



HILLINGDON  
LONDON



# Council

## To all Members of the Council

**Date:** THURSDAY, 28  
NOVEMBER 2024

**Time:** 7.30 PM

**Venue:** COUNCIL CHAMBER -  
CIVIC CENTRE, HIGH  
STREET, UXBRIDGE UB8  
1UW

**Meeting  
Details:** The public and press are welcome  
to attend and observe the meeting.

For safety and accessibility, security measures will be conducted, including searches of individuals and their belongings. Attendees must also provide satisfactory proof of identity upon arrival. Refusal to comply with these requirements will result in non-admittance.

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**Published:** Wednesday, 20 November  
2024

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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

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# Agenda

## Prayers

To be said by Father Michael Miller.

- 1** Apologies for Absence
- 2** Minutes 1 - 8  
To receive the minutes of the meeting held on 26 September 2024 (*attached*)
- 3** Declarations of Interest  
To note any declarations of interest in any matter before the Council
- 4** Mayor's Announcements
- 5** Public Question Time 9 - 12  
To take questions submitted by members of the public in accordance with Council Procedure Rule 10.
- 6** Report of the Head of Democratic Services 13 - 16
- 7** Polling District and Polling Places Review 17 - 66
- 8** Youth Justice Plan 2024-2029 67 - 96
- 9** Members' Questions 97 - 98  
To take questions submitted by Members in accordance with Council Procedure Rule 11
- 10** Motions 99 - 100  
To consider Motions submitted by Members in accordance with Council Procedure Rule 12

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## Minutes

### COUNCIL

26 September 2024

Meeting held at Council Chamber - Civic Centre, High Street, Uxbridge UB8 1UW

Councillor Colleen Sullivan (Mayor)  
Councillor Philip Corthorne (Deputy Mayor)

	<p><b>MEMBERS PRESENT:</b></p> <table border="0"> <tr> <td>Councillors: Naser Abby</td> <td>Scott Farley</td> <td>Kelly Martin</td> </tr> <tr> <td>Kaushik Banerjee</td> <td>Janet Gardner</td> <td>Stuart Mathers</td> </tr> <tr> <td>Labina Basit</td> <td>Elizabeth Garelick</td> <td>Douglas Mills</td> </tr> <tr> <td>Adam Bennett</td> <td>Narinder Garg</td> <td>Richard Mills</td> </tr> <tr> <td>Kishan Bhatt</td> <td>Tony Gill</td> <td>Peter Money</td> </tr> <tr> <td>Jonathan Bianco</td> <td>Martin Goddard</td> <td>June Nelson</td> </tr> <tr> <td>Wayne Bridges</td> <td>Ekta Gohil</td> <td>Susan O'Brien</td> </tr> <tr> <td>Tony Burles</td> <td>Becky Haggar OBE</td> <td>Jane Palmer</td> </tr> <tr> <td>Keith Burrows</td> <td>Henry Higgins</td> <td>Sital Punja</td> </tr> <tr> <td>Reeta Chamdal</td> <td>Mohammed Islam</td> <td>John Riley</td> </tr> <tr> <td>Roy Chamdal</td> <td>Rita Judge</td> <td>Raju Sansarpuri</td> </tr> <tr> <td>Farhad Choubedar</td> <td>Kamal Preet Kaur</td> <td>Jagjit Singh</td> </tr> <tr> <td>Peter Curling</td> <td>Kuldeep Lakhmana</td> <td>Peter Smallwood</td> </tr> <tr> <td>Darran Davies</td> <td>Eddie Lavery</td> <td>Jan Sweeting</td> </tr> <tr> <td>Nick Denys</td> <td>Richard Lewis</td> <td>Steve Tuckwell</td> </tr> <tr> <td>Jas Dhot</td> <td>Heena Makwana</td> <td></td> </tr> <tr> <td>Ian Edwards</td> <td>Gursharan Mand</td> <td></td> </tr> </table>	Councillors: Naser Abby	Scott Farley	Kelly Martin	Kaushik Banerjee	Janet Gardner	Stuart Mathers	Labina Basit	Elizabeth Garelick	Douglas Mills	Adam Bennett	Narinder Garg	Richard Mills	Kishan Bhatt	Tony Gill	Peter Money	Jonathan Bianco	Martin Goddard	June Nelson	Wayne Bridges	Ekta Gohil	Susan O'Brien	Tony Burles	Becky Haggar OBE	Jane Palmer	Keith Burrows	Henry Higgins	Sital Punja	Reeta Chamdal	Mohammed Islam	John Riley	Roy Chamdal	Rita Judge	Raju Sansarpuri	Farhad Choubedar	Kamal Preet Kaur	Jagjit Singh	Peter Curling	Kuldeep Lakhmana	Peter Smallwood	Darran Davies	Eddie Lavery	Jan Sweeting	Nick Denys	Richard Lewis	Steve Tuckwell	Jas Dhot	Heena Makwana		Ian Edwards	Gursharan Mand	
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	<p><b>OFFICERS PRESENT:</b> Richard Ennis, Dan Kennedy, Sandra Taylor, Glen Egan, Lloyd White, Mark Braddock, Morgan Einon, Alice Pringault and Nikki O'Halloran</p>																																																			
<p>20.</p>	<p><b>APOLOGIES FOR ABSENCE</b> (<i>Agenda Item 1</i>)</p> <p>Apologies for absence had been received from Councillors Shehryar Ahmad-Wallana and Barry Nelson-West.</p>																																																			
<p>21.</p>	<p><b>MINUTES</b> (<i>Agenda Item 2</i>)</p> <p><b>RESOLVED:</b> That the minutes of the meeting held on 11 July 2024 be agreed as a correct record.</p>																																																			
<p>22.</p>	<p><b>DECLARATIONS OF INTEREST</b> (<i>Agenda Item 3</i>)</p> <p>Mr Lloyd White, Head of Democratic Services, declared a non-pecuniary interest in Agenda Item 5ii, as the item related to his role, and remained in the room during the consideration thereof.</p> <p>Mr Richard Ennis, Corporate Director of Finance, declared a non-pecuniary interest in Agenda Item 5ii, as the item related to his role, and remained in the room during the consideration thereof.</p>																																																			

23.	<p><b>MAYOR'S ANNOUNCEMENTS</b> (<i>Agenda Item 4</i>)</p> <p>The Mayor advised that, since the last Council meeting, she had visited care homes and attended a 100<sup>th</sup> birthday party. She had attended a wide range of engagements involving young people which had showcased their talents, determination and creativity.</p> <p>The Mayor had laid a wreath at the Polish Air Force Commemoration event at the Polish War Memorial and attended the Emergency Services flag raising on the Civic Centre forecourt. Other events had included attending a cake sale organised by the Daniella Logun Foundation and judging various entries at the Autumn Show.</p>
24.	<p><b>REPORT OF THE HEAD OF DEMOCRATIC SERVICES</b> (<i>Agenda Item 5</i>)</p> <p>The Leader provided an update regarding the flooding experienced in the Borough this week which had had a significant impact on some residents. There had been concern expressed in relation to a school that had had to close following flood damage and Council officers continued to help try to resolve the matter and get the school reopened as quickly as possible.</p> <p>121 homes in Ruislip Gardens had also been significantly impacted by flooding. Whilst the insurance process was progressing, officers had been instructed to investigate the causes of the flooding and report back within the next two weeks. A more comprehensive investigation covering the whole of the Borough would also be undertaken. It appeared that the flood alleviation measures introduced in some areas that had previously been affected had prevented surface water flooding.</p> <p>The Leader advised that, whilst the damage caused by flooding was being repaired, the Council would be adopting a more lenient approach to disposals at the Civic Waste and Recycling Centre.</p> <p>Regarding the situation in Lebanon, the Leader advised that the Council had met with Heathrow to ensure that support would be in place for refugees when arriving in the Borough.</p> <p><b>i) URGENT IMPLEMENTATION OF DECISIONS</b></p> <p>Councillor Edwards moved, and Councillor Bianco seconded, the motion as set out on the Order of Business and it was:</p> <p><b>RESOLVED: That the Urgency decisions taken since the last Council meeting, as detailed in the report, be noted.</b></p> <p><b>ii) APPOINTMENT OF STATUTORY OFFICERS</b></p> <p>Councillor Edwards moved, and Councillor Bianco seconded, the motion as set out on the Order of Business.</p> <p>Whilst the appointment of Mr Ennis as the Council's Chief Financial Officer and Section 151 Officer was welcomed, a request was made that the appointment be limited to a specific time period rather than being left open ended. It was noted that the Council was in a stable financial position but faced significant challenges similar to that of many other councils. However, it was not in the position that some other London boroughs found themselves, i.e., on the verge of special financial measures.</p>

**RESOLVED: That:**

- a) Mr Richard Ennis be appointed to the statutory role of Section 151 and Chief Financial Officer of the Council.
- b) the Constitution, Financial Regulations and the Officer Scheme of Delegations be amended, and Mr Ennis be empowered to undertake all of the statutory functions of a Section 151 Officer and Corporate Director of Finance as set out in the Constitution on an interim basis until such time as a formal appointment to the position of Corporate Director of Finance is made.
- c) Mr Lloyd White be appointed as interim Monitoring Officer of the Council upon departure of the current Monitoring Officer.

**iii) ELECTORAL COUNT ARRANGEMENTS**

Councillor Edwards moved, and Councillor Bianco seconded, the motion as set out on the Order of Business and it was:

**RESOLVED: That:**

- a) the Head of Democratic Services, in his role as Returning Officer, be requested to carry out a review of electoral count arrangements to ensure that all parties, candidates, counting agents and observers attending the count can be assured of a process that is transparent, efficient and consistent.
- b) the count for the local elections in May 2026 take place during the day on Friday 8 May rather than immediately after polling closes on Thursday 7 May.

**iv) MEMBERS' ALLOWANCES 2024/25**

Councillor Edwards moved, and Councillor Bianco seconded, the motion as set out on the Order of Business and it was:

**RESOLVED: That w.e.f 26 September 2024:**

- a) the SRA paid to the Independent Chair of the Audit Committee be increased to £8,000pa for the remainder of 2024/25; and
- b) an SRA of £8,000pa be paid to the Member carrying out the role of Chair of the Pensions Committee.

**NB: both SRAs to remain at this level until reviewed with all other allowances in February 2025.**

**v) AMENDMENT TO CABINET PORTFOLIOS**

Councillor Edwards moved, and Councillor Bianco seconded, the motion as set out on the Order of Business and it was:

**RESOLVED: That the amendment to the Cabinet Portfolios be noted.**

25. **MEMBERS' QUESTIONS** (*Agenda Item 6*)

**6.2 QUESTION SUBMITTED BY COUNCILLOR MAKWANA TO THE CABINET MEMBER FOR RESIDENTS' SERVICES - COUNCILLOR LAVERY:**

*"What action has the Council taken to safeguard residents from the harm caused by*

*the recent incidents of traffic light destruction?"*

Councillor Lavery advised that the Council condemned the reckless vandalism of the traffic signals that were owned and maintained by Transport for London (TfL). The Council's Leader and Deputy Leader had met with senior officials at TfL to discuss the issue of vandalism and the time taken to repair the damage.

Although it had been disappointing that the Mayor of London had not listened to residents and gone ahead with implementing the ULEZ scheme in outer London, the Council had been working jointly with the police and TfL to address the vandalism. The Council had taken a proactive approach and would provide Members with an update when information was available.

There was no supplementary question.

**6.1 QUESTION SUBMITTED BY COUNCILLOR BURLES TO THE CABINET MEMBER FOR RESIDENTS' SERVICES - COUNCILLOR LAVERY:**

*"Regarding access to the new Uxbridge Library, the main ramp to reception and the ramp to the Middlesex suite are long and steep, so it is likely that manual wheelchair users will try to use the shorter ramp leading to the lift.*

*"We have been informed that the internal dimensions of the lift to the library do not meet the minimum requirement for wheelchairs. Can the Cabinet Member please assure us the all-wheelchair users will be able to use the lift and the library?"*

Councillor Lavery advised that he was pleased that there was so much interest in the new Uxbridge Library project. He noted that that lift dimensions had been measured and advised that the lift would be DDA compliant.

There was no supplementary question.

**6.3 QUESTION SUBMITTED BY COUNCILLOR MARTIN TO THE LEADER OF THE COUNCIL - COUNCILLOR EDWARDS:**

*"It has taken Danny Beales, MP for Uxbridge and South Ruislip, less than 3 months to break his election pledge, "to put money into the pockets of local people."*

*"With his support, the Government has cut the winter fuel allowance to pensioners, whilst agreeing inflation busting pay rises for their union friends. Many of our older residents must now be fearful of the coming winter.*

*"What steps might the Council take to mitigate the harm that has been widely predicted will be caused by this callous and ill-considered change?"*

Councillor Edwards was disappointed that, although David Simmonds MP and John McDonnell MP had voted against the proposal, Danny Beales MP had put his party before his constituents and voted to cut the winter fuel allowance, along with the vast majority of Labour MPs. The Council would be looking to put support measures in place but would not be able to mitigate the entire impact that the withdrawal of the winter fuel allowance would have on Hillingdon residents.

The Council had been given a £2m extension to its Household Support Fund and would use some of this money to commission support to help residents who were



eligible to apply for pension credits but who were not currently claiming this benefit. The money would also be used to set up a Pensioners Support Fund and those who lived in Council housing would be given priority with regard to energy efficiency adaptations such as new boilers and improved insulation.

There was no supplementary question.

**6.4 QUESTION SUBMITTED BY COUNCILLOR SWEETING TO THE CABINET MEMBER FOR CHILDREN, FAMILIES & EDUCATION - COUNCILLOR O'BRIEN:**

*“Could the Cabinet Member provide an update on the recent Hillingdon Ofsted and Care Quality Commission Area SEND inspection of 29th April to 3rd May 2024, and the subsequent report which stated that, “overall, children, young people and their families have varied experience,” and that, “the local area’s approach to quality assuring ECH plans, and annual reviews is not robust.”?”*

Councillor O’Brien advised that the Hillingdon Ofsted and CQC Area SEND inspection had taken place roughly five months after the Council had completed its five year strategy, which had recognised the need for improvements. The inspectors had noted this awareness and recognised the good work that had already been undertaken such as the Council’s approach to joint commissioning.

The Council had recognised that it needed to revise its approach to the Education, Health and Care Plans (EHCPs) and the CQC had seen that the authority had involved NHS partners, schools and parent carers forums and put measures in place to this effect. Effort would be made to continue to improve the services and support that were available.

There were around 3,500 children and young people in the Borough who had an EHCP. Whilst their experiences might have varied, the Council was trying to get it right and manage the various expectations. The goal was to ensure that the annual reviews provided high quality assessments of need so that parents and carers continued to speak highly of the special education provision in the Borough.

