefore potentially have a positive impact for some individuals.

A.3) Who are the stakeholders in this assessment and what is their interest in it?

Stakeholders	Interest
The Leader Councillor Ian Edwards Councillor Eddie Lavery Corporate Director Perry Scott Head of Service Stephanie Waterford	Provide a safe and improved service for residents A transparent and fair enforcement process Value for money in service delivery

A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age	X	Sex	
Disability		Sexual Orientation	
Gender reassignment			
Marriage or civil partnership		Carers	
Pregnancy or maternity		Community Cohesion	
Race/Ethnicity	X	Community Safety	X
Religion or belief		Human Rights	X

STEP B) Consideration of information; data, research, consultation, engagement

B.1) Consideration of information and data -

There is a requirement for a period of statutory consultation to be undertaken before a decision can be taken. It is important for the consultation to be both accessible and engaging with those likely to be affected by the order (positively and negatively). It must also consider the communication needs of those living within the designated area and ensure that they have access to translation services as required.

If the PSPO is implemented it will be important for authorised officers to consider the needs of the individual and their personal circumstances in order to make an informed decision as to the appropriate action to take (i.e. recommendation for support, advice, fine, criminal justice approach etc). It will also be important for authorised officers to ensure that any action taken is proportionate to and balanced against any risks posed, either to the individual or the wider community. This includes the seriousness of the offence, past history, the consequences of non-compliance and the likely effectiveness of the various enforcement options. It has outlined the need for a consistent yet flexible approach to the application of the PSPO, which must be tailored to the individual's needs and circumstances. One of the concerns is that the PSPO could be used as a tool to unfairly target sections of the community. It will be important to evidence that the PSPO is

therefore not used or is not perceived to be being used in this way.
It is envisioned that some or all of the following factors will have a greater impact on individuals; the risk of further deprivation, destitution or homelessness, risk of criminalising behaviour, risk to health (for those physically dependant on substances)

Consultation

B.2) Did you carry out any consultation or engagement as part of this assessment?

Please tick ✓

NO ☐

YES X ☐

Under Section 59 of the Anti-Social Behaviour Crime and Policing Act 2014 (“the 2014 Act”), a Public Spaces Protection Order (PSPO) may be made by the Council after consultation with the Police, and any other relevant bodies, groups, or individuals.

The PSPO places restrictions and/or requirements on people using the area defined by the PSPO. These can be blanket restrictions or targeted at groups (such as dog walkers) or apply at certain times. Breach of a PSPO is a criminal offence and could lead to a fixed penalty notice of £100 or a maximum penalty of £1000 if prosecuted.

The proposed prohibitions were identified looking at the evidence base, complaints to members, and issues which have an adverse effect to safety of residents and the wider public.

There will be a period of statutory consultation which is both accessible and aimed at all residents and agencies likely to be affected by the order (positively and negatively).

An analysis of the consultation responses will inform the introduction and enforcement of a Hillingdon Borough Public Spaces Protection Order.

B.3) Provide any other information to consider as part of the assessment

Legal context

The council has a public duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations (Equality Act 2010)

Financial context - standard text

Since 2010, the Business Improvement Delivery (BID) Programme has driven transformation across the Council, reducing costs and improving efficiency to ensure that in an environment of on-going funding reductions we continue to deliver high quality services that put residents first.

Hillingdon's approach to maintaining sound financial management ensures that our finances are in a robust position, and therefore the Council is well placed to respond to the combined challenge of on-going funding reductions, emerging inflationary

C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

C.1) Describe any **NEGATIVE** impacts (actual or potential):

Equality Group	Impact on this group and actions you need to take
Young People	Where appropriate, provide increased educational information on alcohol harm and drug use to young people. ACTION – we will work closely with schools, colleges and universities to ensure that there is a good understanding of the application of the order by their students, and support available where needed.
Disability	The PSPO may affect those with poor physical and mental health. Hillingdon Council regular meetings with the Police and with Community Safety Partners; including those who provide support and provisions for vulnerable people. Alleged offenders will be appropriately signposted to relevant support services. We will continue to refer and signposting individuals to commissioned support services

Poverty	<p>There is some anecdotal information which suggests that some areas across the Borough have disproportionate street drinking and begging activity, whereas some more affluent areas are subject to issues around the 'night economy'.</p> <p>ACTION - The PSPOs will challenge this behaviour in all public spaces. All Agencies should be mindful of displacement and should consider appropriate actions</p>
Street Population Community	<p>The PSPO will affect those with dependency issues, a known problems for the street population community and can be the reason that led to someone becoming homeless.</p> <p>ACTION: We will ensure that enforcement is justified/ fair, is sensitive to needs and signposts appropriately to support provisions.</p>

C.2) Describe any **POSITIVE** impacts

Equality Group	Impact on this group and actions you need to take
Age Race/Ethnicity Community Safety Human Rights	<p>To introduce a Borough wide PSPO as an additional tool to enable council and police officers to manage specific types of anti-social behaviour.</p> <p>People will feel safer across the borough</p> <p>Community cohesion will increase as people feel safer in their neighbourhoods</p> <p>Coordinated response to ASB</p> <p>Reduced complaints and dissatisfaction from the public</p> <p>Access and signposting to support services more effective as pathways from ASB for vulnerable people are strengthened</p>
	<p>To raise awareness of the terms of the PSPO with all relevant groups</p>

	<p>For council and police officers to continue the partnership approach to tackling anti-social behaviour across Hillingdon Borough and in accordance with the Council's Corporate Enforcement and Anti Social Behaviour Policies.</p> <p>To protect people from anti-social behaviour so they feel safe living, working and visiting the area.</p> <p>To continue to identify people with vulnerabilities and provide appropriate advice, signposting information and/or referrals on their behalf (e.g. safeguarding).</p> <p>To work with partners to effectively investigate and tackle anti social behaviour, avoiding duplication whenever possible.</p> <p>To respond to children (17 years and under) acting anti-socially in the city centre as a need for support / safeguarding as an alternative to PSPO formal enforcement.</p> <p>To apply the PSPO prohibitions and requirements to all persons (apart from those 17 years and under).</p>

D) Conclusions

The creation of the Anti-Social Behaviour (ASB) legislation has given local authorities the opportunity to bring in proportionate measures for a maximum of 3 years and is being adopted by many local authorities in the UK. Section 70 of the Anti-Social Behaviour Crime and Policing Act 2014 allows for a PSPO to supersede any byelaw once in operation

The initiative will also support the delivery of the Council's borough plan. This will include supporting strategic themes around Putting residents first. The introduction of the PSPO will impact on the lives of people who live, work and visit the Borough. The proposed restrictions will impact positively on people whose protective characteristics are impacted upon by the anti-social behaviour the order is designed to address.

Young people in breach of the order will be referred through safeguarding arrangements when appropriate. Mental health considerations are assessed on a case-by-case basis and support and early intervention is used prior to more serious enforcement action.

Environmental Enforcement and Street Scene Officers will police the order primarily however there will be some assistance from relevant Safer Neighbourhood Teams.

Signed and dated:.....J Howells.....27/02/2023

Name and position:.....Joanne Howells, Team Leader, ASB & Environment Team

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SCHOOL CAPITAL PROGRAMME - UPDATE

Cabinet Member(s)	Councillor Susan O'Brien Councillor Jonathan Bianco
Cabinet Portfolio(s)	Children, Families & Education Property, Highways & Transport
Officer Contact(s)	Bobby Finch, Place Directorate
Papers with report	None

HEADLINES

Summary	This bi-annual report provides Cabinet and the public with an update on the primary, secondary and special school expansions, the school condition works programme and other school capital works.
Putting our Residents First Delivering on the Council Strategy 2022-2026	<p>This report supports our ambition for residents / the Council of: An efficient, well-run, digital-enabled council working with partners to deliver services to improve the lives of all our residents</p> <p>This report supports our commitments to residents of: Thriving, Healthy Households</p> <p>Investment in schools to adequately address the impact of the population increase within the London Borough of Hillingdon on existing school places. This project also forms part of the Hillingdon Improvement Programme.</p>
Financial Cost	Continuing investment in the Schools Condition Building Programme is £21,766k for 2023/24 to 2027/28. The future SEND programme is estimated to cost £22,199k and will deliver 416 additional places, reducing the DSG deficit.
Relevant Select Committee	Children, Families & Education
Relevant Ward(s)	All Wards

RECOMMENDATION

That Cabinet note the progress made with primary and secondary school expansions, the school condition programme and other school capital projects.

Reasons for recommendation

The proposed works outlined in this report will meet the changing need for school places in the Borough, particularly the increasing demand for special needs places which has led to the Dedicated Schools Grant (DSG) deficit. These places are crucial to delivering the Council's (DSG) deficit recovery safety valve agreement with the Department for Education (DfE).

Progressing the School Condition Programme will allow the necessary remedial or replacement works to be undertaken in the schools to avoid the potential impact on their daily operations due to parts of the building fabric being beyond repair, or equipment which is at the end of its life. Ensuring these works are undertaken will minimise the risk of health and safety related issues or the possibility of a school closure occurring.

Select Committee Comments

None at this stage. However, the Children, Families & Education Select Committee receive regular updates on schools places planning.