The Cabinet Member was pleased that the inspection had highlighted the excellent partnership working and advised that she remained committed to working with partners and parents. Areas for development would be addressed and progress would be measured.

By way of supplementary question, Councillor Sweeting asked why it had taken a CQC inspection to identify the Council’s failings and provided several examples of those failings.

Councillor O’Brien asked that Councillor Sweeting put her question in writing and she would then provide a full written response.

26. **MOTIONS** (*Agenda Item 7*)

**7.1 MOTION FROM COUNCILLOR FARLEY**

Councillor Farley moved, and Councillor Gardner seconded, the following motion:

*That this Council asks the Cabinet Member for Residents Services to fix the current gap in co-ordination between Waste Services and Green Spaces so*

*that litter is removed before grass cutting is scheduled.*

Those speaking in favour of the motion thanked the green spaces, waste services and street cleansing teams for the work that they regularly undertook. Over the summer, it had been apparent that litter picking was not being undertaken before the grass was cut which meant that the litter was being shredded by the blades and being distributed across a much wider area. Concern had been expressed by residents that this was causing a danger to those children, pets and wildlife that used these green spaces and caused costly damage to the grass cutting machinery. A request was made that there was better coordination between the timings of the litter picks and grass cutting in these green spaces.

Councillor Lavery moved the following amendment to the motion, which was seconded by Councillor Bianco:

- i. In the first line after the words "*That this Council*", insert the following words: "*notes the good work undertaken by Cabinet and officers in terms of its climate change commitment and its approach to re-wilding and biodiversity as part of the development of the verge cutting programme.*"
- ii. After the above, to insert the words "*That this Council...*"
- iii. Then to delete the words: "*fix the current gap between Waste Services and Green spaces so that litter is removed before grass cutting is scheduled,*"
- iv. and replace with: "*continue to liaise with the Corporate Director of Place to ensure that all maintenance activities are delivered in the most efficient way possible.*"

Those speaking in favour of the amendment noted that most grass verges and green spaces were cut approximately every six weeks between April and October. However, the timing of the grass cutting could be affected by things outside of the Council's control, such as adverse weather, which then made it difficult to coordinate the activity with litter picking. Reactive crews were available to deal with service requests and officers had been asked to review the scheduling / coordination of services.

Those speaking against the amendment noted that there was often rubbish left strewn across green spaces which then turned to confetti when it had been mowed over. This then made litter picking far more difficult, it took much longer to clear up the mess and the smaller pieces could be more harmful to animals. The amendment did not address the concerns that had been raised and did not demonstrate the Council's commitment to wildlife and rewilding. A true commitment to biodiversity needed a monitoring plan to measure impact.

The amendment was put to the vote and agreed. The substantive motion was then put to the vote and it was:

**RESOLVED: That this Council notes the good work undertaken by Cabinet and officers in terms of its climate change commitment and its approach to re-wilding and biodiversity as part of the development of the verge cutting programme.**

**That this Council asks the Cabinet Member for Residents' Services to continue to liaise with the Corporate Director of Place to ensure that all maintenance activities are delivered in the most efficient way possible.**

## 7.2 MOTION FROM COUNCILLOR PUNJA

Councillor Punja moved, and Councillor Abby seconded, the following motion:

That this Council notes that the Grenfell Tower Inquiry report condemned unscrupulous manufacturers, a cost-cutting council and reckless deregulations for the disaster in Britain's worst residential fire since World War II killing 72 people.

For the benefit of public safety, this Council acknowledges that there are a number of residential buildings within the borough that are still subject to fire safety remediation from unsafe cladding to wooden balconies and other flammable materials, and instructs officers to provide the Corporate Resources and Infrastructure Select Committee with an up to date list of all these buildings, reporting and monitoring on their remediation progress until such time that all residential buildings in the borough meet the required fire safety standards.

Those speaking in favour of the motion recognised that the previous Leader of the Council, Sir Ray Puddifoot, had ensured that action had been taken to make all Council properties safe. However, this was not thought to go far enough and further action was needed to ensure that action was taken to complete remediation works in properties that were not owned by the Council. A request was made that the Council compile and share a list of non-Council properties where remediation work was needed and look at temporary accommodation until properties were made fire safe.

Councillor Bianco moved the following amendment to the motion, which was seconded by Councillor Lavery:

- i. In the first paragraph, to remove the words: "*cost cutting*" and "*reckless deregulations*";
- ii. and replace with: "*a failure of Government regulation, amongst others,*";
- iii. In the second paragraph, to remove the word "*this*" in the first line;
- iv. After the word "*acknowledges*" to insert: "*the hard work carried out speedily since the tragedy to ensure that all Council owned buildings are 'fire safe'. It is also aware*";
- v. Before the word "*residential*" insert the words: "*private sector*".

Those speaking on the amendment noted that policies would only work if consideration was given to the voice of the residents. Residents had raised concerns about homeless people living in areas at the base of the high rises and other tenants smoking on balconies and dropping their burning cigarette butts over the edge, which could set fire to possessions on other balconies. There was also some confusion about what set off the sprinkler systems and how to turn the sprinklers off when they had been set off accidentally. Other concerns had included there not being any sprinklers in the hallways, the lack of regular inspections and the Fire Brigade's machinery being unable to reach beyond the eighth floor.

It was noted that the Council had taken action after the tragedy to ensure the safety of its tenants in high rise blocks in the Borough. Sprinklers, wayfinding signage, electrical safety work and other remediation work had been undertaken and the Council's high rise buildings were now all classified as 'low risk' on the Government portal. Hillingdon was now seen as one of the best performing in London but the action taken did not guarantee a trouble free future.

The Council was required to take enforcement action with regard to private sector housing – there were 56 non-Council high rise blocks in the Borough and the Council had recently successfully prosecuted one of the management agents. The Council had an inspection programme in place but this would take time to complete and the Select Committee received an annual report on building safety.

The Leader of the Council advised that he would be following up on the issues that had been raised by the opposition to ensure that action was being taken to address the concerns. If residents were uncertain about arrangements in their building, they needed to get in contact with the Council.

The amendment was put to the vote and unanimously agreed. The substantive motion was then put to the vote and it was:

**RESOLVED: That this Council notes the Grenfell Tower Inquiry Report condemned unscrupulous manufacturers, a council and a failure of government regulation, amongst others, for the disaster in Britain's worst residential fire since World War II killing 72 people.**

**For the benefit of public safety Council acknowledges the hard work carried out speedily since the tragedy to ensure that all Council owned buildings are 'fire safe'. It is also aware that there are a number of private sector residential buildings within the borough that are still subject to fire safety remediation from unsafe cladding to wooden balconies and other flammable materials and instructs officers to provide the Corporate Resources and Infrastructure Select Committee with an up-to-date list of these buildings, reporting and monitoring on their remediation until such time that all residential buildings in the Borough meet fire safety requirements.**

The meeting, which commenced at 7.30 pm, closed at 8.44 pm.

These are the minutes of the above meeting. For more information on any of the resolutions please contact Lloyd White, Head of Democratic Services on . Circulation of these minutes is to Councillors, Officers, the Press and Members of the Public.

## QUESTIONS FROM MEMBERS OF THE PUBLIC

**5.1 QUESTION FROM JONATHAN HAYNES OF THE GREENWAY, UXBRIDGE TO THE CABINET MEMBER FOR CORPORATE SERVICES & PROPERTY - COUNCILLOR BIANCO:**

Given that Blue Horizon have been appointed as consultants to find a new operator to run the Beck Theatre, what assurances can LBH give that they will act fast and with urgency to secure a new operator assuming one is found, and ensure the Beck's long-term future? We are at a critical phase and have warned that if the venue closes in January, it will be very difficult for it to re-open - we need to ensure a deal is agreed in order for a seamless de-coupling with Trafalgar and keep the doors open.

**5.2 QUESTION FROM EMILY HOPLA OF RUISLIP COURT, RUISLIP TO THE CABINET MEMBER FOR CHILDREN, FAMILIES & EDUCATION - COUNCILLOR O'BRIEN:**

What evidence exists to support the Council's claim that there is no demand for the SRP at Coteford School when families like mine requested placements, and I have multiple emails from February—before the consultation closed—stating the SRP was no longer accepting admissions, suggesting this decision was predetermined?

**5.3 QUESTION FROM BETHANY GATES OF FORBES WAY, RUISLIP TO THE CABINET MEMBER FOR CHILDREN, FAMILIES & EDUCATION - COUNCILLOR O'BRIEN:**

Regarding the proposal to close the SRP at Coteford Infant School, how can the Council claim that children in the SRP are in a mainstream setting 100% of the time when we have clear evidence, including timetables, that show speech and language therapy, physiotherapy and other essential interventions are provided outside the classroom in a specialised setting within the school?

**5.4 QUESTION FROM HARPAL TAMBER OF GREAT PARK CLOSE, UXBRIDGE TO THE CABINET MEMBER FOR CORPORATE SERVICES & PROPERTY - COUNCILLOR BIANCO:**

Can the Council categorically confirm or deny that they are in possession of drawings showing a new residential development scheme on the Beck Theatre site?

**5.5 QUESTION FROM GEORGINA SWAKER OF HALE END CLOSE, RUISLIP TO THE CABINET MEMBER FOR CHILDREN, FAMILIES & EDUCATION - COUNCILLOR O'BRIEN:**

The recent consultation report on the SRP at Coteford states that children with physical disabilities can have their needs met in any mainstream school. However, parents report being turned away because local schools state they lack the necessary resources. How can the council justify closing the SRP without first ensuring that all mainstream schools are adequately equipped and prepared to meet the needs of physically disabled children?

**5.6 QUESTION FROM LINDA GATES OF FORE STREET, EASTCOTE TO THE LEADER OF THE COUNCIL - COUNCILLOR EDWARDS:**

The results report on the Consultation to close the SRP at Coteford Infant School state that 96% of the community wants the SRP to stay, showing overwhelming opposition to its closure. Given the fundamental purpose of a consultation is to consider community impact and opinions, does the Leader of the Council genuinely care about the views of constituents, or will this decision disregard the voices of the very people it affects most?

**5.7 QUESTION FROM STACY MCGOURAN OF GREEN LANE, NORTHWOOD TO THE CABINET MEMBER FOR CHILDREN, FAMILIES & EDUCATION - COUNCILLOR O'BRIEN:**

The council states that the SRP closure at Coteford School is "in the name of inclusivity," yet this decision removes vital therapies for children with physical disabilities without clear guarantees, funding, or support to replace them. How can this be considered inclusive when it leaves families struggling and children without the specialist care they need? Is this decision truly about inclusion, or is it a cost-cutting measure?

**5.8 QUESTION FROM NIKKY HUDSON OF MOUNT PARK ROAD TO THE CABINET MEMBER FOR CHILDREN, FAMILIES & EDUCATION - COUNCILLOR O'BRIEN:**

As a parent, I'm concerned that EHCPs don't cover essential costs like therapy and equipment, leaving already deficit-hit schools to fill the gap. How will the Council ensure my child's needs are fully funded without shifting the burden onto schools?

**5.9 QUESTION FROM LEANNE FISHER OF DOVEDALE CLOSE, HAREFIELD TO THE CABINET MEMBER FOR CHILDREN, FAMILIES & EDUCATION - COUNCILLOR O'BRIEN:**

The Council claims "nothing will change" as SRP therapies move to the NHS, yet this shift risks harmful delays for children with special needs, causing developmental regression and long-term damage. How can the Council deny this harm, and what steps are being taken to address it?

**5.10 QUESTION FROM EILISH STONE OF HATCH LANE HARMONDSWORTH TO THE CABINET MEMBER FOR CORPORATE SERVICES & PROPERTY - COUNCILLOR BIANCO:**

My relationship with the Beck goes back over 30 years when my sons performed with the Youth Theatre and in Summer Projects. This gave them 'skills for life' transferable to many different careers, including performing arts.

Our Council's tardy response to securing the future of the theatre has caused much upset and uncertainty to the employees, service users and community groups. As a member of the community choir I despair of our elected Council/Cabinet members who claim to put 'residents first'. It seems you only woke from your slumber when our media campaign to Save The Beck took off! Before that it was silence!

Have you a new operator to take over the running of the Beck when the Trafalgar Group exits on 13 January and, if not, what is your plan to ensure the theatre does not close?

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## REPORT OF THE HEAD OF DEMOCRATIC SERVICES

*Reporting Officer: Head of Democratic Services*

### i) URGENT IMPLEMENTATION OF DECISIONS

**RECOMMENDATION:** That the Urgency decisions detailed below be noted.

#### Information

1. The Constitution allows a Cabinet or Cabinet Member decision to be implemented before the expiry of the 5-day scrutiny call-in period, provided the decision is deemed urgent and agreement is given from the Chairman of the relevant Select Committee that the matter is urgent and to waive the scrutiny call-in period. All such decisions are to be reported for information only to the next full Council meeting.
2. Since last reported to Council, the following decisions have been made using urgency procedures:

Date of Decision	Nature of Decision	Reason for Urgency	Decision-Maker
16 October 2024	Platinum Jubilee Leisure Centre – decisions on remaining works to completion	To keep the project on track and not delay, as this could result in damage to the structure and additional costs.	Leader of the Council, and on behalf of the then Cabinet Member for Property, Highways and Transport and the then Cabinet Member for Finance
25 October 2024	Provision of Repairs Team Back-Up Contractor	To avoid the absence of a back-up repairs contractor, which would be to the detriment of Council tenants.	Leader of the Council, in conjunction with the Cabinet Member for Corporate Services & Property

Background Papers: Decision Notices

### ii) SELECT COMMITTEES' TERMS OF REFERENCE

#### Background

1. The power to establish and amend Cabinet portfolios and to appoint Councillors to be Cabinet members rests with the Leader of the Council as set out in the Council's Constitution.
2. The Leader of the Council has notified the Head of Democratic Services that, w.e.f 24 October 2024, the Cabinet would comprise of the following:

<b>NAME</b>	<b>CABINET PORTFOLIO</b>
Councillor Ian Edwards	Leader of the Council, Chair of the Cabinet
Councillor Jonathan Bianco	Deputy Leader of the Council, Vice-Chair of the Cabinet & Cabinet Member for Corporate Services & Property
Councillor Martin Goddard	Cabinet Member for Finance & Transformation
Councillor Susan O'Brien	Cabinet Member for Children, Families & Education
Councillor Jane Palmer	Cabinet Member for Health & Social Care
Councillor Eddie Lavery	Cabinet Member for Community & Environment
Councillor Steve Tuckwell	Cabinet Member for Planning, Housing & Growth

**RECOMMENDATIONS:** That Council note the appointment of Cabinet members and the new portfolios, and the Head of Democratic Services be authorised to make relevant changes to the Council Constitution to reflect the new Cabinet structure – including to the Terms of Reference of the Council's Select Committees.

### Information

3. The amendments to the Cabinet membership and portfolios have required some consequential changes to the Council Constitution, the majority of which are relatively minor, textual changes which have been completed by the Head of Democratic Services.
4. The Select Committees' Terms of Reference are designed to reflect the Cabinet portfolios in order that each Cabinet member can be appropriately scrutinised by the relevant Select Committee.
5. Changing the Terms of Reference of those Committees is a more significant alteration to the Constitution and Council is recommended to instruct the Head of Democratic Services to make the necessary alterations to ensure a consistency of approach in line with the revised Cabinet portfolios.

### Financial and Legal Implications

6. There are no financial or legal implications arising specifically from this report.

Background papers: none

### iii) CHANGES TO COMMITTEE MEMBERSHIPS 2024/25

**RECOMMENDATION:** That the following changes to committee memberships for 2024/25 be approved:

(proposed by the Conservative Group):

- **Registration and Appeals Committee – Councillor D.Mills to replace Councillor Tuckwell.**
- **Pensions Committee – Councillor D.Mills to replace Councillor Riley and Councillor Riley to replace Councillor Corthorne as a named substitute.**

#### iv) APPOINTMENT OF STATUTORY OFFICERS

##### Background

1. The Monitoring Officer, Section 151 Officer (Corporate Director of Finance), and the Head of Paid Service (Chief Executive) are the Council's three Statutory Officers. These roles are key to ensuring lawfulness, fairness, probity and general good governance that supports the Council in achieving its aims. It is important that they work effectively together yet maintain appropriate independence and that the roles are undertaken by adequately skilled and experienced staff supported by appropriate resources.

##### RECOMMENDATIONS: That:

- a) **Mr Dan Dickinson be appointed to the statutory role of Monitoring Officer of the Council.**
- b) **subject to the agreement of the Council to a) above, the Constitution and the Officer Scheme of Delegations be amended, and Mr Dickinson be empowered to undertake all of the statutory functions of a Monitoring Officer and Head of Legal Services / Borough Solicitor as set out in the Constitution on an interim basis until such time as a formal appointment to the position of Head of Legal Services is made.**

##### Information

##### Monitoring Officer

2. The appointment of a Monitoring Officer is a statutory requirement under Section 5 of the Local Government & Housing Act 1989. The Monitoring Officer's role and responsibilities are also defined within the Council's Constitution. These include ensuring lawfulness and fairness of decision making, receiving reports, conducting investigations, ensuring access to information, advising whether executive decisions are within the budget and policy framework and maintaining the Constitution.
3. At the last Council meeting, in anticipation of the impending departure from the authority of the Borough Solicitor and Monitoring Officer, Glen Egan, it was agreed to appoint the current Deputy Monitoring Officer, Lloyd White, to the role of Monitoring Officer on an interim basis. This appointment ensured continuity in the statutory role within establishment resources whilst longer term options were considered.
4. After careful consideration and consultation with Cabinet Members, it has been recognised that there is now an opportunity to ensure that the Council's legal/governance function is optimally configured to help Hillingdon meet the significant financial challenges it faces, in common with many other local authorities.
5. There are a number of advantages to undertaking that process before making longer-term decisions about how the legal/governance leadership and Monitoring Officer role should be delivered. It is recognised that there is an

ever-increasing risk from Mr Egan's departure until a longer-term decision is made. This risk arises from a lack of leadership capacity within legal services and the absence of a legally qualified Monitoring Officer upon Mr Egan's departure.

6. To mitigate this risk, a search was undertaken to identify a suitably qualified and experienced candidate to lead and review legal services and discharge the statutory monitoring officer role. As a result, Mr Daniel Dickinson has been appointed, on a short-term basis, to the role of Head of Legal Services and, subject to a Council resolution, to the Monitoring Officer role. Mr Dickinson has been retained for an initial period of 6 months, with a standard 3 month notice period.
7. Mr Dickinson is a qualified solicitor and has worked in local government for 24 years. Originally from a planning, highways and regulatory services background, he has operated as Deputy Monitoring Officer and Monitoring Officer for more than 10 years and has experience delivering modern and effective governance structures in Shire, Unitary, and District Councils as well as within a Mayoral Combined Authority.
8. Council is asked to formally grant to Mr Dickinson authority to exercise the delegated powers of the Monitoring Officer and Head of Legal Services as set out in the Constitution, on an interim basis as detailed above.
9. This proposed appointment will provide appropriate expertise and resilience to the Council in its legal obligations.

### **Financial Implications**

10. The cost of this appointment will be contained within existing budgets.

### **Legal Implications**

11. The appointment of a Monitoring Officer is a statutory requirement whose appointment is reserved to Full Council.
12. In 2010 the High Court confirmed in the case of *Pinfold North Limited v Humberside Fire Authority* that there is no legal requirement for a statutory officer to be an employee of the Council. There is, therefore, no legal impediment to the Council appointing Mr Dickinson as the Monitoring Officer or indeed to delegating him powers under the Council's Constitution.
13. Appropriate steps have been taken to protect the Council's interests in line with normal pre-employment checks and processes which have ensured that the terms of Mr Dickinson's appointment include an appropriate notice period to retain the necessary flexibility and options in how it fulfils this role.

Background papers: none

## POLLING DISTRICT AND POLLING PLACES REVIEW

*Reporting Officers: Head of Democratic Services and Electoral Services Manager*

### SUMMARY

1. Under the Representation of the People Act 1983, as amended by the Electoral Administration Act 2013, the Council has a statutory duty to conduct a regular review of its polling districts and polling places. The current review must be completed by 31 January 2025. The last such review was completed in 2019.
2. The aim of the review is to seek to ensure that:
  - (a) all the electors in the borough have such reasonable facilities for voting as are practicable in the circumstances; and
  - (b) so far as is reasonable and practicable, the polling places are accessible to all electors, including those with disabilities.

**RECOMMENDATION:** That the proposed polling arrangements within the Borough for 2025 onwards, as detailed in Appendix B, be approved subject to the Returning Officer being instructed to:

- a) seek the use of alternative venues, where possible to school buildings in the following Wards:
  - Belmore,
  - Eastcote,
  - Hayes Town,
  - Hillingdon East,
  - Northwood Hills,
  - West Drayton
  - Wood End and
  - Yeading
- b) seek potential additional venues in Charville and Ruislip Wards

### INFORMATION

3. The Head of Democratic Services in his role as the Borough's Returning Officer, has conducted the statutorily required review of Polling Places within the Borough.
4. The aim of the exercise is to make voting convenient to electors, providing places that are well located within communities, avoiding road safety hazards and using any existing boundaries (i.e. open space land, railway lines etc) but with an eye to economising where possible – particularly in view of the number of electors who now choose to vote by post.
5. This exercise does not allow the movement of ward boundaries. Such changes would be determined by the Local Government Boundary Commission. This is merely to determine whether the electors in each ward are best served by the proposed polling arrangements.

## DEFINITION OF TERMS

6. To ensure clarity in discussing issues arising from the review the following definitions are used:
- **polling district;** a geographical sub-division of an electoral area i.e. a UK parliamentary constituency, a European parliamentary electoral region, a ward or an electoral division.
  - **polling place;** a geographical area in which a polling station is located. However, as there is no legal definition of what a polling place is, the geographical area could be defined as tightly as a particular building or as widely as the entire polling district.
  - **polling station;** the actual area where the process of voting takes place, which must be located within the polling place designated for the particular polling district.

## REVIEW PROCESS

7. Public Notice of the review was published widely, and views were invited from all Councillors, the three local MP's, local political parties, various residents' associations, community groups, the operators of all the current polling stations, as well as such persons as the Council thinks have particular expertise in relation to access to premises or facilities for persons who have different forms of disability. The consultation ran for approx' 3 months and concluded on 31 October 2024.
8. There is no requirement to change existing arrangements if it is felt that these are suitable, but consultation must take place so that the process is seen to be open and fair and any decision to make no change must be clearly supported by a reason, such as that the current arrangements are considered satisfactory.
9. The Returning Officer must comment on all existing polling stations and any proposed or possible new ones. His comments were included in the consultation documents issued.
10. The final stage of the review is for Council to consider all the proposals and comments received, approve and then publish the results of the review. The completion of this review does not preclude a further review of polling places should circumstances change e.g. a better venue becomes available or an existing polling place is no longer available.
11. It is for this reason that a number of the recommendations are for the Returning Officer to explore alternative venues to the number of schools that are used across the Borough as this was a recurring theme of the responses received.
12. Approximately 235 responses were received, mainly from the online consultation process. The majority of respondents expressed satisfaction with the current arrangements. Those with comments on the current arrangements are included in the attached Appendix B, by Ward.

## **FINANCIAL IMPLICATIONS**

13. The costs of the public consultation were met from existing budgets. The cost of running elections are met by the body overseeing the poll and it is only for local elections where this cost is met by the authority.
14. Naturally, venues used as polling places are entitled to make an appropriate charge and, although this is a consideration, it should not be the overriding factor when Council is selecting the number of and suitable locations.

## **LEGAL IMPLICATIONS**

15. The Representation of the People Act 1983, as amended by the Electoral Administration Act 2013, places a duty on all local authorities to review all parliamentary polling districts and polling places every five years.

## **EQUALITIES IMPLICATIONS**

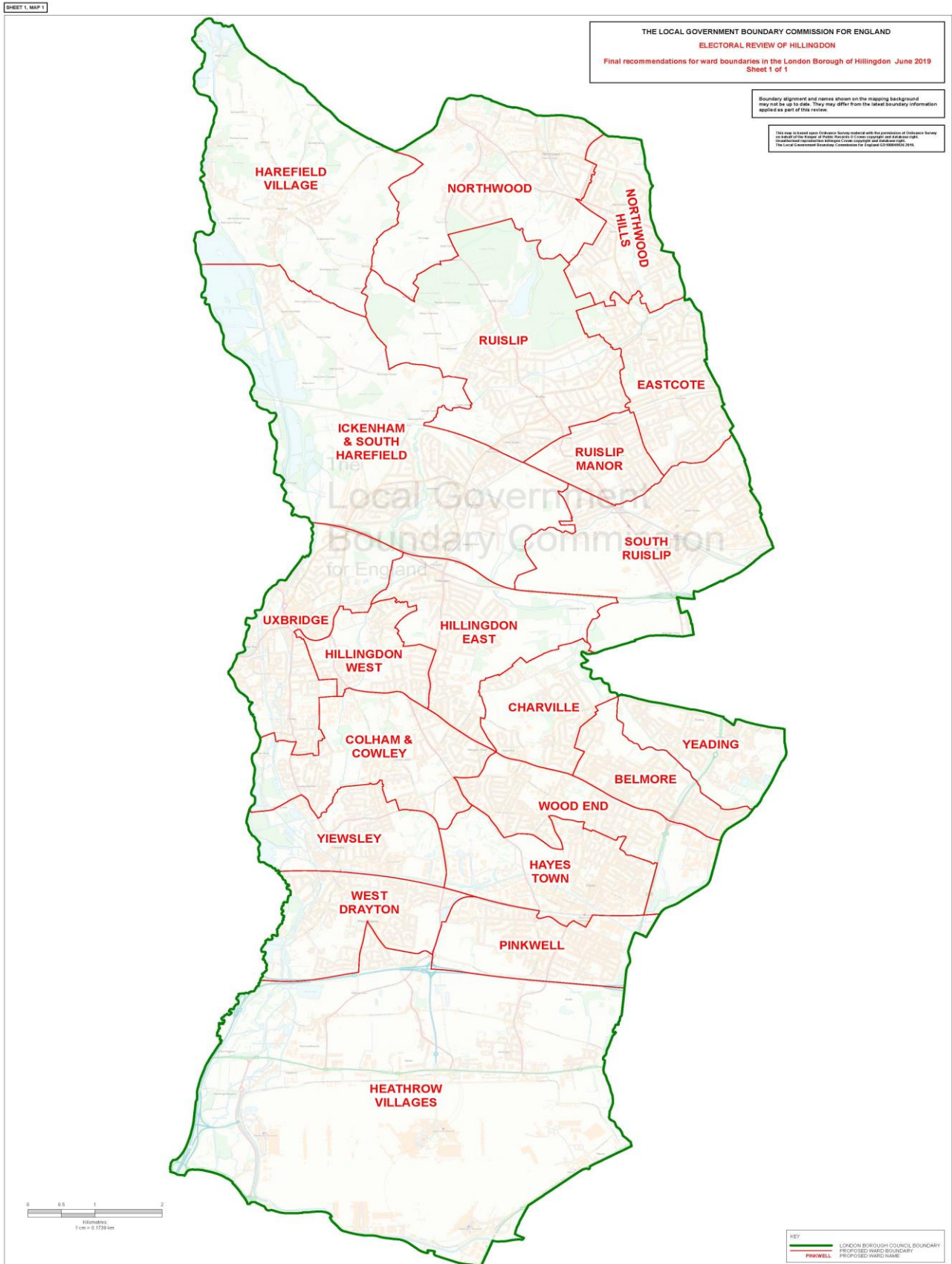
16. In accordance with the requirements of the Equality Act 2010 Public Sector Equality Duty, the proposals of the review have been assessed with regard to any potential adverse impact on groups with protected characteristics. It is not considered that there is any significant adverse effect arising from these recommendations.

## **EFFECT ON RESIDENTS, SERVICE USERS & COMMUNITIES**

17. The review is based on the number of electors on the current register of electors and the current warding arrangements. The aim of the exercise is to make voting convenient to electors, providing places that are well located within communities, avoiding road safety hazards and using any existing boundaries.
18. The borough currently has 59 polling districts. Each polling district should serve approximately equal numbers of electors and polling locations should be 'logical' i.e. electors should not have to travel past another polling place to get to their own and none should be shared by different wards.

BACKGROUND PAPERS: Various written responses to consultation; maps of all polling locations

# Appendix A – Warding Arrangements from May 2022





## Appendix B – Consultation responses on Current Warding Arrangements

Ward	Belmore
Electorate	10745
Postals	1412

PD	Estimated Polling Place Electorate	Polling Place
HAA	4034 (double station)	Grange Park Primary School, Lansbury Drive
HAB	2750	Sheltered Accommodation Hall' Langworth Drive
HAC	2549	Brookside Pavilion, Brookside Road

### Returning Officer Comments

Comments are invited on the following:

No change – current arrangements are considered satisfactory.