SUPPORTING INFORMATION

1. PRIMARY SCHOOLS

School places forecast

The demand for primary places in Hillingdon rose continuously for over ten years up to 2018, stabilised and has declined since 2020 due to a lower birth rate affecting primary intakes and in addition to the effects of the pandemic leading to movement across the borough and out of the borough, which is affecting most schools. In addition, some parents are choosing to change schools when places arise in another school they prefer. This volatility continues across London with increased movement throughout the academic year. Ideally there would be a few places in each school to enable parental choice and cope with new families moving in.

Officers continue to work closely with schools to meet residents' demands and present options to reduce operational capacity in some instances to respond to changing demand from residents. From September 2023 the Published Admissions Numbers (PAN) for 9 schools have been reduced totalling 270 places. Places for September 2023 will be reviewed after the Primary National Offer Day, Monday 17 April 2023 in addition to the January 2023 Census data to review current demand and the impact on pupil projections.

2. SECONDARY SCHOOLS

School places forecast

The secondary phase is under pressure from continuing increased demand in Year 7 for the next six years at least. All but five schools offered 100% of their places for September 2023 on National Offer Day, 1 March 2023. The outcome of the number, preferences and pattern of

movement including cross-LA required adding 101 extra places using bulge classes added at Haydon, Uxbridge High School, Bishopshalt and Barnhill School.

The Council are reviewing 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 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, so the LA is a net exporter. 537 Hillingdon residents were offered Out of Borough schools for September 2023 – this is 19 more than the total number of residents offered places last year.

In recent years neighbouring LAs have warned they too have rising numbers of pupils and their schools are under increasing pressures, so distance criteria will mean fewer Hillingdon Pupils are likely to secure places out of Borough from 2023 onwards. Parental preferences are still low for a few schools, adding pressure on parent choice in some areas of the Borough. As parents are not required to accept a place it means a shortage of actual places residents are prepared to take up.

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'. An outcome of the review is expected soon.

Both schools will also have new designated units for pupils with Autistic Spectrum Disorders (ASD) which will allow them some integration into mainstream part of the school with specialist teaching and support.

3. SPECIAL EDUCATIONAL NEEDS AND DISABILITIES (SEND)

Special schools are under pressure from rising demand from pupils with Education, Health & Care Plans (EHCPs) who require a special place. This reflects national policy and is creating significant planning and financial pressures in most local authorities. 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 usual stages 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.

Additional places have been added each year, where possible and significant growth was agreed in 2016 with the approval of three new free special schools and Special Resource Provision units for pupils with ASD at the proposed new secondary free school and Harlington School. All these projects are funded and delivered by DfE.

These extra 241 places (see table 1) were previously considered sufficient to meet demand, however demand has risen faster than expected in recent years. Officers are continuing to

review the school/education estate to provide possible options to ensure we have sufficient capacity for this increase. Please note that projects highlighted have been completed within the last 12 months.

Table 1: DfE agreed projects that include additional SEN provision

Provider	Project	Additional places	Total final places
Orchard Hill Academy Trust	New Free school to replace the Young Peoples Academy	45	110
Eden Academy Trust	New Free school: Grand Union Village	80	80
Eden Academy Trust	New Free school to replace Grangewood: Pinn River	90	180
Harlington School	Designated Unit for pupils with ASD	15	15
Bishop Arden Free school (Veritas Trust)	Designated Unit for pupils with ASD	21	21
Total		241	406

Dedicated Schools Grant (DSG) deficit recovery safety valve agreement

Rising demand and costs have put pressure on the Dedicated Schools Grant (DSG) and the Council 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.

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. A bid to the DfE for additional capital to deliver the projects in the DSG Deficit Recovery Programme was approved in May 2022. The table below provides a summary of the projects including those that have been completed.

Table 2: DfE funded DSG SEN Projects

Location	Description	Type	Phase of Education	Number of additional places to be created	Project due to open
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	Completed
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. Opened Sept 2022.	Independent Special College multi-site	Post 16	30	Completed
Meadow High School	Create a satellite unit at the Harefield Academy site and the replacement of the modular units at Meadow. Both open Sept 2024	Community Special	Secondary	98	Sep 2024
Wood End Park Primary Academy	New ASD Unit to open Sept 2023	Academy Primary	Primary	24	Oct 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	Sep 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	Sep 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	Sep/Oct 2023
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	Sep 2024 (TBC)
New Special Free School Bid	Proposed new SEN Free School. Application approved by DfE in March 2023.	Site to be confirmed	All-through school	180	Sept 2025 or later
Total				416	

MLD: Moderate Learning Difficulties

Dedicated Schools Grant (DSG) deficit recovery safety valve – project updates

Meadow High School expansion

In summary the proposed school expansion works consist of the following:

- Relocating a cohort of pupils from Meadow High School to the unused Harefield Academy boarding block (which is separate and apart from the main Academy building) which will be adapted and extended to become a new satellite unit that is directly managed and run by Meadow High School; and
- Providing a new classroom block at Meadow High School to replace the existing temporary modular classrooms which are currently in poor condition and no longer suitable for use.

A works contractor has been appointed for both sites for the first stage of a 2-stage procurement tender process, and the detailed design by the contractor is currently under way. The main adaption and new build works are due to start onsite in August 2023 at both sites.

Charville Academy and Ruislip Gardens Primary School adaptation works

The proposed works at these schools consist of the following

- Ruislip Gardens Primary School: The school has reduced its intake from 3 forms of entry to 2 forms of entry and it is proposed the unused spaces within the schools is adapted to form a nursery age pupil Assessment Base (AB) and a separate Autism Spectrum Disorder (ASD) Specialist Resource Provision (SRP). The AB will have 16 places and the SRP will have 12 places
- Charville Academy: The school has reduced its intake from 3 forms of entry to 2 forms of entry and it is proposed the unused spaces within the school is adapted to form ASD SRP. The SRP will have 16 places.

A contractor has been appointed for Ruislip Gardens Primary and the works are scheduled to commence on site in April 2023 and are due to complete in time for the new school year in September 2023. The procurement of a works contractor for Charville Academy is underway.

Wood End Park Academy new SEND provision

The building works required to create the new ASD unit is being managed directly by Wood End Park Academy and will be funded and monitored by the council. The design phase of the project is complete and procurement for a contractor to carry out the building works is in its final stages; contractor appointment will be made in April 2023. The building works are due to complete by October 2023. The SEND team has confirmed that pupils assigned to the provision will remain in their current setting until the building works is complete.

4. SCHOOLS CONDITION PROGRAMME

School condition surveys

The Council receives an allocation of School Condition Works grant funding to manage building condition issues at maintained schools (Community and Foundation Schools) such as building fabric works (roof replacement, window replacements), mechanical and electrical works (heating and hot water system replacement, electrical upgrades) as well as other building condition issues such as structural defects remedial works.

To properly plan for these works and ensure that the funding is going where it is most needed, it is necessary to have thorough understanding of the condition of school buildings which will be obtained through carrying out surveys. The programme of surveys to be carried out on maintained schools will have the following 4 elements.

Building Survey: A detailed assessment will be carried out on the condition of the following components:

- Building fabric (inc. roof, walls, floors, walls, windows, decorative condition, etc);
- Mechanical and Electrical systems (inc. space heating systems, hot/cold water supply systems, electrical installation, lifts, ventilation etc);
- Fire safety systems (fire doors, smoke/heat detectors, fire resisting barriers, extinguishers, riser, etc);
- Grounds (paving, paths, playground, external lighting, car park barriers/surfaces etc).

Compliance and Maintenance Review: A review of the statutory building compliance and maintenance checks being carried out at the schools, including legionella risk assessments, electrical inspections, gas safety inspections, lift inspections, asbestos register and any other relevant statutory building compliance checks required on school buildings.

Energy Assessment: An assessment of the current energy efficiency and performance of the school buildings will be completed for each school. This will include a review of potential options for improvements and enhancements works which are suitable for an individual site.

Measured Survey: These will produce detailed floor plans of the schools. These plans will be used to help develop the scopes of works needed on future school condition works projects and any bids for future decarbonisation or energy efficiency improvement grant funding.

Current projects

The status of agreed projects in the School Condition Programme can be found in the table 3 below. Future projects for inclusion will be based on the results of the completed school condition surveys.

Table 3: School Condition Works Programme

School	Works	Status
Hillside Infant	Asbestos panel replacement	Completed
Coteford Infant	Roof replacement works	Completed
Grange Park Infants	Basement water ingress works	Completed
Grange Park Junior	Toilet refurbishment & external lighting	Completed
Frithwood Primary	Roof replacement works	Completed
Harefield Infant	New boiler and controls	Pre-construction stage
Newnham Junior	WCs, drainage, and structural renovations	Pre-construction stage
Hillside Infant	Roofing works	Pre-construction stage
Hedgewood	Drainage	Pre-construction stage
Breakspear	Fire alarm and emergency lighting	Pre-construction stage
Ruislip Gardens	Mechanical and Electrical works. Works are being carried out alongside the SEN works outlined in this report	Pre-construction stage
Yeading Infant & Junior	New common canteen building and kitchen facilities	Pre-construction stage
Oak Farm Primary	Refurbishment of modular classroom units	Pre-construction stage
Lady Bankes	Structural defects	Pre-construction stage
Bourne Primary	Roof works	Pre-construction stage
Hayes Park Primary	Roof works	Pre-construction stage
Newnham Infant	Roof works	Pre-construction stage

5. OTHER SCHOOL PROJECTS

The DfE is directly managing and funding 3 projects under Priority School Building Programme Phase 2 (PSBP2) and a further 4 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 Free School and PSBP2 Projects

School	Phase	Governance	DfE Fund Route	Planned additional places	Estimated year of completion	Current Status
The Skills Hub	Alternative Provision Secondary	Orchard Hill College Academy Trust	Free School (next to YPA)	Up to 4	2022	Completed Jan 2023
Harlington rebuild and expand to 8FE and Special ASD Unit	Secondary	Foundation	PSBP2	225 (SEN 15)	2023	On Site
Douay Martyrs	Secondary	London RC Diocesan MAT	PSBP2	0	2023	On site
Minet Infant and Junior	Primary	Community	PSBP2	0	2024	On site
Primary Grand Union Village Special Primary	Special Primary	Eden Academy Trust	Free School	80	2023	Pre-construction
Pinn River Special (on site of current Grangewood School)	Special Primary ages 4-19	Eden Academy Trust	Free School	Up to 80	Jan 2025	Pre-construction
New Secondary Free School north of A40 - Bishop Arden	Secondary	Multi Academy Trust	Free School	1260 (SEN 21)	TBC	Pre-construction

School Rebuilding Programme

In 2020 the Government announced their intention to rebuild 500 schools in the worst condition over a 10-year period, and 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. The DfE has completed the feasibility study for the project and have procure a design team to progress the design phase of the project. DfE proposed completion date for the rebuild is December 2026.

FINANCIAL IMPLICATIONS

The future delivery of increased secondary schools' places is largely managed externally by the Department for Education, including the 1.5FE expansion of Harlington School, towards which the Council contributed £6,034k in 2021/22, and a potential 6FE free school in the north of the borough pending confirmation of school places demand. The capital programme budget 2023/24 to 2027/28 includes £2,800k for additional temporary classrooms available to manage short-term demand, financed by Council resources. The 5-year School Places forecast is currently being updated and will be finalised later in the year and will inform future school expansion plans.

The Schools SEND/SRP capital programme amounts to £25,331k funding from 2018/19 to 2026/27, financed by confirmed Special Provision Capital Fund and High Needs Provision Capital grants, of which £3,132k has been spent on various projects in prior years. Total funding is inclusive of recent confirmation from the Department for Education (DfE) that the Council's bid was successful for £6,962k additional High Needs capital funding linked to the DSG deficit recovery safety valve agreement.

Table 2 outlines the various projects the SEND/SRP programme will deliver, creating 416 additional SEND places which will reduce future out-of-borough special placements and transport costs, supporting reduction of the DSG deficit.

The 2023/24-2027/28 budget for the Schools Condition Building Programme is £21,766k funded from a combination of Schools Conditions grant and schools' contributions. The funding is being utilised to deliver various schemes with some works completed and other projects continuing into next financial year.

RESIDENT BENEFIT & CONSULTATION

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

Completion of the school expansion projects will result in the provision of additional school places needed for local children, which the Council has a statutory duty to provide. In addition, the completion of the other school capital projects will result in the provision of quality, fit for purpose school facilities.

Progressing the School Condition Programme allows the necessary repair or replacement works to be progressed in the school's, avoiding the potential impact on their daily operations due to parts of the building fabric being beyond economic repair, or equipment which is at the end of its life. Ensuring these works are undertaken will minimise the risk of health and safety related issues or the possibility of a school closure occurring.

Consultation carried out or required

A statutory process is required for expansion of local authority maintained school premises if this will increase the capacity of the school by more than 30 pupils and by 25% or 200, whichever is the lesser. The statutory process includes publication of proposals and a statutory consultation period.

Under the School Admissions Code, the local authority as admissions authority for community schools must consult at least the school governing body on the admission number. Foundation schools and academies are their own admissions authority and set their own admission number, subject to them carrying out their own consultation.

CORPORATE CONSIDERATIONS

Corporate Finance

Corporate Finance have reviewed this report and associated financial implications, noting that budgeted investment in this programme is to be financed through a combination of Department for Education Grant and local resources, for primary and secondary places.

Specific investment in additional SEND capacity through expanding the borough's SRP capacity will contribute towards the Council's broader efforts to manage the significant pressure in High Needs expenditure within the Dedicated Schools Grant arising from the introduction of the 2014 Children's and Families Act. This forms part of the Deficit Recovery Plan jointly agreed by the Council and Schools Forum. The Council has secured a Safety Valve agreement with the DfE which secures Government support for the delivery of the Council's DSG Recovery Programme

and financial support towards the elimination of the cumulative deficit. On Thursday 24 March the Council's Cabinet ratified the Safety Valve agreement, following discussions with DfE, which will clear the cumulative deficit by 2025/26.

Legal

The Borough Solicitor confirms that there are no specific legal implications arising from this report. Legal advice is provided whenever necessary, in particular cases, to ensure that the Council's Interests are protected.

Infrastructure / Asset Management

Asset Management authored this report.

BACKGROUND PAPERS

[Previous updates to Cabinet](#)

COUNCIL BUDGET - 2022/23 REVENUE AND CAPITAL MONTH 11 BUDGET MONITORING

Cabinet Member	Councillor Martin Goddard
Cabinet Portfolio	Cabinet Member for Finance
Officer Contact	Andy Evans, Corporate Director of Finance
Papers with report	None

HEADLINES

Summary	<p>This report provides the Council's forecast financial position and performance against the 2022/23 revenue budget and Capital Programme.</p> <p>A net in-year underspend of £109k is reported against General Fund revenue budget normal activities as of February 2023 (Month 11). Unallocated reserves are projected to total £26,828k at 31 March 2023. This headline position is a favourable movement of £14k to that reported to Cabinet for January 2023 (Month 10).</p> <p>COVID-19 pressures for the 2022/23 financial year are projected to total £14,926k at Month 11, a small adverse movement of £29k, with this position being £3,635k higher than budgeted in February 2022 and therefore being funded from Earmarked Reserves held for this purpose.</p> <p>Exceptional inflationary pressures are being managed from funds set aside to manage this area of risk, with permanent provision for those inflationary pressures which have emerged being factored into the 2023/24 budget that was approved by Council on 23 February 2023.</p> <p>The latest positions on other funds and the Capital Programme are detailed within the body of this report.</p>
Putting our Residents First	<p>This report supports the following Council objective of: <i>Strong financial management.</i></p> <p>Achieving Value for Money is an important element of the Council's Medium Term Financial Plan.</p>
Financial Cost	N/A
Relevant Select Committee	Finance & Corporate Services

RECOMMENDATIONS

That the Cabinet:

1. Note the budget monitoring position and treasury management update as at February 2023 (Month 11) as outlined in Part A of this report.
2. Approve the financial recommendations set out in Part B of this report

Reasons for recommendation

1. The reason for **Recommendation 1** is to ensure that the Council achieves its budgetary objectives, providing Cabinet with the update on performance at Month 11 against budgets approved by Council on 24 February 2022 contained within **Part A** of this report. An update on the Council's Treasury Management activities is included within this section of the report.
2. **Recommendation 2** seeks approval for the range of financial recommendations set out within **Part B** of this report, which may include acceptance of grant funding, revisions to fees & charges and ratification of decisions taken under special urgency provisions.

Alternative options considered / risk management

3. There are no other options proposed for consideration.

Select Committee comments

4. None at this stage.

PART A: MONTHLY BUDGET MONITORING

SUMMARY

GENERAL FUND REVENUE

5. General Fund pressures totalling £14,926k are projected in relation to the legacy 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 £3,635k being driven by new and emerging pressures relating to the ongoing impact of the pandemic on demand for, and delivery of, local services.
6. With no further Central Government funding being available to support ongoing COVID-19 pressures, the Council is carrying a remaining balance of 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 £14,926k for the 2022/23 financial year and leaves reserves at £1,622k by 31 March 2023. It follows that any further adverse impacts beyond those factored into Service Operating Budgets will have to be absorbed within the General Fund Revenue account.
7. In view of the unprecedented inflationary pressures experienced during 2022/23 the Council has deployed specific earmarked reserves to mitigate the in-year pressures with actual inflation exceeding the sums built into the Council's current year budget strategy. Pressures continue to be monitored in the Month 11 refresh of the Council's position, with the pay award, energy, fuel and contracted services in Social Care driving the bulk of the Council's inflationary pressures. A number of additional cost control measures have been implemented in-year to mitigate against these exceptional inflationary pressures, with an allowance for the residual requirement captured in the budget proposals for 2023/24 that were approved by Council on 23 February 2023.
8. The Council has continued to work closely with suppliers of contracted services to ensure that the costs incurred by the Council reflect current market prices and that suppliers are compensated for increased costs, whilst also recognising that some increases may be temporary. The update on the energy cap announced in the Autumn Statement continues to support the Council for the remainder of the financial year, with some recent stabilisation in fuel costs helping to mitigate some of this pressure. It remains an ongoing area of risk which will continue to be closely monitored and managed.
9. The 2022/23 pay award is higher than anticipated when the budget was set in February 2022, albeit with this pressure partly offset by an in-year reduction in National Insurance contributions from the reversal of the Social Care Levy.