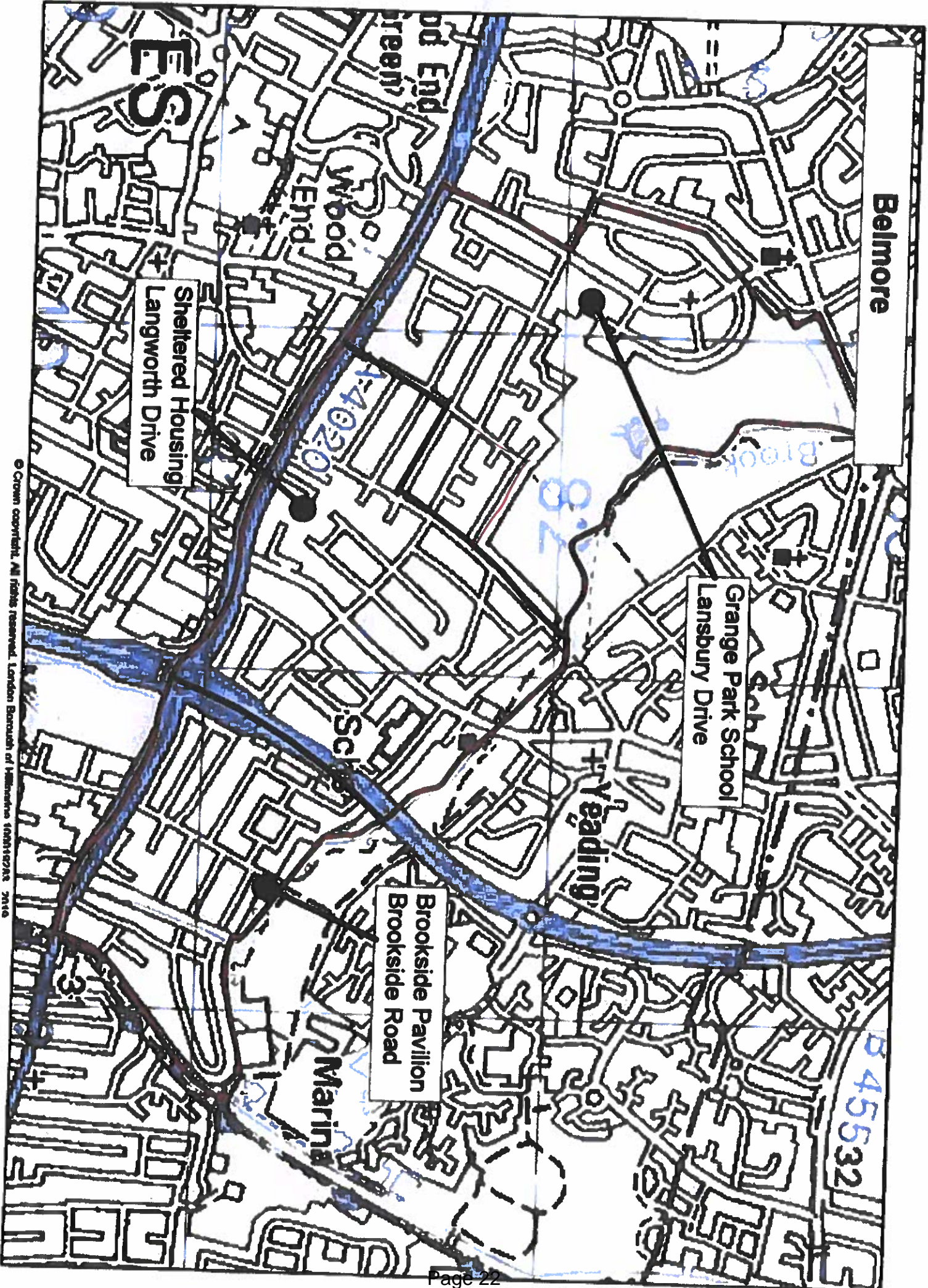
#### Responses Received

*Resident response re: Grange Park Primary School - Why can't charity organisations like churches temples & mosques be used for polling stations. By using schools, you are disrupting the school's normal day to day running. This affects the children's learning & attendance as normally polling day is a Thursday & so some parents will keep their child off for the Friday as-well. This also affects staffing as work has to be organised for the staff who are contracted to work on these days. I hope you will consider using these places.*

#### Proposal

**Although current arrangements satisfactory, the Returning Officer be instructed to seek alternative to use of Grange Park Primary School and amend if suitable venue available.**

**Belmore**



Sheltered Housing  
Langworth Drive

Grange Park School  
Lansbury Drive

Brookside Pavilion  
Brookside Road

## Appendix B – Consultation responses on Current Warding Arrangements

<b>Ward</b>	<b>Charville</b>
Electorate	7294
Postals	1087

PD	Estimated Polling Place Electorate	Polling Place
HBA	3905 (double station)	Charville Community Centre, Bury Avenue
HBB	2302	Hayes End Library, Uxbridge Road

### Returning Officer Comments

Comments are invited on the following:

No change – current arrangements are considered satisfactory.

### Responses Received

**Resident response re: Charville Community Centre** – *Why has it been moved so far from our address?*

**Resident response re: Charville Community Centre** – *Much preferred it when polling station was at Hayes Park School.*

**Resident response re: Hayes End Library** – *Keep my polling station where it is.*

**Councillor Davies response** – *can I suggest that we add an additional polling station in the centre of Charville Ward as feedback from residents is that the polling stations are now too far away. We have one at Charville Community Centre and one at Hayes End library so that would mean the residents from the centre of the ward for example, Frogmore Avenue, have got about 15–20-minute walk to the nearest polling station.*

*Previously we have used Hayes Park school, but there is also a scout's hut located at Derwent Drive that is normally available in the evenings*

**Councillor Nelson-West response** – *I have had lots of people over the past two years, (but more recently at the Mayoral/GLA and General Elections this year), asking me why they got to go all the way to Charville Community Centre or Hayes End Library to vote. They then went onto say, did there not used to be a Polling Station on Kingshill Ave. What has happened to it?*

*I said that I did not know that used to be one there previously. If there was one there then it was most probably decided that it was not needed when the Ward Boundaries were changed and a part of Charville Ward was put into Belmore Ward.*

## Appendix B – Consultation responses on Current Warding Arrangements

*Looking at the map of Charville Ward there is quite a big gap between Charville Community Centre and Hayes End Library for people to go where they can cast their votes.*

*I would like to make representations on behalf of my residents that there should be another Polling Station situated within Charville Ward. Looking at the map of Charville then an ideal place would be Hayes Park School on Raynton Drive, right in the centre of the Ward. The school also has an entrance on Frogmore Avenue which would be even more beneficial with the proposed developments on Hayes Park North; Central and South.*

### **Proposal**

**Although current arrangements satisfactory, the Returning Officer be instructed to seek potential additional Polling Place / Polling District and amend if suitable venue available (e.g. Derwent Drive Scout Hut).**

Note - Hayes Park School used previously but removed by Council in 2022 commensurate with ward boundary changes.

**Charville**

Charville Community Centre

Bury Avenue

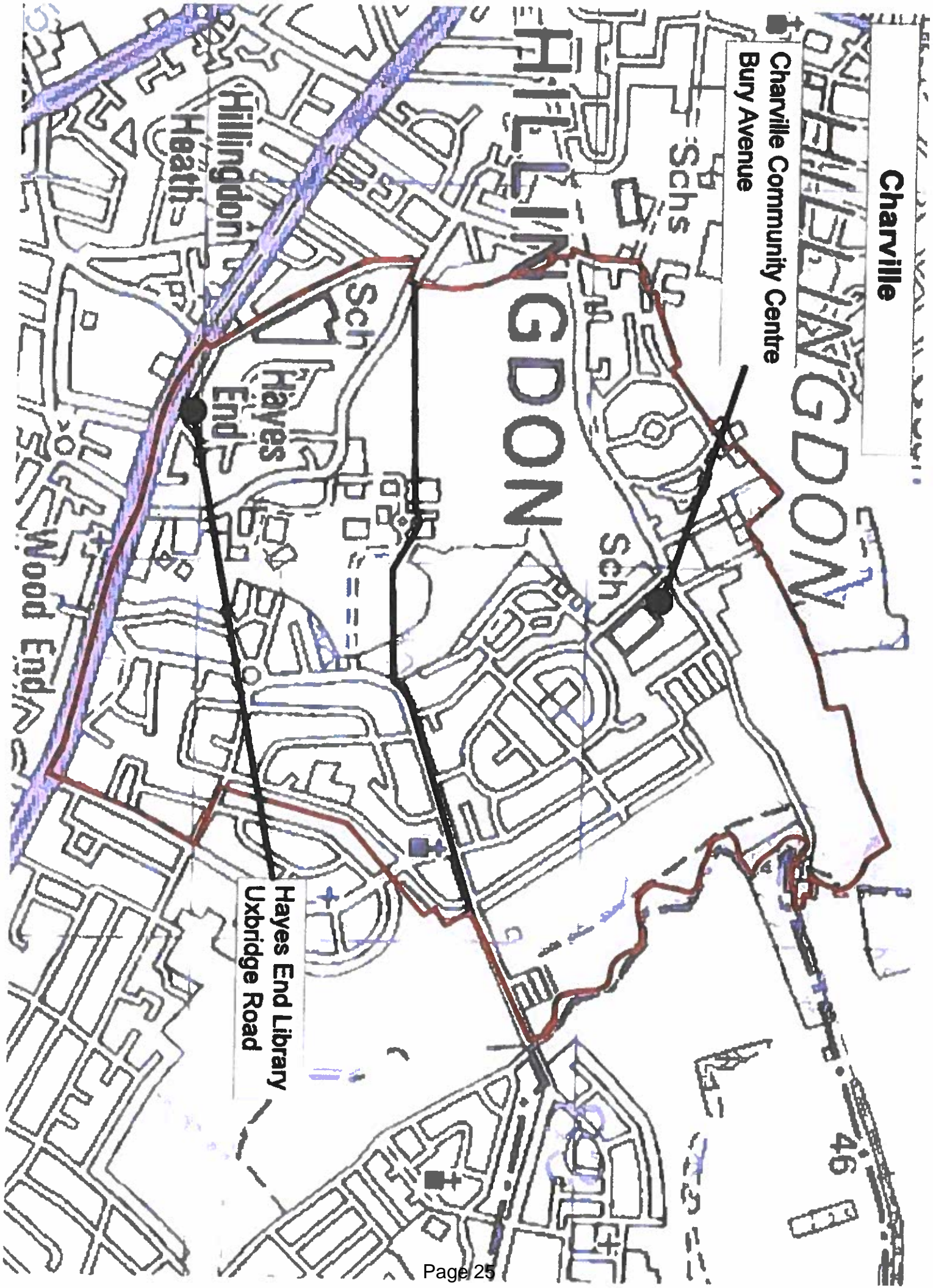
**HILLINGDON**

Hillingdon Heath

Hayes End

Hayes End Library  
Uxbridge Road

46



## Appendix B – Consultation responses on Current Warding Arrangements

<b>Ward</b>	<b>Colham &amp; Cowley</b>
Electorate	11222
Postals	2096

PD	Estimated Polling Place Electorate	Polling Place
UAA	2780	Cowley Bowls Club High Road
UAB	2154	St Johns Church, Royal Lane
UAC	1728	6 <sup>th</sup> Hillingdon Scout Group, Daleham Drive
UAD	2464	Walter Pomeroy Hall, Royal Lane

### Returning Officer Comments

**Comments are invited on the following:**

No change – current arrangements are considered satisfactory. Use of Cowley Bowls Club to be reviewed if previous polling place (Alec Rose Scout Hut, Moorfield Road) becomes available.

### Responses Received

**Councillor Gohil response:** *I wish to comment on the polling district review only to say the UAA ward in Cowley where the polling station has previously been at the Cowley Rec Children's centre, cannot be there in the future as there is now a café in place. I would recommend using St Laurence Primary School on Worcester Road opposite the old polling station.*

**Resident response re: Cowley Bowls Club -** *Long walk to polling station from car park difficult to navigate it wet weather and for disabled residents like myself.*

### Proposal

**No change – current arrangements are considered satisfactory.**

Use of Cowley Bowls Club to be reviewed if previous polling place (Alec Rose Scout Hut, Moorfield Road) becomes available.

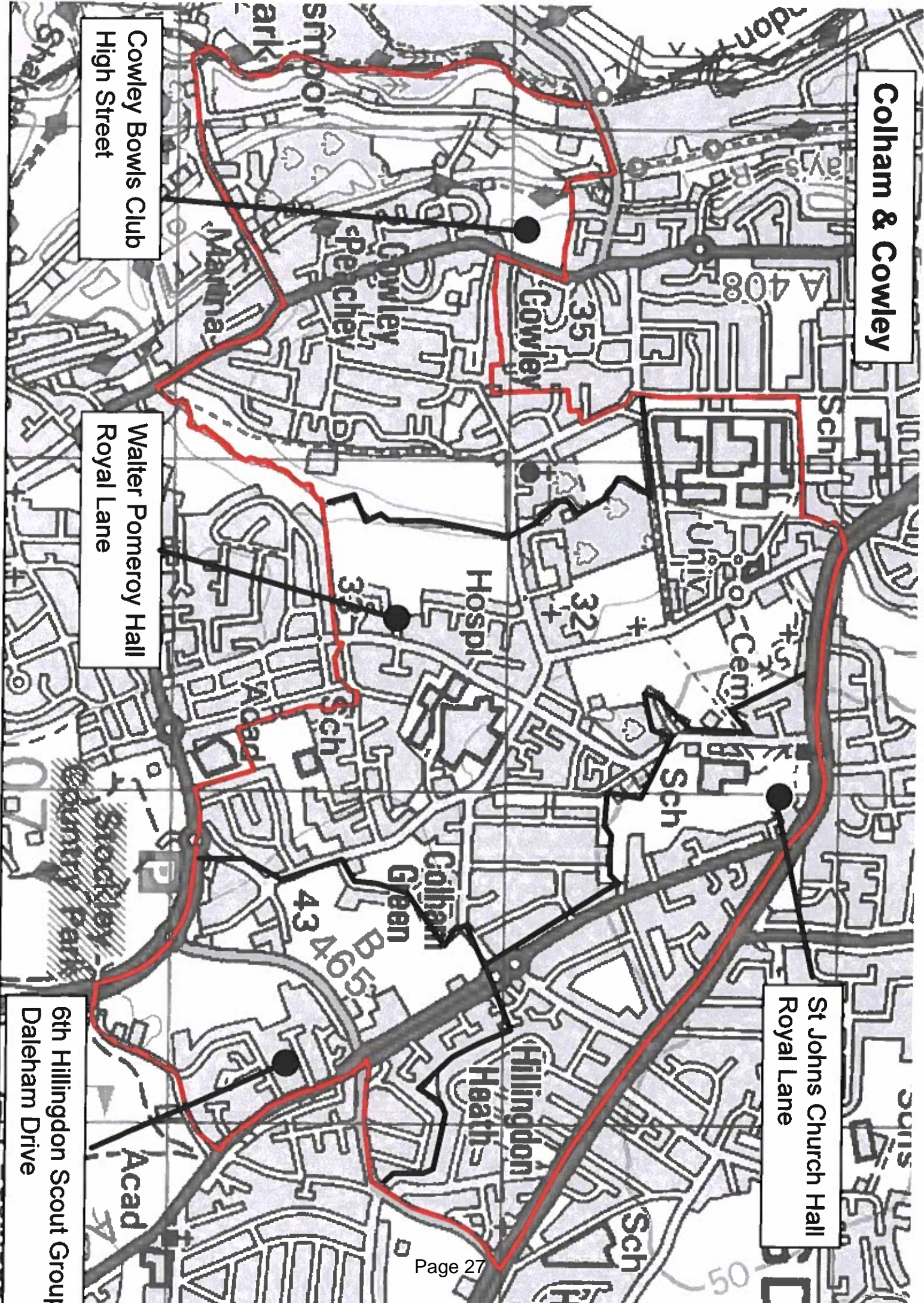
**Colham & Cowley**

Cowley Bowls Club  
High Street

Walter Pomeroy Hall  
Royal Lane

St Johns Church Hall  
Royal Lane

6th Hillingdon Scout Group  
Daleham Drive



## Appendix B – Consultation responses on Current Warding Arrangements

<b>Ward</b>	<b>Eastcote</b>
Electorate	12395
Postals	2442

PD	Estimated Polling Place Electorate	Polling Place
RA3	2379	Eastcote Methodist Church, Pamela Gardens
RA4	2519	St Lawrence Church Hall Bridle Road
UB1	3037	Eastcote Community Centre Southbourne Gardens
UB2	2018	Newnham School Newnham Avenue

### Returning Officer Comments

**Comments are invited on the following:**

No change – current arrangements are considered satisfactory. Newnham Primary School replaced Cavendish Pavilion, Field End Road due to change of ownership.