10. After allowing for the ongoing impact of the pandemic and the significant inflationary pressures being funded from releases from Earmarked Reserves, an underspend of £109k is projected across General Fund budgets at Month 11. This position is being driven by a favourable variance from the Council's Treasury activities offsetting pressures within Housing, Parking Services and Children's & Young People's Services. This position will result in unallocated General Balances totalling £26,828k at 31 March 2023.
11. This represents a £14k favourable movement on the position presented for Month 10, with a favourable position being reported against expenditure on the Metropolitan Police Grant as work is underway to deliver the 2023/24 saving in the approved budget for the new financial year, with this position netted down by an adverse movement against Children's Social Care. Furthermore, funding for Asylum Seekers from the Home Office is continuing to fail to keep pace with increased costs in this area, however, these pressures have been funded through the use of Earmarked Reserves.
12. Within this position, £11,451k of the £13,346k savings planned for 2022/23 are banked or on track for delivery in full by 31 March 2023, with £1,895k or 15% tracked as being at an earlier stage of implementation. Where slippage in savings delivery is expected this has been factored into the reported monitoring position, with the full £13,346k savings expected to be delivered in full.
13. Within the Collection Fund, a deficit of £42k is reported at Month 11, representing an adverse movement of £272k from Month 10, with the deficit being derived from a favourable position within Business Rates from an increase in the Council's rating list above the budgeted position approved by Council in February 2022, offset by a slower than budgeted growth in Council Tax, believed to be linked to a slowing down in the construction industry due to the impacts of inflation and economic conditions on the viability of development. This position is compounded by an adverse position reported against Council Tax Support as demand falls at a slower rate than originally forecast with demand for this service likely to be further impacted by the cost-of-living crisis.
14. The Collection Fund position has high exposure to both COVID-19 legacy impacts and current economic conditions, which have the potential to significantly affect the finances of individual households and businesses, and therefore this remains an area under close review. Variances against the Collection Fund do not directly impact upon the 2022/23 monitoring position, but instead this variance up to Month 9 was factored into the Council's budget proposals for the forthcoming year approved by Council on 23 February 2023, with any variances from Month 10 to outturn not impacting until 2024/25 with resulting impacts on MTFF forecasts.

GENERAL FUND CAPITAL

15. As at Month 11 an underspend of £25,631k is reported on the 2022/23 General Fund Capital Programme of £69,573k, due mainly to re-phasing of project expenditure into future years. The forecast outturn variance over the life of the 2022/23 to 2026/27 programme is an underspend of £3,884k. General Fund Capital Receipts of £2,092k are forecast for 2022/23 after financing DSG safety valve agreement costs and transformation. Total capital receipts

are forecast to be £2,858k below the income target of £81,414k for the five years to 2026/27. Overall, Prudential Borrowing required to support the 2022/23 to 2026/27 capital programme is forecast to be under budget by £1,115k.

SCHOOLS BUDGET

16. The Dedicated Schools Grant (DSG) monitoring position is an in-year overspend of £7,535k at month 11, compared to the revised budgeted deficit of £5,486k, representing a pressure of £2,049k with an adverse movement of £830k from Month 10 on the High Needs block. This overspend is due to ongoing pressures in the cost of High Needs placements, where due to a lack of capacity in borough, the number and average cost of independent placements has increased since the budget was set in combination with wider inflationary pressures across the sector and additional cost pressures on tuition services. When the £23,522k deficit brought forward from 2021/22 is considered, along with the contributions resulting from Safety Valve agreement, the cumulative deficit carry forward to 2023/24 is £19,657k. This remains an area of significant activity, in terms of managing out the structural deficit on this account.

HOUSING REVENUE ACCOUNT

17. The Housing Revenue Account (HRA) is currently forecasting a favourable variance of £91k equating to a favourable movement of £15k on Month 10. The 2022/23 closing HRA General Balance is forecast to be £15,108k. The use of reserves is funding investment in new housing stock. An underspend of £9,362k is projected on the £75,131k 2022/23 HRA Capital Programme, primarily due to re-phasing of projects continuing into future years.

FURTHER INFORMATION

General Fund Revenue Budget

18. As noted above and presented in the table below, a £109k underspend is projected across the General Fund at Month 11, with the following section of this report providing further information on an exception basis. This position is predicated on the deployment of sums from Earmarked Reserves, which have been set aside for these purposes, to manage inflationary and COVID-19 pressures. In order to manage this call on reserves, a number of initiatives are underway to reduce costs and mitigate the impacts wherever possible. General Fund Balances are expected to total £26,828k at 31 March 2023 as a result of the forecast position detailed above. This position keeps balances within the recommended range 2022/23 of £20,000k to £39,000k as approved by Cabinet and Council in February 2022.

Table 1: General Fund Overview

Service	Month 11		Variance (As at Month 11) £'000	Variance (As at Month 10) £'000	Movement from Month 10 £'000
	Approved Budget £'000	Forecast Outturn £'000			
Service Operating Budgets	254,456	254,347	(109)	(95)	(14)
General Contingency	500	500	0	0	0
Unallocated Budget Items	(3,909)	(3,909)	0	0	0
Sub-total Expenditure	251,047	250,938	(109)	(95)	(14)
Corporate Funding	(251,047)	(251,047)	0	0	0
Total Net Expenditure	0	(109)	(109)	(95)	(14)
Balances b/fwd	(26,719)	(26,719)			
Balances c/fwd 31 March 2023	(26,719)	(26,828)			

Service Operating Budgets

19. Service Operating Budgets represent the majority of the Council's investment in day-to-day services for residents. With the cessation of Government funding towards the pandemic, the Council increased Service Operating Budgets by £9,784k to fund the ongoing impacts from COVID-19, these budgeted costs are therefore reported on an exception basis within these budgets by Cabinet Portfolio below. A further £1,507k was included within the Corporate Funding budget to meet one-off reductions in the Council's funding driven by impacts on Council Tax and Business Rates from the pandemic. Any new and emerging pressures are being reported on below under the COVID-19 section of the report. The position presented in Table 2 therefore represents the position reported against normal activities for the Service Operating Budgets. The salient risks and variances within this position are summarised in the following paragraphs.

Table 2: Service Operating Budgets

Cabinet Member Portfolio		Approved Budget	Forecast Outturn	Variance (As at Month 11)	Variance (As at Month 10)	Movement from Month 10
		£'000	£'000	£'000	£'000	£'000
Property, Highways & Transport	Expenditure	19,982	19,897	(85)	(139)	54
	Income	(8,950)	(9,059)	(109)	(72)	(37)
	Sub-Total	11,032	10,838	(194)	(211)	17
Finance	Expenditure	137,262	137,357	95	91	4
	Income	(111,857)	(112,296)	(439)	(434)	(5)
	Sub-Total	25,405	25,061	(344)	(343)	(1)
Corporate Services	Expenditure	27,023	27,152	129	136	(7)
	Income	(1,633)	(1,808)	(175)	(167)	(8)
	Sub-Total	25,390	25,344	(46)	(31)	(15)
Residents' Services	Expenditure	64,851	67,433	2,582	2,667	(85)
	Income	(34,986)	(37,239)	(2,253)	(2,204)	(49)
	Sub-Total	29,865	30,194	329	463	(134)
Children, Families & Education	Expenditure	88,234	89,548	1,314	1,322	(8)
	Income	(22,648)	(23,380)	(732)	(856)	124
	Sub-Total	65,586	66,168	582	466	116
Health & Social Care	Expenditure	124,900	125,157	257	427	(170)
	Income	(27,722)	(28,415)	(693)	(866)	173
	Sub-Total	97,178	96,742	(436)	(439)	3
Total Service Operating Budgets		254,456	254,347	(109)	(95)	(14)

20. Within the Council budget there is a Managed Vacancy Factor across the board of 3.5%, or £4,243k, to reflect natural levels of turnover and resulting structural underspend in the workforce budgets. Current projections indicate that this will be delivered in full during 2022/23, with post-level establishment controls providing a key mechanism for managing workforce costs at the organisational level.
21. The Council budgeted for a pay award in 2022/23 of 2%, however, due to the exceptional inflationary environment, the agreed pay offer exceeds this sum and equates to approximately 5.9% with an allowance being in place to meet this additional uplift in the Council's workforce expenditure after factoring in the reduction in National Insurance. This increase will be funded by the Council's identified earmarked reserve for exceptional inflationary pressures above the Council's approved budget.
22. As can be seen from the table above, the net £109k underspend across Service Operating Budgets represents the cumulative effect of a number of variances which are briefly outlined below by Cabinet Portfolio:

- a. **Property, Highways & Transport** – A net underspend of £194k is forecast for the portfolio, with the variance being driven by staffing underspends from a number of vacant posts across the Operational Assets and Planning & Regeneration services, with income forecasting a £109k favourable position. The adverse £17k movement in this portfolio is driven by a £54k decrease in expenditure offset by £37k reduction in income due to nature of the property service with reductions in spend seeing corresponding movements on recharged income forecasts.
- b. **Finance** – A net underspend of £344k is reported at Month 11 with a minor £1k improvement from Month 10 driven by small updates to the position, with the subjective variances being driven by additional costs incurred by the Finance service as they deliver Government directed programmes such as the Council Tax Energy Rebate, which are offset by Government funding. The net underspend for this portfolio is being driven by the Treasury position as a result of the favourable variance within the Capital Programme at outturn 2021/22.
- c. **Corporate Services** – a net underspend of £46k is reported, with the underspend being driven by a number of small variances within the staffing position due to vacancies, with the most material being Human Resources. The movement from Month 10 is a favourable movement of £15k, with this being driven by a number of minor updates, with no significant movements.
- d. **Residents' Services** – a net overspend of £329k is forecast representing a favourable movement of £134k from Month 10, with the large subjective variances being driven by the Housing service where high levels of demand are being partly mitigated through a combination of increased rental income and Government support targeting homelessness and rough sleeping. The favourable movement is being driven predominantly by a reduction in spend on the Metropolitan Police Grant, with this work being the beginning of the delivery of the 2023/24 saving presented in the Council's budget strategy report in February 2023. The net overspend is being driven by the high costs of temporary accommodation in the homelessness services to meet increased demand and a reduction in parking income in the early part of the financial year.
- e. **Children, Families & Education** – an overspend of £582k is being reported within this portfolio, with an adverse movement of £116k from Month 10. 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 safeguarding services and expenditure associated with the delivery of functions funded by the additional grant income. The movement from Month 10 relates to a reduction in income within Youth Justice and Adult Learning due increased running costs outstripping grant and fee income. Within this portfolio, Home Office funding for Asylum Seekers is failing to keep pace with the cost of supporting this group, however, this has been partly mitigated through the use of earmarked reserve funding to support the shortfall.