### Responses Received

**Resident response re: Newnham School** - *Please don't use the school. Not only do the children miss out on a day but parents have to take the day of work or find childcare.*

**Resident response re: Newnham School** – *I don't think we should use schools if they have to close. I think children have lost enough education over the years of Covid and when we complain when teachers strike, or parents are fined if they take children out of school for holidays but it's okay for government to close it for the day to use as a polling station. If the school cannot operate and run as a polling station, then it should not be used. There are plenty of other government owned buildings that can be used.*

**Employee of school response re: Newnham School** – *Why are you using school buildings for polling stations? Causing upheaval for children and staff. Education first!*

**Resident response re: Newnham School** – *Polling stations shouldn't be in schools. Closing education facilities for voting is disruptive and unfair to children. Moving our polling station to Newnham from Cavendish was a very poor decision.*

**Resident response re: Eastcote Methodist Church** – *My local polling site changed from being round the corner and very accessible, to a car journey because of a hill. I am a full-time wheelchair user.*



## Appendix B – Consultation responses on Current Warding Arrangements

**Resident response re: Eastcote Methodist Church** – *Satisfied with the polling station but the corridor in the hall (Oak Hall, Southbourne Gardens) is very narrow and the previous time we had to use that way in and out. This was tricky as there was a queue there.*

*For previous elections we had been directed to exit via the side fire door creating a one-way system. This was much better and accessible for those with access requirements.*

**Resident response re: Eastcote Methodist Church** – *I was surprised to have my polling station moved from Coteford Infant School, Fore Street, HA5, to Eastcote Methodist Church, Pamela Gardens, HA5. I understand this was due to the school saying that the Polling Station caused disruption to the school. I wonder if instead of viewing the Polling Station as a disruption, they could use the day to inform their students (however young they are) on the importance of voting and how it underpins the whole system of democracy. They can also involve the parents of the students and hopefully also encourage them to vote. In particular as the turnout in the 2023 General Election was only 59.7%, surely, we can do better!*

**Resident response re: Eastcote Community Centre** – *I live in Warren Drive HA4 9RD and for many years we voted in Newnham School, 5 minutes' walk away. Recently our polling station has been Eastcote Community Centre, a much longer walk. Newnham school is still a polling station, and we actually have to walk past it to get to Eastcote Community Centre. May I request that the residents of Warren Drive be allocated back to Newnham school?*

### **Proposal**

**Although current arrangements satisfactory** (Newnham School itself does not close on polling day), **the Returning Officer be instructed to seek alternative to use of Newnham School and amend if suitable venue available.**

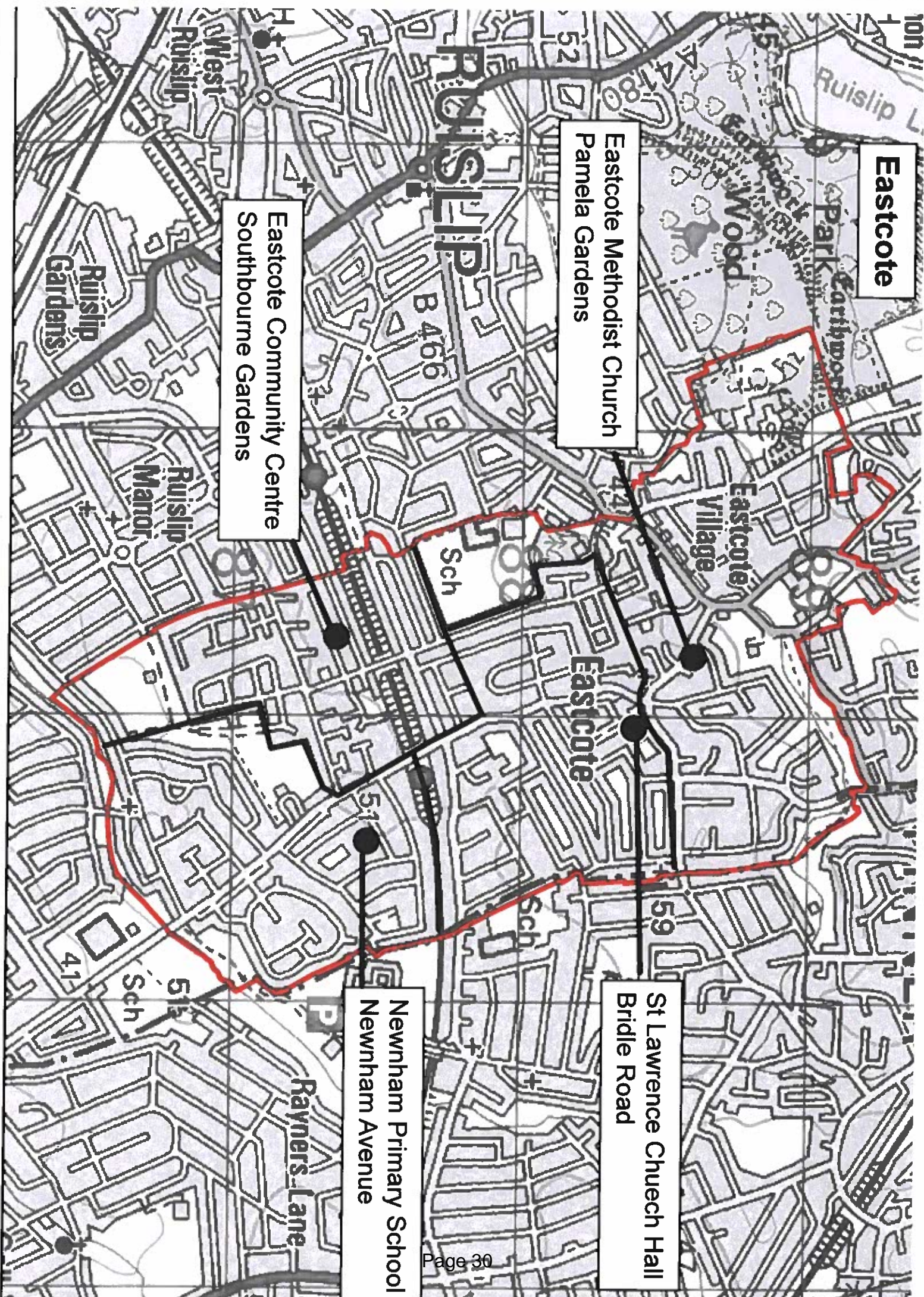
Eastcote

Eastcote Methodist Church  
Pamela Gardens

Eastcote Community Centre  
Southbourne Gardens

St Lawrence Chuech Hall  
Bridle Road

Newnham Primary School  
Newnham Avenue



## Appendix B – Consultation responses on Current Warding Arrangements

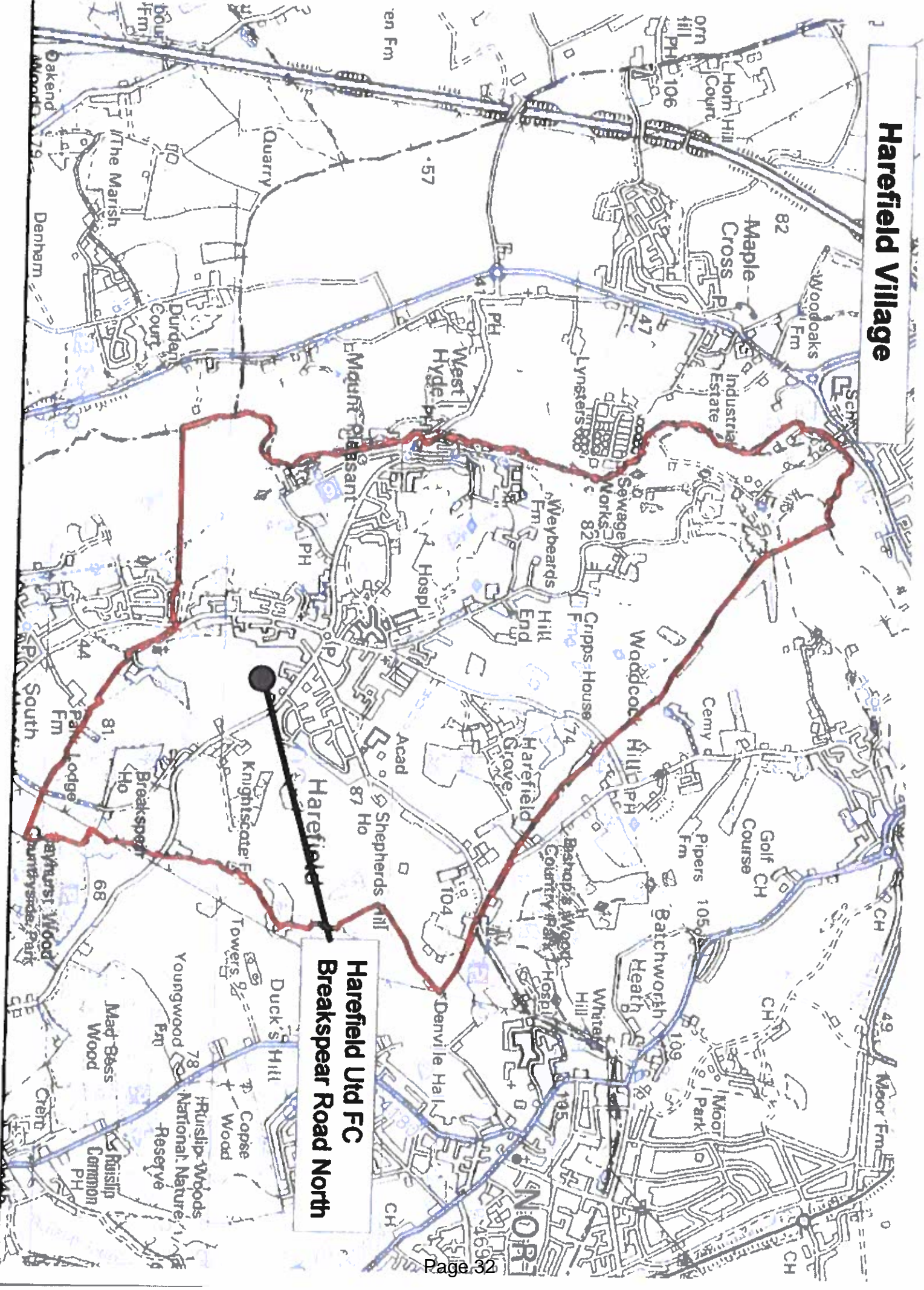
<b>Ward</b>	<b>Harefield Village</b>
Electorate	4009
Postals	651

PD	Estimated Polling Place Electorate	Polling Place
RBA	3358	Harefield United Football Club

<b>Returning Officer Comments</b>
<p><b>Comments are invited on the following:</b></p> <p>No change – current arrangements are considered satisfactory.</p>

<b>Responses Received</b>
<p><b>Resident response re: Harefield United Football Club:</b> <i>Not suitable for anyone with a disability who relies on public transport. Very far from bus stop etc.</i></p>
<b>Proposal</b>
<p><b>No change – current arrangements are considered satisfactory.</b></p>

# Harefield Village



**Harefield Utd FC**  
**Breakspeare Road North**

## Appendix B – Consultation responses on Current Warding Arrangements

<b>Ward</b>	<b>Hayes Town</b>
Electorate	9482
Postals	1091

PD	Estimated Polling Place Electorate	Polling Place
HCA	3826 (double station)	Botwell House RC School
HCB	2314	Townfield Community Centre, Townfield Square
HCC	2251	The Baptist Church Coldharbour Lane

### Returning Officer Comments

**Comments are invited on the following:**

No change – current arrangements are considered satisfactory. The Baptist Church, Coldharbour Lane, replaced previously used Salvation Army Hall due to unavailability.