- f. **Health & Social Care** – an underspend of £436k is reported for this portfolio, with an adverse movement of a minor £3k from Month 10. The subjective variances are largely being driven by increased demand for Adult Social Care services, with expenditure variances related to the additional cost of direct care provision with increased income associated with contributions from Health and the associated client contributions. The movement in this area is being driven by a number of small updates to the position, with no material movements reported across these services.

Transformation

23. The Council is permitted to finance the costs associated with service transformation from Capital Receipts, with both one-off implementation costs and the support for service transformation being funded from this resource. Current projections include £5,914k for such costs, with all such costs subject to a specific funding strategy. It is anticipated that these pump priming costs will be financed from a combination of Capital Receipts and Earmarked Reserves.

Progress on Savings

24. The savings requirement for 2022/23 is £10,647k, furthermore, there are savings of £2,699k brought forward from 2021/22, which gives an overall total of £13,346k reported below. The savings being reported as undelivered in 2021/22 (£2,699k) were directly attributable to the COVID-19 pandemic as the Council continued to need to redirect resources to manage the pandemic for a further year. This value has been added to the budgeted savings agreed as part of the 2022/23 budget.

Table 3: Savings Tracker

Cabinet Member Portfolio	Blue Banked £'000	Green Delivery in progress £'000	Amber I Early stages of delivery £'000	Amber II Potential problems in delivery £'000	Red Serious problems in delivery £'000	Total £'000
Cabinet Member for Property, Highways & Transport	(187)	(96)	(330)	0	0	(613)
Cabinet Member for Finance	(425)	(100)	0	0	0	(525)
Cabinet Member for Corporate Services	(446)	(1,428)	(68)	0	0	(1,942)
Cabinet Member for Residents' Services	(3,197)	(1,389)	(674)	0	0	(5,260)
Cabinet Member for Children, Families & Education	(34)	(1,579)	(323)	0	0	(1,936)
Cabinet Member for Health and Social Care	0	(1,696)	0	0	0	(1,696)
Cross-Cutting	(874)	0	(500)	0	0	(1,374)
	(5,163)	(6,288)	(1,895)	0	0	(13,346)

Total 2022/23 Savings Programme	39%	47%	14%	0%	0%	100%
Month on Month Movement	(1,520)	1,420	100	0	0	0
	11%	-11%	0%	0%	0%	0%

25. As of Month 11, £5,163k (39%) of the savings programme has already been banked, with a further £6,288k (47%) being reported as delivery in progress and £1,895k (14%) in the early stages of delivery which are ultimately expected to be delivered in full. No savings are being recorded under Amber II or below at Month 11.
26. Where savings are at risk of not being delivered in full during 2022/23, the associated pressures have been factored into the monitoring position discussed above and offset through compensatory underspends. At this time, it is expected that the full £13,346k will ultimately be delivered in full or replaced with alternative measures in the event of any shortfall.

COVID-19 Pressures

Table 4: COVID-19 Pressure Breakdown

Service	Month 11		Variance (As at Month 11) £'000	Variance (As at Month 10) £'000	Movement from Month 10 £'000
	Approved Budget	Forecast Outturn			
	£'000	£'000			
One-Off Corporate Funding	1,507	1,507	0	0	0
Service Operating Budgets	9,784	9,784	0	0	0
New & Emerging Pressures	0	3,635	3,635	3,606	29
Total Exceptional Items	11,291	14,926	3,635	3,606	29

27. As at Month 11, the Council's budgeted COVID-19 pressures are forecast in line with the set budget, with the above table reporting new and emerging pressures of £3,635k. The below section provides an update on these reported pressures.
- One-Off Corporate Funding - £1,507k is built into the Council's approved budget to fund prior year losses in collection of both Business Rates and Council Tax as these funding streams have a long tail of recovery from the pandemic.
 - Service Operating Budgets – The Council funded an additional £9,784k of pandemic related costs within Service Operating Budgets in 2022/23, with additional demand from the pandemic forecast to continue into 2022/23 for the following services:
 - £4,622k for Adult Social Care
 - £2,165k for Children's Social Care
 - £771k for the Council Tax Reduction Scheme
 - £600k for SEND Transport
 - Furthermore, £1,626k was added to Fees & Charges budgets in recognition that demand for some services would recover to pre-pandemic levels at a slower rate or may recover to a lower baseline.
 - New & Emerging Pressures – The largest element of the reported pressure is being driven by the Council's leisure centres, with an additional pressure of £1,638k as a

result of a slower than budgeted recovery in footfall and demand for these services. A further £1,403k is being reported against Parking income as demand continues to be reported below budgeted levels. Children's Social Care are incurring additional costs of £273k as a result of additional demand and delays in court activity. The remaining £321k relates to smaller pressures reported across a number of service areas.

- e. Significant capacity is being committed to containing the risk of growing pressures in key demand-led budgets, including Adults and Children's Social Care, which stem from a combination of the direct impacts of COVID-19 on clients combined with knock-on effects from pandemic-driven pressures in other public services – notably the health service and courts which result in additional client needs being presented and delays in matching support to clients' changing requirements.

28. In addition to the £9,784k of Service Operating Budgets, the Council holds £4,302k of remaining Government funding and a further £6,868k of Local Funds, taking total pandemic related resources to £20,954k. With total pressures for the year forecast at £14,926k and £4,406k being released from the local reserves to fund the increase in service operating budgets, this leaves a balance of £1,622k of funds for new and emerging pressures in 2022/23 and beyond. With £1,535k of this already committed in the Council's budget strategy, the remaining balance of £87k leaves limited headroom to manage ongoing impacts above those already factored into Service Operating Budgets.

Collection Fund

29. A deficit of £42k is reported within the Collection Fund at Month 11, translating into an adverse movement of £272k from Month 10. Within the Collection Fund, an adverse position is reported within Council Tax of £3,590k, offset by a favourable position within Business Rates of £3,548k. The pressure in Council Tax is predominantly driven by a reduction in the forecast growth of the taxbase as construction slows down, believed to be linked to inflationary pressures in the sector, compounded by an adverse position within Council Tax Support as the economy recovers from the pandemic at a slower rate than originally budgeted for in February 2022, with this position believed to be impacted by the cost-of-living crisis. The favourable position within Business Rates is being supported by work carried out by the Council to identify properties missing from the rating list, with a one-off increase in income reflecting backdating billing being sufficient to cover the Council Tax deficit in 2022/23.
30. Any deficits within the Collection Fund impact on the Council's future year budgets, with the position reported up to Month 9 impacting on the 2023/24 saving requirement and was included in the Council's budget proposals for the new financial year approved on 23 February 2023, with any further updates between Month 10 and outturn impacting on 2024/25. This position therefore reduced the Council's gross saving requirement by £436k for 2023/24, with the adverse movement of £478k to be factored in the next update to the Council's Budget Strategy for 2024/25.

General Fund Capital Programme

31. As at Month 11 an under spend of £25,631k is reported on the 2022/23 General Fund Capital Programme of £69,573k, due mainly to re-phasing of project expenditure into future years. The forecast outturn variance over the life of the 2022/23 to 2026/27 programme is an under spend of £3,884k. General Fund Capital Receipts of £2,092k are forecast for 2022/23 after financing DSG safety valve agreement costs and transformation. Total capital receipts are forecast to be £2,858k below the income target of £81,414k for the five years to 2026/27. Overall, Prudential Borrowing required to support the 2022/23 to 2026/27 capital programmes is forecast to be under budget by £1,115k.

Capital Programme Overview

32. Table 5 below sets out the latest forecast outturn on General Fund capital projects. Forecasts for future years include capital projects and programmes of work approved by Cabinet and Council in February 2022. Projected variance against budget for the 2022/23 financial year are analysed between cost and rephasing, in the case of the latter, budget will only be rolled forward for use in future financial years with the explicit approval of Cabinet.