#### Responses Received

**Councillor Gardner** – *no comments as long as all stations are DDA compliant.*

#### Proposal

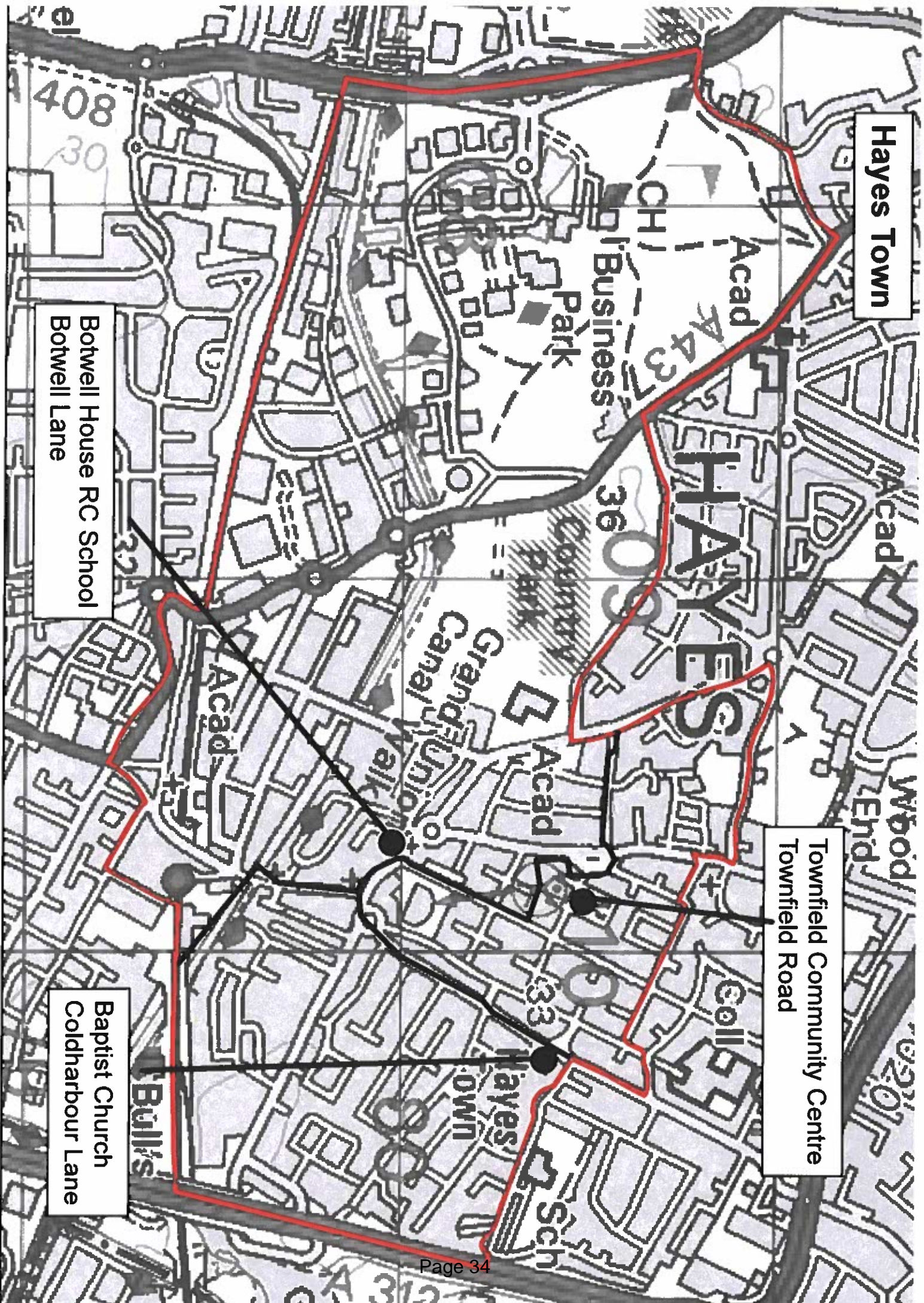
**Although current arrangements satisfactory, the Returning Officer be instructed to seek alternative to use of Botwell House RC School (e.g. Botwell Parish Social Centre) and amend if suitable venue available.**

Hayes Town

Townfield Community Centre  
Townfield Road

Botwell House RC School  
Botwell Lane

Baptist Church  
Coldharbour Lane



## Appendix B – Consultation responses on Current Warding Arrangements

Ward	Heathrow Villages
Electorate	7390
Postals	1071

PD	Estimated Polling Place Electorate	Polling Place
HDA	1118	Harmondsworth Church Hall, High Street
HDB	2001	Cherry Lane Christian Centre, Sipson Road
HDC	3200 (double station)	The Barn 1 <sup>st</sup> Harlington Scout Group, High Street

### Returning Officer Comments

**Comments are invited on the following:**

No change – current arrangements are considered satisfactory.

#### Responses Received

**Councillor Money response - Reinstatement in Cranford cross - which is very isolated and, also, Sipson village.**

#### Proposal

**No change – current arrangements are considered satisfactory.**

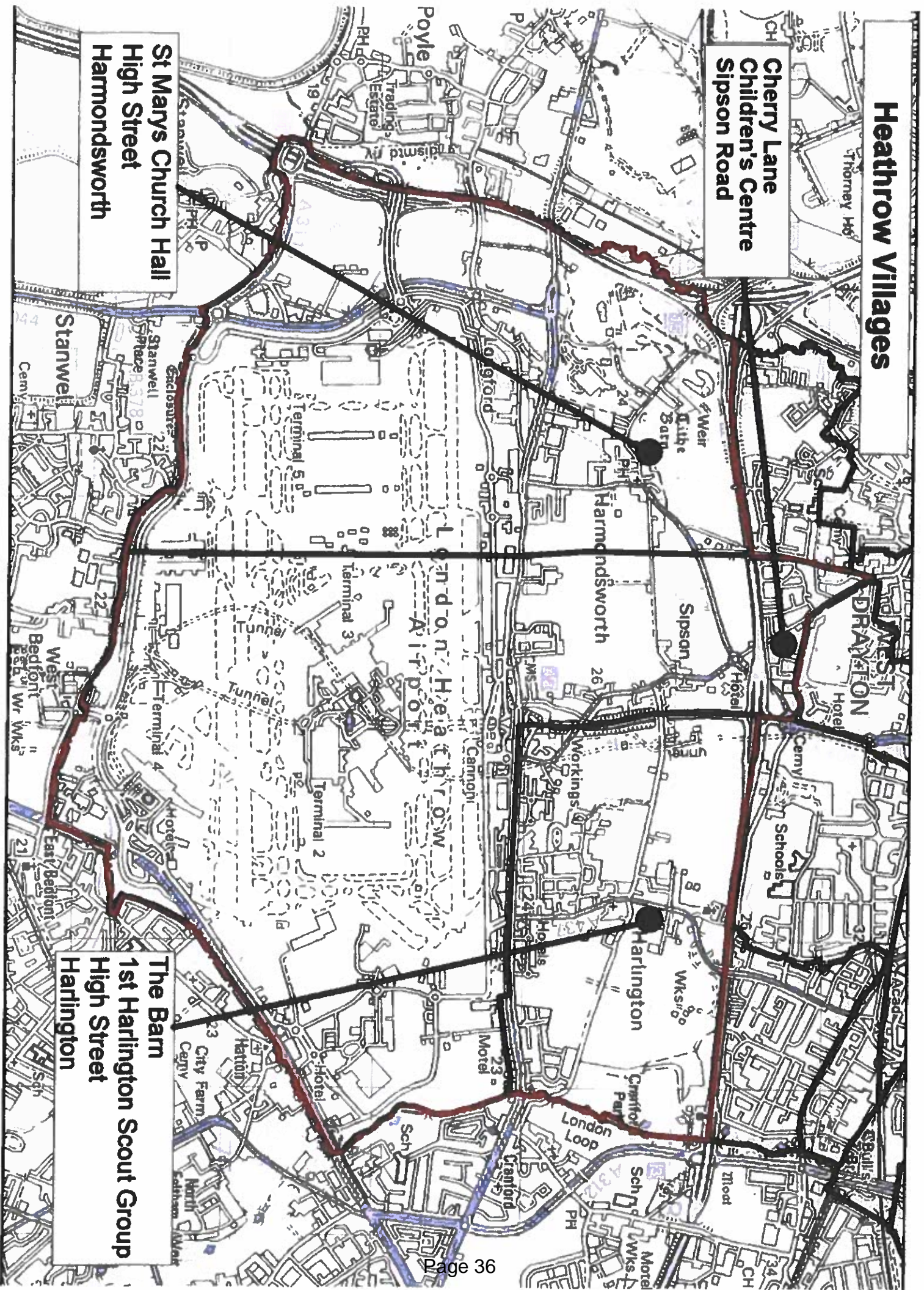
An additional polling station in Sipson Village would only represent a small electorate.

# Heathrow Villages

Cherry Lane  
Children's Centre  
Sipson Road

St Marys Church Hall  
High Street  
Hammondsworth

The Barn  
1st Harlington Scout Group  
High Street  
Harlington





## Appendix B – Consultation responses on Current Warding Arrangements

<b>Ward</b>	<b>Hillingdon East</b>
Electorate	10530
Postals	1858

PD	Estimated Polling Place Electorate	Polling Place
UBA	2731	Hillingdon Park Baptist Church
UBB	3566 (double station)	Ryefield Nursery School Ryefield Avenue
UBC	2375	Royal British Legion Uxbridge Road

### Returning Officer Comments

Comments are invited on the following:

No change – current arrangements are considered satisfactory.

#### Responses Received

**Resident response re: Ryefield Nursery School** – *As a non-driver, it's a bit too far for me to be getting there. It's a 50-minute walk turnaround.*

**Resident response re: Ryefield Nursery School** – *Originally polling station was in Oakfarm School (nursery) which was excellent as easy to get to whether by public transport as served by two bus routes and with ample off-street parking. The last two occasions the polling station has been moved to Ryefield School which is not ideal as there is no direct bus route during working day, and there is no street parking with many cars double parking blocking residents' driveways. This location is not practical as does not cover the large number of voters.*

**Resident response re: Ryefield Nursery School** – *Oakdene Road used to be able to vote in Oakfarm School. Now we have to go to Ryefield School. Oakfarm is much more convenient.*

#### Proposal

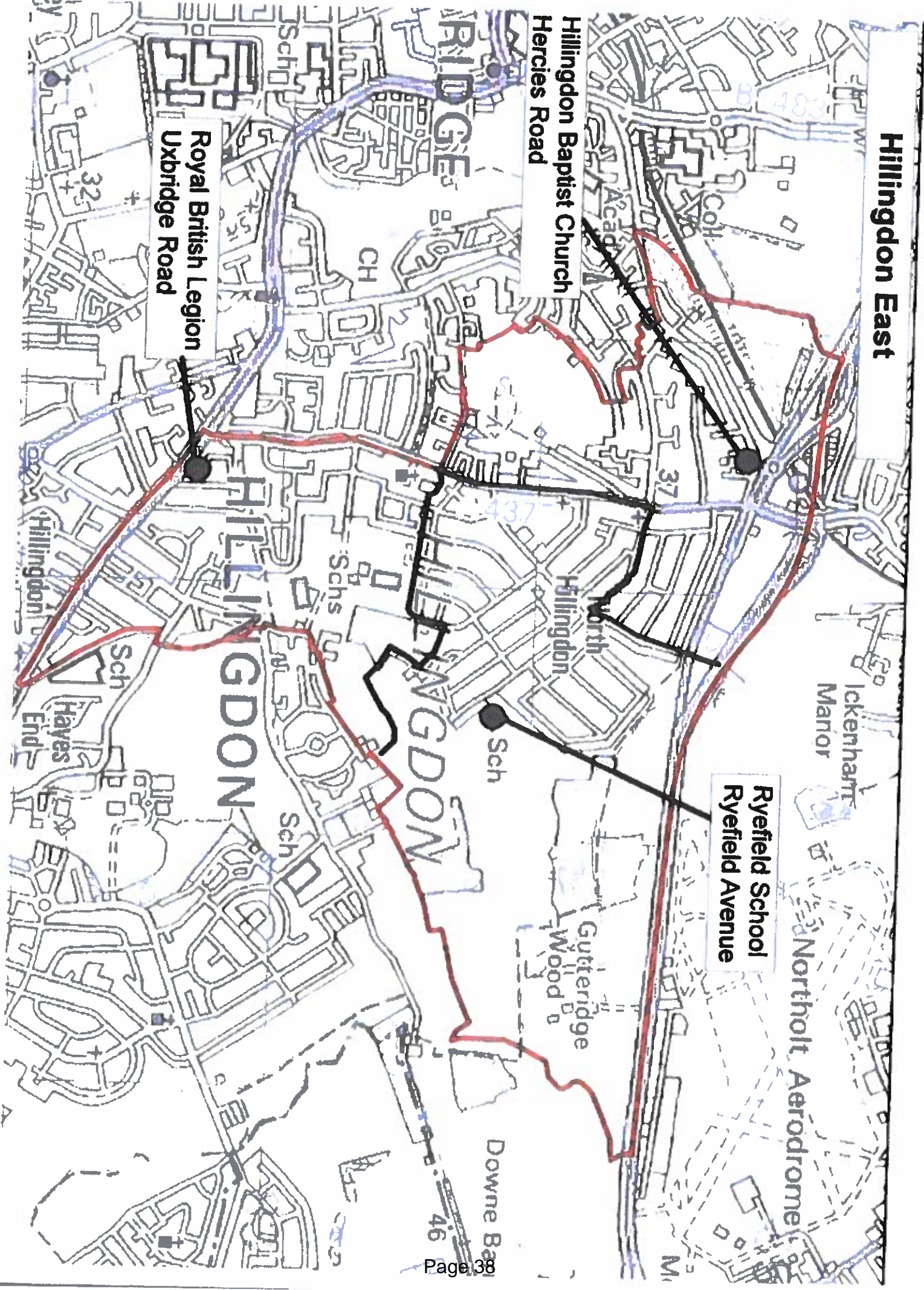
**Although current arrangements satisfactory** (Ryfield School itself does not close on polling day), the Returning Officer be instructed to seek alternative to use of Ryefield Nursery School and amend if suitable venue available.

**Hillingdon East**

**Hillingdon Baptist Church**  
Hercies Road

**Royal British Legion**  
Uxbridge Road

**Ryefield School**  
Ryefield Avenue



## Appendix B – Consultation responses on Current Warding Arrangements

<b>Ward</b>	<b>Hillingdon West</b>
Electorate	6278
Postals	1251

PD	Estimated Polling Place Electorate	Polling Place
UCA	2289	St Andrews Church Hall Hillingdon Road
UCB	2738	St Bernadette's Church Hall Long Lane

### Returning Officer Comments

**Comments are invited on the following:**

No change – current arrangements are considered satisfactory.

### Responses Received

**Headteacher of a school used as a polling station response** – *The use of the polling station causes much disruption to the school. We have to close our Nursery for the day which affects many working parents. The use of the Nursery affects the day before and day after as well due to set up and collection of the polling station. Another negative factor is the timings we have to have the school open. A member of staff has to open up at 6.00pm and then in the evening a member of staff needs to be on site until all returning officers have left. The last 2 times this has been around 11pm.*

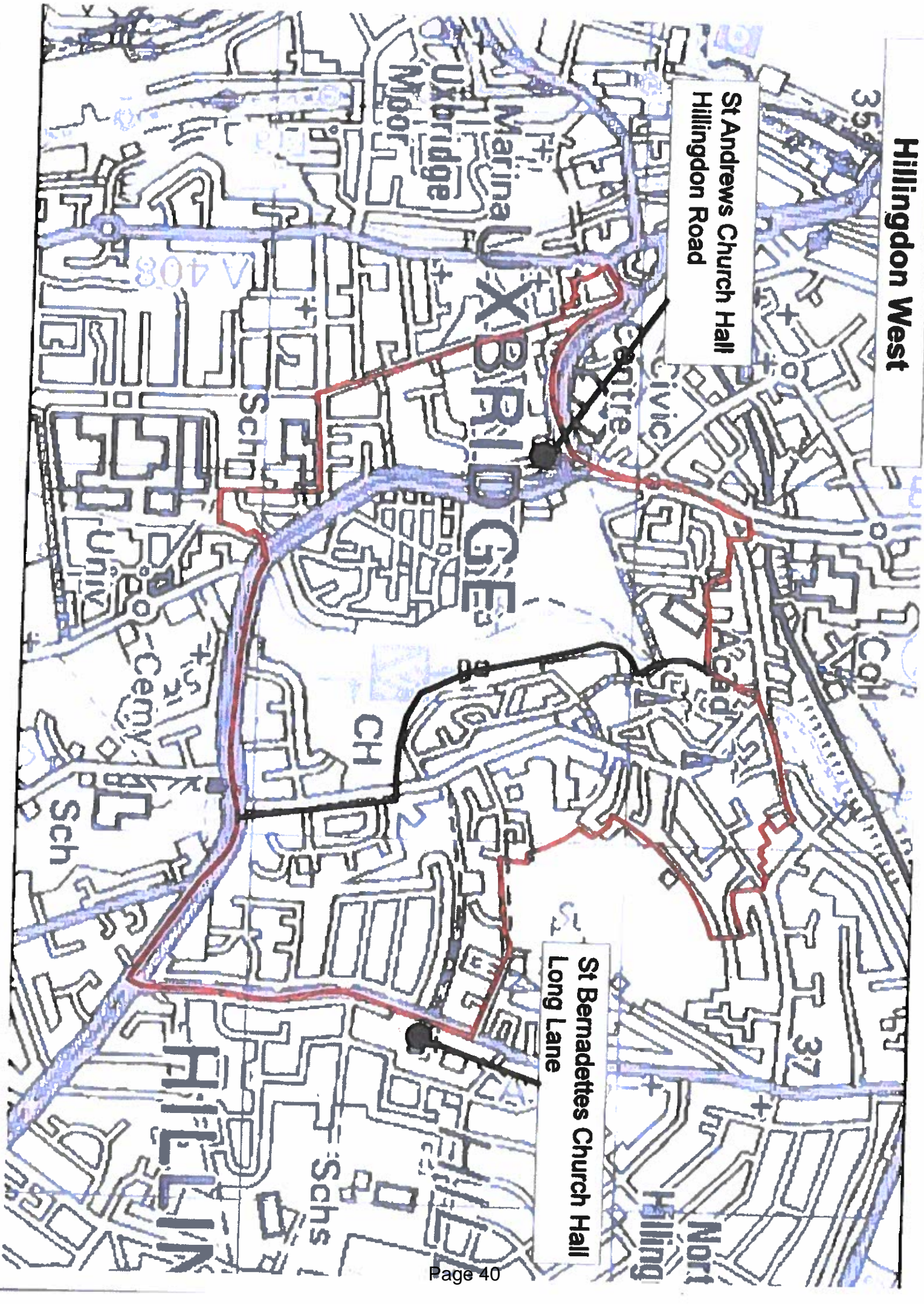
### Proposal

**No change – current arrangements are considered satisfactory.**

**Hillingdon West**

**St Andrews Church Hall**  
Hillingdon Road

**St Bernadettes Church Hall**  
Long Lane



## Appendix B – Consultation responses on Current Warding Arrangements

<b>Ward</b>	<b>Ickenham &amp; South Harefield</b>
Electorate	11451
Postals	2199

PD	Estimated Polling Place Electorate	Polling Place
UDA	1191	Harefield Community Centre, Priory Avenue
UDB	2294	United Reform Church Hall Swakeleys Road
UDC	2934 (double station)	Ickenham Village Hall Swakeleys Road
UDD	2823	Ickenham Guide Hut Community Close

### Returning Officer Comments

**Comments are invited on the following:**

No change – current arrangements are considered satisfactory.

### Responses Received

**Resident response re: Ickenham Village Hall** – *I would like to offer another venue closer to where I live, rather than the 15-minute walk along the busy road. I would like to suggest a polling station at Vyners School, this would be more convenient to lots of us at that end of Ickenham.*

### Proposal

**No change – current arrangements are considered satisfactory.**

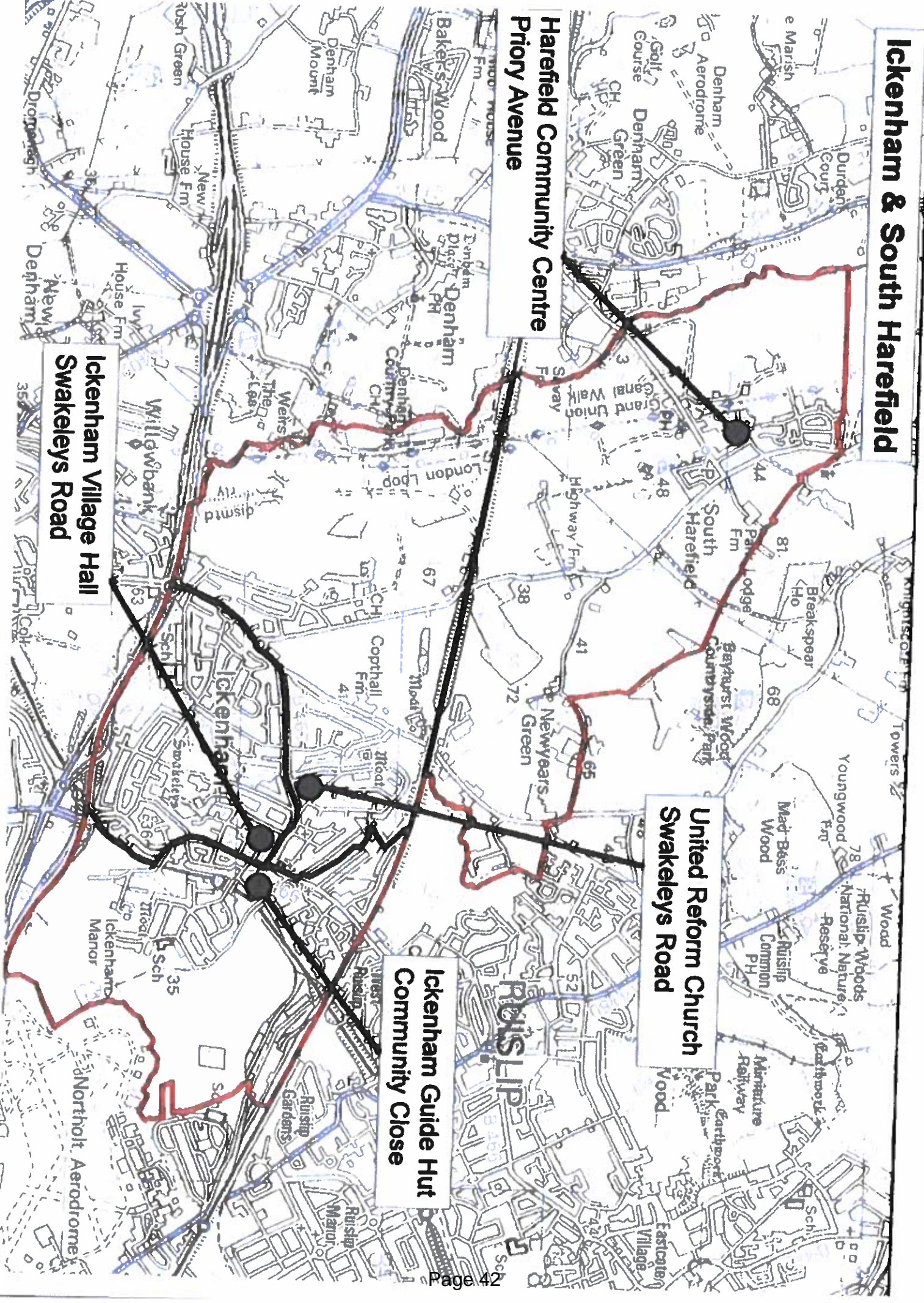
# Ickenham & South Harefield

**Harefield Community Centre  
Priory Avenue**

**United Reform Church  
Swakeleys Road**

**Ickenham Guide Hut  
Community Close**

**Ickenham Village Hall  
Swakeleys Road**



**Appendix B – Consultation responses on Current Warding Arrangements**

<b>Ward</b>	<b>Northwood</b>
Electorate	7981
Postals	1832

PD	Estimated Polling Place Electorate	Polling Place
RCA	2889	Holy Trinity Church Hall Gateway Close
RCB	3260 (double station)	St Matthews RC Church Hall Hallowell Road

### **Returning Officer Comments**

**Comments are invited on the following:**

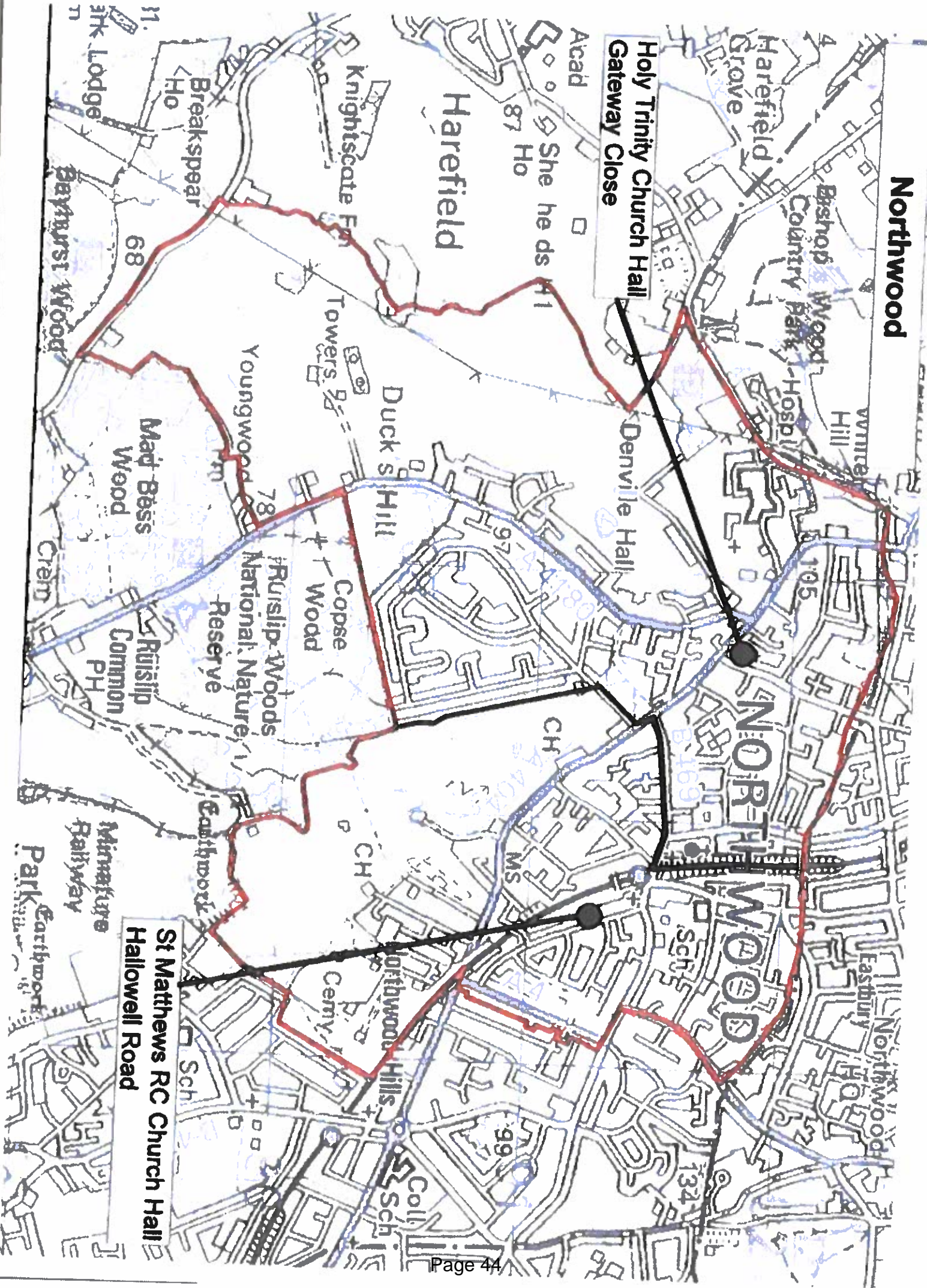
No change – current arrangements are considered satisfactory.

### **Responses Received**

### **Proposal**

No change – current arrangements are considered satisfactory.

**Northwood**



**Holy Trinity Church Hall  
Gateway Close**

**St Matthews RC Church Hall  
Hallowell Road**



## Appendix B – Consultation responses on Current Warding Arrangements

Ward	Northwood Hills
Electorate	7985
Postals	1651

PD	Estimated Polling Place Electorate	Polling Place
RDA	2631	1 <sup>ST</sup> Northwood Scout Hut Northwood Way
RDB	2015	Northwood Hills Masjid & Community Centre, Joel Street
RDC	1688	Haydon School, Wiltshire Lane

### Returning Officer Comments

**Comments are invited on the following:**

No change – current arrangements are considered satisfactory. Northwood Hills Masjid & Community Centre, Joel Street replaced Harlyn School as a more suitable venue.

1<sup>ST</sup> Northwood Scout Hut Northwood Way replaced Hillside School Children's Centre as a more suitable venue.