Table 5: General Fund Capital Programme Summary

	Approved Budget 2022/23	Forecast 2022/23	Cost Variance 2022/23	Project Re-phasing 2022/23	Total Project Budget 2022-2027	Total Project Forecast 2022-2027	Total Project Variance 2022-2027	Move-ment
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Cabinet Member Portfolio								
Finance	1,281	361	(850)	(70)	5,226	4,376	(850)	-
Residents	3,686	3,339	532	(879)	11,187	11,719	532	-
Corporate Services	1,053	589	(153)	(311)	4,461	4,308	(153)	(8)
Children, Families and Education	10,168	4,963	-	(5,205)	29,351	29,351	-	
Health and Social Care	2,359	2,739	380	-	11,795	12,175	380	-
Property, Highways and Transport	49,924	31,951	(3,268)	(14,705)	247,895	244,102	(3,793)	(268)
Contingency	1,102	-	-	(1,102)	7,102	7,102	-	
Total Capital Programme	69,573	43,942	(3,359)	(22,272)	317,017	313,133	(3,884)	(276)
Major Projects	39,323	22,257	57	(17,123)	181,276	180,808	(468)	-
Programme of Works	29,148	21,685	(3,416)	(4,047)	128,639	125,223	(3,416)	(276)
General Contingency	1,102	-	-	(1,102)	7,102	7,102	-	
Total Capital Programme	69,573	43,942	(3,359)	(22,272)	317,017	313,133	(3,884)	(276)
Movement	151	(3,420)	(276)	(3,295)	151	(125)	(276)	

33. **Finance:** The Purchase of Vehicles programme reports an under spend of £850k this year as bulk procurement of new vehicles to replace aging stock is planned to commence in 2023/24.
34. **Residents:** An adverse variance of £649k is reported on the Hayes Town Centre improvements programme, based on the term contractor's final account for public realm works at Station Approach and Blyth Road. The original cost estimates were prepared some time ago and planned works were delayed due to the pandemic. The impact on Council resources has been partly mitigated by £105k TFL grant funding able to be allocated towards

the existing scheme. An underspend of £117k is reported on Shopping Parades Initiatives for discontinued shop front grants.

35. Works have commenced to renovate tennis courts sites across Hillingdon following January Cabinet approval of the £270k project which includes £181k Lawn Tennis Association grant.
36. **Corporate Services:** An underspend of £145k is reported, consisting of uncommitted funding within the Older People's Initiatives budget. A small underspend of £8k is reported on completed schemes within the Corporate Technology and Innovation programme.
37. **Children, Families & Education:** The Schools SEND programme is underway on several projects to provide additional special needs places. A replacement contractor has been appointed on a pre-construction service agreement for the expansion of Harefield Academy for use as a satellite school to be managed by Meadow High School, and a further contract award report to appoint the contractor for Meadow High School expansion has been approved in March 2023. Revised cost estimates are significantly above confirmed grant funding, however discussions are taking place with the Department for Education on available capital funding to deliver on SEND provision within the Safety Valve agreement.
38. **Health and Social Care:** The capitalisation of social care equipment budget reports an overspend of £380k due to higher demand levels and price inflation. This is offset by a £631k underspend on Disabled Facilities Grant adaptations. Both budgets are financed by the Disabled Facilities Grant.
39. **Property, Highways & Transport:** Re-modelling works at News Year Green Lane Civic Amenity Site to improve materials diversion rates will be implemented in 2023/24 following planning approval, and are expected to be £1,000k lower than the original budget estimate and a £200k grant for West London Waste Authority has been secured.
40. Works to extend the Uxbridge mortuary are now expected to complete in April 2023. Works are commencing to protect the Battle of Britain Bunker following recent approval to appoint a contractor.
41. An underspend of £993k is forecast on Transport for London (TFL) programme, as the 2022/23 LIP funding award for the year is significantly lower than original budget assumptions which were based on pre-pandemic funding levels. This is a movement of £162k relating to monies recently approved by TL to be allocated to eligible existing schemes reported under budget headings (Hayes Town Centre Initiatives £105k and Highways programme £57k)
42. Construction works are in progress on the new Platinum Jubilee leisure centre in West Drayton and are currently forecast to be completed in May 2024.
43. Following June Cabinet approval of the acquisition of land at Broadwater Lake for the new Hillingdon Water Sports and Activity Centre (HWSAC) site, the legal options agreement with the vendor has been finalised and a planning application is expected to be submitted in March, following site surveys.

44. The Civic Centre transformation project has commenced with a number of projects under various workstreams to be implemented in 2023/24.

Capital Financing - General Fund

Table 6: Capital Financing

	Approved Budget 2022/23 £'000	Forecast 2022/23 £'000	Cost Variance £'000	Phasing Variance £'000	Total Financing Budget 2022-2027 £'000	Total Financing Forecast 2022-2027 £'000	Total Variance £'000	Move- ment
Source of Finance								
Capital Receipts	13,327	2,092	(2,501)	(8,734)	81,414	78,556	(2,858)	(142)
CIL	8,455	9,342		887	24,205	24,205	-	
Prudential Borrowing	21,381	15,058	53	(6,376)	97,578	96,463	(1,115)	(134)
Total Council Resources	43,163	26,492	(2,448)	(14,223)	203,197	199,224	(3,973)	(276)
Grants & Contributions	26,410	17,450	(911)	(8,049)	113,820	113,909	89	-
Capital Programme	69,573	43,942	(3,359)	(22,272)	317,017	313,133	(3,884)	(276)
Movement	151	(3,420)	(276)	(3,295)	151	(125)	(276)	

45. Three sites have been sold at auction in February and March and the sale of Brookfield Adult Education Centre is expected to be completed by the end of the financial year. The adverse movement of £142k relates to one identified disposal site no longer expected to be sold due to rights of way issues. The overall forecast is £2,858k lower than budget due in part to recent external valuations on numerous sites in the planned disposals programme, reflecting inflationary costs being experienced in the construction sector and resulting market slowdown.
46. The 2022-23 Community Infrastructure Levy receipts forecast includes £4,742k carried forward from last year to support financing of the new West Drayton leisure centre project. The current year forecast has reduced by £400k to £4,600k due to risk of instalments slipping into 2023/24 for identified developments for which demand notices have been issued. Forecast grants and contributions are broadly in line with the revised budget.

Schools Budget

47. The Dedicated Schools Grant (DSG) monitoring position is an in-year overspend of £7,535k at month 11, compared to the revised budgeted deficit of £5,486k. This overspend is due to ongoing pressures in the cost of High Needs placements, where due to a lack of capacity in borough, the number of independent placements has increased significantly since the budget was set and is a key area of review within the Safety Valve work. In addition to this, inflationary pressures across the sector have continued to increase throughout the year with costs of placements within each type of school setting, significantly higher than budgeted. When the £23,522k deficit brought forward from 2021/22 is taken into account, along with the revised Safety Valve funding for 2022/23, the cumulative deficit carry forward to 2023/24 is £19,657k.

Table 7: DSG Income and Expenditure 2022/23

Funding Block	Month 11		Variance (As at Month 11) £'000	Variance (As at Month 10) £'000	Change from Month 10 £'000
	Revised Budget £'000	Forecast Outturn £'000			
Dedicated Schools Grant Income	(323,969)	(323,969)	0	0	0
Schools Block	250,638	250,638	0	0	0
Early Years Block	22,951	22,951	0	0	0
Central Schools Services Block	3,003	3,016	13	13	0
High Needs Block	52,863	54,899	2,036	1,206	830
Total Funding Blocks	5,486	7,535	2,049	1,219	830
Balance Brought Forward 1 April 2022	23,522	23,522			
Safety Valve Funding	(7,750)	(11,400)			
Balance Carried Forward 31 March 2023	21,258	19,657			

Dedicated Schools Grant Income (nil variance)

48. The Early Years block has been adjusted further to reflect actual numbers accessing the free entitlement in the Spring term. There will be further adjustment to the High Needs block allocation following confirmation of the import/export adjustment for 2022/23 which updates funding to reflect the local authority in which pupils with SEND are resident.

Schools Block (nil variance)

49. The Schools Block includes all funding paid directly to mainstream schools as part of their delegated budget share, including the funding recouped by the ESFA and paid to mainstream academies.
50. There is also a growth contingency fund which is funded from the Schools Block. Schools that are expanding, in agreement with the local authority, to meet basic need pupil population growth, receive additional funding to provide financial recompense throughout the relevant financial year to cover the cost of this agreed and planned growth.

51. Schools Forum took the decision to backdate growth contingency for one school in 2021/22 resulting in an overspend in that year. The overspend was ring-fenced in the Schools Block with the expectation that it would be offset by an underspend in 2022/23.
52. The growth contingency policy was amended prior to 2020/21 in order address the growth in secondary pupils. Schools will be funded for any Year 7 pupils which are above the Published Admission Number (PAN). £461k was set aside for this purpose, with the actual funding requirement not known until actual numbers on roll are confirmed.

Early Years Block (nil variance)

53. Two-year-old funding was adjusted in July to reflect the number of children accessing the entitlement based on the January 2021 census. The 3 and 4-year-old funding for both the universal and the additional free entitlement has also been adjusted in July following the January 2021 census. This has resulted in an increase of £2,796k in the overall Early Years block funding allocation as the number of children accessing the additional free entitlement has increased significantly over the past year.

Central School Services Block (£13k adverse, nil movement)

54. The published DSG budget allocations confirmed a 20% decrease in the Central School Services Block provided for historic commitments. This resulted in a £170k reduction in funding, though this was partly offset by £84k of additional funding for pupil growth. This reduction in funding resulted in a budget shortfall for the services funded by the Central School Services block adding to the pressure which has led to an overall deficit DSG being agreed for 2022/23. The main budgetary pressure is in the Looked After Children Education Team but there was a favourable movement in Month 7, which reduced the overspend to £13k, where it remains this month.

High Needs Block (£2,036k adverse, £830k adverse movement)

55. Whilst there is a good level of confidence that both the Safety Valve conditions and High Needs block savings for the term of the Safety Valve will ultimately be delivered in full or replaced with alternative measures in the event of any shortfall, there is limited scope to contain any increase in High Needs spend, particularly in light of the significantly higher than budgeted levels of inflation for both placement costs and construction. In addition, delays in DfE construction projects to increase sufficiency of placements within the Borough is driving an increase in more costly independent placements, creating additional pressure on the high needs block, which has further continued this month and alongside additional pressures on out of school tuition, is reflected in the adverse movement of a further £830k shown within this area. The position will continue to be monitored with the DfE as we enter the third year of the Safety Valve agreement, to forecast the impact of implemented changes as part of the grant conditions.

Maintained School Balances & Budgets

56. Maintained schools ended the 2021/22 financial year with a cumulative closing surplus balance of £14.9m (£14.5m revenue and £0.4m capital). This was a £1.6m increase from the
-

previous year total (adjusted for the two academy converters). A review of the balances at the end of the 2021/22 financial year identified three schools which ended the year in deficit and in October Cabinet gave approved licensed deficits for 2022/23. These three schools all had applied for a licensed deficit at the start of the year having carried forward cumulative deficits from 2020/21. However, two of these schools were able to reduce the cumulative deficit with an in-year surplus achieved in 2021/22.

57. The table below summarises school revenue balances as a percentage of total revenue income plus balances brought forward from 2021/22. Analysis of the data in the table indicates that overall, the number of schools with balances over the recommended 8% (or 5% for secondary schools) is currently 54% compared to 59% in 2021/22. Since the position was previously reported, a further 1 school is projected to be in deficit, compared to the 3 licensed deficits agreed at the start of the financial year. In addition, the number of schools with balances lower than 2% has increased to 7 from the 2 schools previously reported, with the number of schools with balances greater than 20% increasing from 5 to 6.

Sector	Number of Schools in Deficit	Number with Balances < 2%	Number with Balances > 2% and < 8%	Number with Balances > 8% and < 20%	Number with Balances > 20%
Nursery	0	0	0	1	0
Primary	3	7	12	19	4
Secondary	1	0	0	1	0
Special	0	0	0	0	2
Total	4	7	12	21	6

58. The 2022/23 budgets for maintained schools continue to be reviewed, with schools RAG-rated based on their balances position. Schools that are either in deficit or have managed to set a balanced budget but with very low balances, meaning that any significant unplanned change in expenditure could result in the school being in a deficit position are rated red. These schools are being closely monitored by officers to ensure that everything possible is being done to address the situation.

Housing Revenue Account

59. The Housing Revenue Account (HRA) is currently forecasting a favourable variance of £91k compared to the budget and a favourable movement of £15k on Month 10. The 2022/23 closing HRA General Balance is forecast to be £15,108k. The use of reserves is funding investment in new housing stock. The table below presents key variances by service area.

Table 8: Housing Revenue Account

Service	Month 11		Variance (+ adv / - fav)		
	Revised Budget	Forecast Outturn	Variance (As at Month 11)	Variance (As at Month 10)	Movement from Month 10
	£'000	£'000	£'000	£'000	£'000
Rental Income	(61,689)	(61,597)	92	92	0
Other Income	(6,151)	(5,933)	218	218	0
Net Income	(67,840)	(67,530)	310	310	0
Housing Management	16,488	16,865	377	407	(30)
Tenant Services	4,410	4,472	62	62	0
Repairs	6,752	7,370	618	603	15
Planned Maintenance	3,372	2,931	(441)	(441)	0
Capital Programme Funding	19,694	18,194	(1,500)	(1,500)	0
Interest & Investment Income	16,198	16,198	0	0	0
Development & Risk Contingency	1,260	1,743	483	483	0
Operating Costs	68,174	67,773	(401)	(386)	(15)
(Surplus) / Deficit	334	243	(91)	(76)	(15)
General Balance 01/04/2021	(15,351)	(15,351)	0	0	0
General Balance 31/03/2022	(15,017)	(15,108)	(91)	(76)	(15)

60. Rental Income is forecast to under recover by £92k and Other Income is forecast to under recover by £218k, both nil movement on Month 10.
61. The number of RTB applications received in the first eleven months of 2022/23 was 117 compared to 157 for the same period in 2021/22. There has been 56 RTB completions in the first eleven months of 2022/23 compared to 45 for the same period in 2021/22. As at Month 11 the 2022/23 RTB sales forecast is 60, which is nil movement compared to Month 10.
62. The housing management service is forecast to overspend by £377k which is a favourable movement of £30k on Month 10. This is due to a reduced forecast of £57k on downsizing homes incentives and an increase in repairs staffing of £27k.
63. Tenants' services are forecast to overspend by £62k, nil movement on Month 10.
64. The repairs and planned maintenance service is forecasting an overspend at Month 11 of £177k which is an adverse movement of £15k on Month 10 due to an increase in the pest

control forecast. The underlying pressure reflects increases in voids, disrepair cases and inflationary driven cost uplifts.

65. As at Month 11 the capital programme funding forecast is an underspend of £1,500k which is no change on the Month 10 position.
66. As at Month 11 the interest and investment income is forecast to breakeven. Although given current economic circumstances this will continue to be closely monitored.
67. The development and risk contingency budgets are forecast to overspend by £483k as at Month 11 which represents no change on the Month 10 position. These budgets include the bad debt provision which will be kept under review in the remaining months of the year and the final provision will be based on the arrears as at 31 March 2023.

HRA Capital Expenditure

68. The HRA capital programme is set out in the table below. The 2022/23 revised budget is £75,131k and forecast expenditure is £65,443k with a total variance of £9,688k due mainly to re-phasing of projects continuing into future years.

Table 9: HRA Capital Expenditure

	Revised Budget 2022/23	Forecast 2022/23	Cost Variance 2022/23	Project Re- Phasing 2022/23	Total Project Budget 2022-27	Total Project Forecast 2022-27	Total Project Variance 2022-27	Movement 2022-27
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
HRA Capital Programme								
Major Projects	55,170	50,709	(1,023)	(3,438)	306,627	303,697	(2,930)	578
Works to Stock programme	15,947	11,068	(929)	(3,950)	136,678	135,749	(929)	(5)
Green Homes Initiatives	1,514	1,166	0	(348)	22,151	22,151	0	
Major Adaptations to Property	2,500	2,500	0	0	13,936	13,936	0	
Total HRA Capital	75,131	65,443	(1,952)	(7,736)	479,392	475,533	(3,859)	573
Movement		(326)	573	(899)		573	573	

69. The 2022-23 forecast includes significant investment in housing acquisitions including buy backs of former Right to Buy properties, partly financed by external resources such as the GLA Right to Buy Back grant. The 2022-23 forecast reflects an increase in the annual acquisitions cap from 20 units to 37, resulting from the commencement on site of the Maple and Poplar redevelopment, which will provide 34 general needs flats. Works are in progress on the South block, with a revised planning permission required for the North block following design changes.
70. An under spend of £1,967k is forecast on the GLA Ringfenced and Negotiated grant Buy Back scheme partly due to several identified property sales falling through and the time limited nature of the grant to identify new acquisitions by end of March 2023. The Right to Buy Back fund also reports an under spend of £1,054k based on the number of formally approved

acquisitions at this stage of the year, with uncommitted funding unable to be carried forward into next financial year. There is residual uncommitted funding of £20k on the Rough Sleepers Accommodation Programme grant of £5,350k after fully allocating the grant to acquire 22 units (2 more than original target).

71. Works have completed and handed over at the 5x3 bedroom development at Moorfield Road, Cowley which will be provided as general needs housing. Works at the former garage site on Nelson Road to provide 6 affordable housing units have been completed and additional costs of £78k are reported to settle an extension of time claim that has been agreed with the contractor.
72. Construction works are due to commence on site at Petworth Gardens to provide 4x4 bedroom houses, following the appointment of the main contractor.
73. Bulk purchases of properties from several registered providers have been taking place under the £126,708k Hayes Regeneration programme, and demolitions and groundworks are underway at Avondale estate.
74. The Works to Stock programme 2022/23 is in various stages of progress with works ongoing across the housing estate under numerous workstreams. There is a forecast under spend of £929k on programmes for which the budget is not expected to be committed this financial year. Works are underway on delivering Green Homes Initiatives funded by £1,581k Social Housing Decarbonisation Fund grant which is required to be spent by the June 2023 after the granting of a short extension. Agreement has been reached to deliver a lower number of units from the total grant due to rising prices.

Treasury Management Update as at 28 February 2023

Table 10: Outstanding Deposits

Period	Actual (£m)	Actual (%)
Call Accounts and MMF's*	37.5	49.60
Up to 1 Month Fixed-Term Deposits	23.1	30.56
Total	60.6	80.16
Strategic Pooled Funds	15.0	19.84
Total	75.6	100.00

*Money Market Funds

75. Deposits are held with UK institutions, all of which hold a minimum A- Fitch (or lowest equivalent) long-term credit rating and AAA rated Money Market funds. UK deposits are currently held in NatWest Bank plc and the DMADF. There is also an allocation to Strategic Pooled Funds.
76. The average rate of return on day-to-day operational treasury balances is 2.01%. As part of the Council's investment strategy for 22/23, the Council continues to hold a total of £15m in three long-dated strategic pooled funds (£5m in each). The strategic pooled funds have a 3-5 year investment horizon with dividends being distributed periodically. When including projected dividend income on these strategic pooled funds, based on the previous six months income average, the overall rate of return increases to 2.21%.
77. The Council aims to minimise its exposure to bail-in risk by utilising bail-in exempt instruments and institutions whenever possible. However, due to the significant amount held in instant access facilities, which is needed to manage daily cashflow, it is not possible to fully protect Council funds from bail-in risk. At the end of February, 62% of the Council's day-to-day operational treasury investments had exposure to bail-in risk compared to a December benchmark average of 60% in the Local Authority sector (latest benchmark provided quarterly by the Council's treasury advisors Arlingclose). The Council's exposure reduces to 0% once instant access facilities are excluded from the total bail-in percentage.
78. Liquidity was maintained throughout February by placing surplus funds in instant access accounts and making short-term deposits in the DMADF. Cash-flow was managed by ensuring deposit maturities with the DMADF were matched to outflows and where required, funds were withdrawn from instant access facilities.

Table 11: Outstanding Debt

Average Interest Rate on Total Debt: 3.01%

Average Interest Rate on Debt Excluding Temporary Borrowing: 3.11%

Average Interest Rate on Temporary Borrowing: 2.69%

	Actual (£m)	Actual (%)
General Fund		
PWLB	83.60	24.85
Long-Term Market	15.00	4.46
Temporary	75.00	22.29
HRA		
PWLB	129.82	38.59
Long-Term Market	33.00	9.81
Total	336.42	100.00

79. A £5m temporary loan repayment was made during February. In addition, £10m of forward dated temporary borrowing reached settlement and funds were received by the Council.
80. Overall gilt yields moved up during February, partly due to the increase in base rate of 0.50% from 3.50% to 4.00% at the MPC meeting on 1st February. With the Council's long-term borrowing need and with restrictive premiums, early repayment of debt remains unfeasible.
81. There were no breaches of the Prudential Indicators or non-compliance with the Treasury Management Policy and Practices.
82. To maintain liquidity for day-to-day business operations during March, cash balances will be placed in instant access accounts and short-term deposits.
83. Cash flow projections continue to indicate further borrowing it is unlikely to be required for the remainder of 22/23.

PART B: FINANCIAL RECOMMENDATIONS

2. That the Cabinet:

- a. Agree a realignment of the permit arrangements for the Ruislip Lido RL3 Parking Management Scheme to mirror those of the RL4 Scheme, as set out in the report.
- b. Ratify an Emergency Contract Decision taken by the Interim Chief Executive, with the agreement of the Leader of the Council, on 27 March 2023 to agree to a single tender action direct award contract with Allianz Insurance plc via Alford Burton (Insurance Broker) for the building's insurance for Council leaseholder residential properties for a period of one year from 1 April 2023 to 31 March 2024 at the cost of £919,413.76.
- c. Accept £95k grant funding from the Department for Environment, Food, and Rural Affairs (Defra) for costs associated with the delivery of new post-Brexit port health authority functions at the Heathrow Imported Food Office.

Reasons for recommendation

1. Currently, parking permit and visitor voucher charges are levied to residents of households located within the Ruislip Lido RL3 Parking Management Scheme, a weekend seasonal scheme. When the Ruislip Lido RL4 weekend seasonal scheme was established last year to combat parking problems around the Lido, it was introduced at no cost to residents for permits or visitor vouchers. To ensure consistency, **recommendation 2a** proposes to extend the same arrangements to RL3 residents. It is anticipated that there will be a loss of income of c.£900 should the proposal be endorsed. The associated advertising cost for a notice of variation in the Uxbridge Gazette addressing the proposed change is estimated at £800. These financial impacts will be managed within existing Parking Services budgets.
2. On 27 March 2023, the Chief Executive, with the written agreement of the Leader of the Council, invoked use of the Emergency Contract Delegation in the Constitution to ensure the Council had buildings insurance cover in place for its leaseholder housing properties, following the current provider withdrawing its insurance from the market by 1 April at short notice to the Council. The decision was to award this to a new provider for a one-year period, which as such, did not require formal leaseholder consultation. The Cabinet should note that the cost of the premium is recovered in full through leaseholder charges. This emergency decision enabled the Council to avoid significant financial risk for either Leaseholders or the Council in its capacity as Freeholder. The decision is reported to Cabinet under **recommendation 2b** to ratify for public record, as per the provisions in the Constitution.
3. **Recommendation 2c** proposes to accept grant funding offered by Defra which, if accepted by Cabinet, will be utilised to fund the costs of environmental health and veterinary resources required at the Heathrow Imported Food Office in readiness for the implementation of new port health authority requirements for EU imports, including supporting agencies managing biosecurity risks at the border until new controls are in place.

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PUBLIC PREVIEW:

MATTERS TO BE CONSIDERED LATER IN PRIVATE

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

HEADLINES

Summary	<p>A report to Cabinet to provide maximum transparency to residents on the private matters to be considered later in Part 2 of the Cabinet meeting and agenda.</p> <p>This will enable Cabinet Members to openly discuss such matters generally in public, and via the Council's live broadcast of the meeting, without prejudicing their later consideration in private.</p>
Putting our Residents First Delivering on the Council Strategy 2022-2026	<p>This report supports our ambition for residents / the Council of: An efficient, well-run, digital-enabled council working with partners to deliver services to improve the lives of all our residents</p> <p>This report supports our commitments to residents of: A Digital-Enabled, Modern, Well-Run Council</p>
Financial Cost	As set out in the report.
Relevant Select Committee	As set out in this report under each item – however, this item is not for scrutiny call-in as it is information only.
Ward(s)	As set out in the report

RECOMMENDATION

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

Reasons for recommendation

Why are certain reports considered in private?

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

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

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

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

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

Alternative options considered

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

Legal comments

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

SUPPORTING INFORMATION

Item 10 - New commercial letting of car park premises – Kingsend short stay car park, Ruislip	
Relevant Cabinet Member(s)	Relevant Ward Select Committee
<p>Cllr Eddie Lavery - Cabinet Member for Residents Services</p> <p>Cllr Jonathan Bianco – Cabinet Member for Property, Highways and Transport</p>	<p>Ruislip</p> <p>Property, Highways & Transport Select Committee</p>
Information	General recommendations
<p>Cabinet will consider a report regarding a commercial letting of the Kingsend Short Term Car Park in Ruislip to an established local retailer.</p> <p>Further details regarding this matter, subject to consideration by Cabinet, will be available in the public Cabinet minutes after the meeting.</p>	<p>That Cabinet authorises the granting of a commercial lease.</p>

Item 11 - Extension of contract for temporary agency workers	
Relevant Cabinet Member(s)	Relevant Ward Select Committee
Cllr Douglas Mills Cabinet Member for Corporate Services	N/A Finance & Corporate Services
Information	General recommendations
<p>Cabinet will consider an extension of the current contract with Matrix SCM for the provision of Temporary Agency Workers, who are used to supplement the Council's directly employed workforce across various roles. This includes 'unqualified social care roles' such as Residential Care Workers, for example covering sickness of full-time employed staff, ensuring service continuity for residents.</p> <p>Cabinet will also consider whether to review future agency staffing requirements including the use of technology to provide services in a more efficient way in the future.</p>	That Cabinet agree an extension of the current contract.

Item 12 - Provision of Supply, Fitting and Service of Tyres for Fleet	
Relevant Cabinet Member(s)	Relevant Ward Select Committee
Cllr Jonathan Bianco Cabinet Member for Property, Highways and Transport	N/A Property, Highways and Transport
Information	General recommendations
<p>Following a competitive procurement exercise, Cabinet will consider the award of a contract for the supply, fitting and service of tyres for the Council's fleet of vehicles.</p> <p>The Council operates a fleet of approximately 295 vehicles, ranging from small vans to specialist large commercial vehicles and plant. Vehicles are used by Waste Services, Highways Maintenance, Passenger Transport and Green Spaces, plus other operational departments.</p> <p>This contract will ensure the Council can maintain a safe and efficient fleet when delivering services to residents.</p>	<p>That the Cabinet accept a tender for the provision of Supply, Fitting and Service of Tyres for Fleet to the London Borough of Hillingdon.</p>

Item 13 - Hayes Estate Regeneration - Ongoing Consultancy requirements	
Relevant Cabinet Member(s)	Relevant Ward Select Committee
<p>Councillors Jonathan Bianco, Eddie Lavery & Martin Goddard</p> <p>Cabinet Members for Property, Highways & Transport, Residents' Services and Finance</p>	<p>Wood End / Hayes Town</p> <p>Property, Highways and Transport</p>
Information	General recommendations
<p>The Hayes Estate Regeneration Project, comprising the Avondale Drive and Austin Road areas, seeks to address concerns about the quality and longevity of local homes in the area by maximising the opportunities to provide new high-quality housing, including affordable housing in the Borough and enhancing place-making around Hayes Town Centre.</p> <p>Following the positive outcome of the Residents Ballot in April 2021 the Council has since progressed the appointment of a Development Agreement, awarded in September 2022, and works have commenced.</p> <p>The Council has ongoing requirements for specialist consultancy services for this large-scale regeneration scheme. This report to Cabinet will enable the authorisation of such services to support project delivery.</p>	<p>That Cabinet continue the appointment of a range of consultants to support the Hayes Regeneration project.</p>

Item 14 - Flats at Newport Road, Hayes End	
Relevant Cabinet Member(s)	Relevant Ward Select Committee
Cllr Jonathan Bianco Cabinet Member for Property, Highways and Transport	N/A Property, Highways and Transport
Information	General recommendations
Cabinet will consider the acquisition of new build flats at Newport Road in Hayes to use for rented social housing. This will contribute to the target of 100 new such homes per annum.	That Cabinet will consider whether to authorise the purchase of the site and property.

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