### Responses Received

**Resident response** – *I think it's both wise and prudent to gather local residents' views on accessibility and inclusiveness of current polling stations. As a resident I have been obliged to vote at 2 different stations for the same address in the past, and one of these is more distant and difficult to access than the other, resulting in my taking the car, particularly in bad weather. This is an action we should try to eradicate, if possible, to ensure we minimise our carbon footprint.*

**Resident response re: Haydon School** – *Haydon School polling station was much safer and convenient for Northwood Hills residents.*

### Proposal

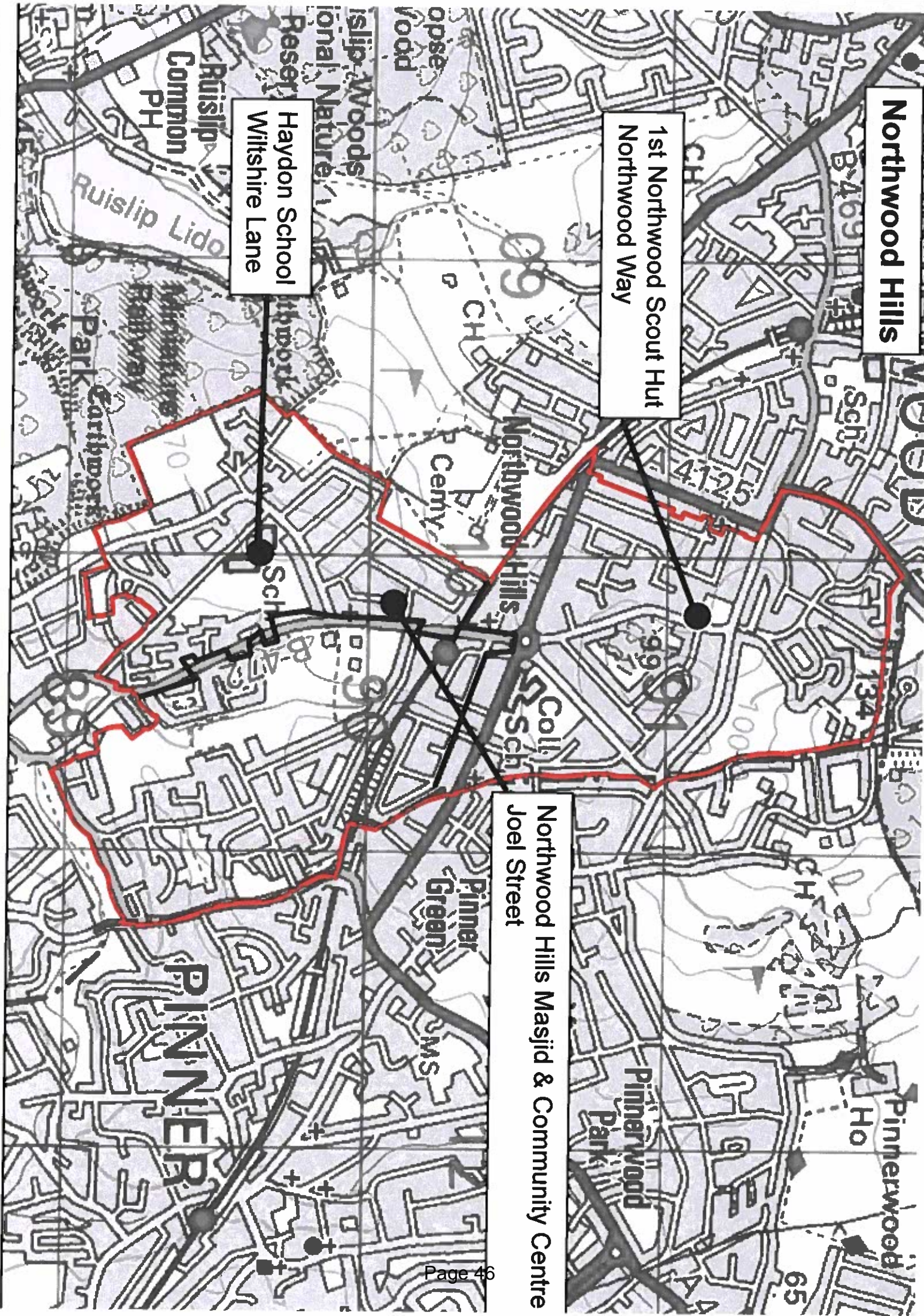
**Although current arrangements satisfactory, the Returning Officer be instructed to seek alternative to use of Haydon School and amend if suitable venue available.**

**Northwood Hills**

1st Northwood Scout Hut  
Northwood Way

Haydon School  
Wiltshire Lane

Northwood Hills Masjid & Community Centre  
Joel Street



## Appendix B – Consultation responses on Current Warding Arrangements

<b>Ward</b>	<b>Pinkwell</b>
Electorate	10578
Postals	1456

PD	Estimated Polling Place Electorate	Polling Place
HEA	4707 (double station)	Harlington Young People's Centre, Pinkwell Lane.
HEB	4415 (double station)	Cranford Park Academy, Phelps Way

### Returning Officer Comments

**Comments are invited on the following:**

No change – current arrangements are considered satisfactory. Previous recommendation of potential use of Albert Hall, Albert Road as additional polling place, to date has proved unnecessary.

#### Responses Received

**Response from a poll clerk re: Harlington Young People's Centre - I don't think the road split is fair as it is a dual station**

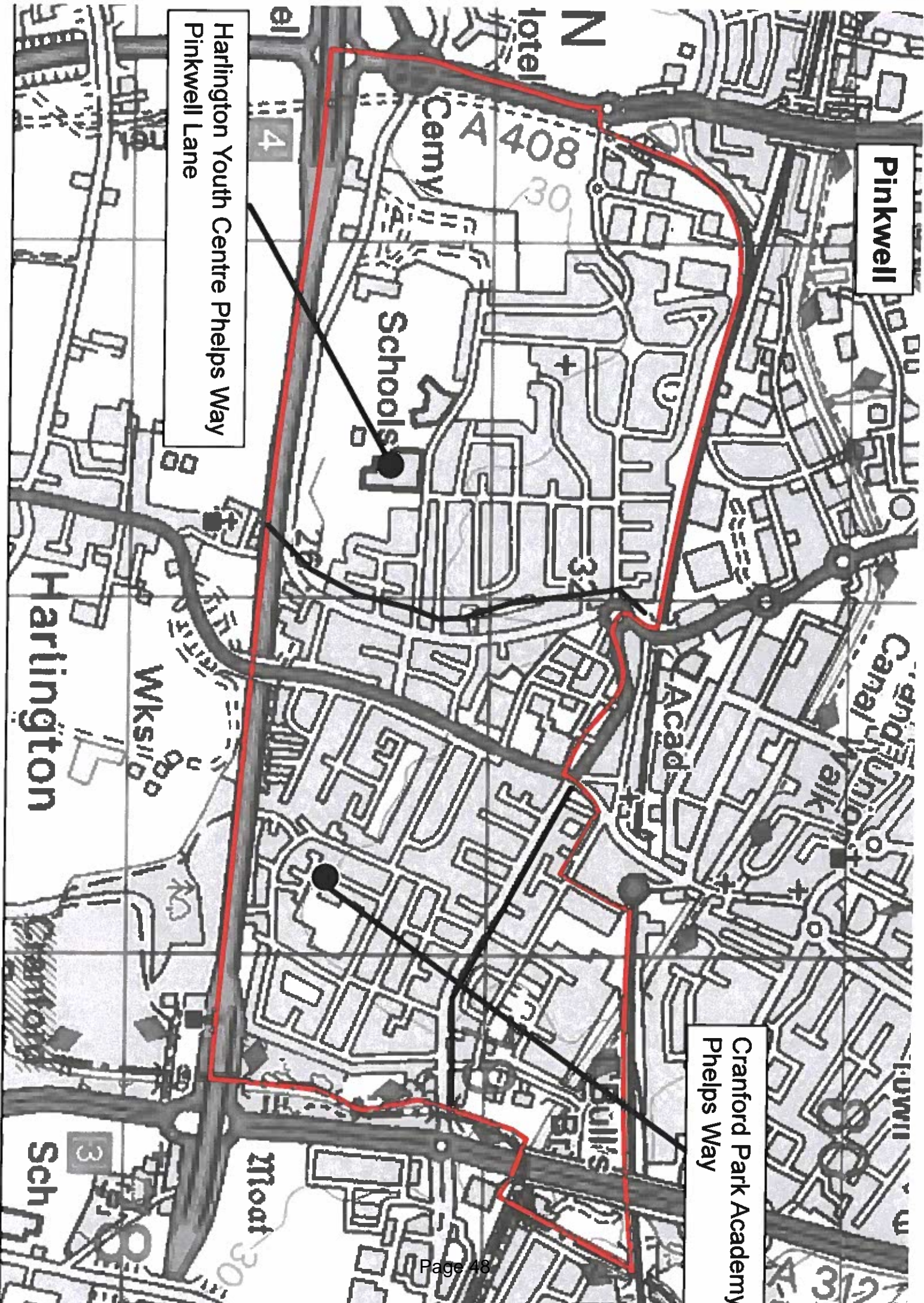
#### Proposal

**No change – current arrangements are considered satisfactory.**

Pinkwell

Cranford Park Academy  
Phelps Way

Harlington Youth Centre Phelps Way  
Pinkwell Lane



## Appendix B – Consultation responses on Current Warding Arrangements

Ward	Ruislip
Electorate	11580
Postals	2228

PD	Estimated Polling Place Electorate	Polling Place
REA	2717	Ladygate Bowls Club, Ladygate Lane
REB	3758 (double station)	The Great Barn, Bury Street
REC	2877 (double station)	Ruislip Methodist Church Hall, Ickenham Road

### Returning Officer Comments

Comments are invited on the following:

No change – current arrangements are considered satisfactory.

### Responses Received

**Resident response re: Ruislip Methodist Church** – *I have to vote at Ruislip Sea Cadets on Ickenham High Road, but the village hall is closer.*

**Resident response re: The Great Barn** – *There is a polling station just 2-minutes' walk away from my house (Coteford Infants School, Fore Street) and yet since the boundary change our polling station has changed to The Great Barn Ruislip which is about 1.5 miles away - needing a considerable walk, or using a car or bus - thus taking much unnecessary time, and when I am a carer a great problem as not easily being able to leave the house anyway. It is ridiculous and actually very upsetting when in the past I have always been able to physically vote and is something I have been proud to do. I now have to vote by post, and it is NOT the same and indeed does not cater for any last-minute decisions and being as how issues raised during electioneering are so volatile these days it is not at all satisfactory for someone who could and wants to vote on the day, at a polling station.*

**Resident response re: The Great Barn** – *Since the change in polling areas my polling station is 20 minutes' walk from my house and not near public transport that would allow me to vote on my way to or from working in London. The London Mayor said publicly that no Londoner should have to travel more than 10 minutes to vote but this is not true.*

**Resident response re: The Great Barn** – *We vote at the Barn, which is now not walkable from Westbury Close. We used to vote at Bishop Ramsey School (variously Upper and Lower) much more convenient. Suggest Highgrove Swimming Pool as alternative. Balance of roads at the Barn needs adjusting. We traditionally vote on the RHS, which seems to have roads with more inhabitants, than those on the left. The past two elections, we have queued in*

## Appendix B – Consultation responses on Current Warding Arrangements

*the open, once in the rain, whilst those on the left, seem to walk straight in, vote and leave.*

**Resident response re: The Great Barn** – *I would like to raise a concern about the accessibility of my designated polling station. Currently, it is not directly reachable by one public transport route, and it requires a 30-minute walk each way. I believe polling stations should be located on a direct transport link or be positioned closer to where voters live to ensure greater accessibility. The current situation creates a barrier to voting, especially for those with limited mobility or without access to a car, and I urge you to consider relocating the station to better serve the community. Previously it was located in the local library.*

**Resident response re: The Great Barn** – *I live a short walk from Ruislip Manor High Street and our polling station has moved from the library on the high street to the Barn in Ruislip. With jobs that include a 9-hr day plus a commute on top and two kids - it is more of a struggle for myself and my husband to make it to the polling station in Ruislip. It was much easier when it was more local, easier to do when getting of the tube after work.*

**Resident response re: The Great Barn** – *Polling station changed 2 elections ago to one further away, due to redrawn boundaries. It is still within reasonable distance. But don't want further reduction due to increased queues.*

**Resident response** – *Polling at school has a major effect on education and children have lost out on this through Covid and still catching up.*

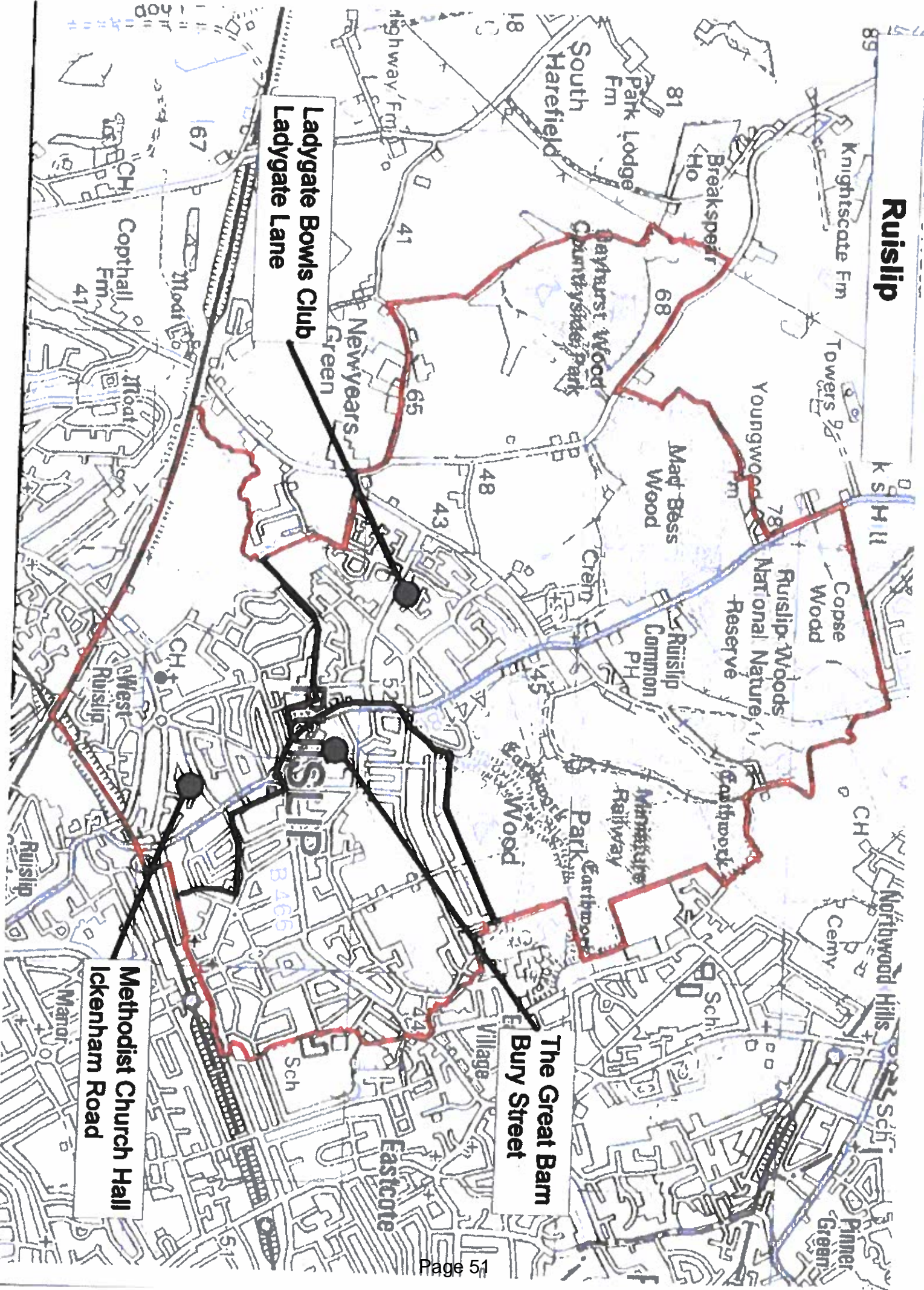
**Resident response** – *I am happy with my polling station; however, my children's school is used as a polling station, and this causes huge disruption to our family as we need to arrange childcare for that day or take time off work to look after our children. There is a rugby club house next to the school which would be used as an alternative and not cause the whole school to make other arrangements.*

### **Proposal**

**Although current arrangements satisfactory, the Returning Officer be instructed to seek an additional Polling Place / Polling District and amend if suitable venue available.**

**Aiming to avoid use of schools where possible.**

# Ruislip



**Ladygate Bows Club**  
Ladygate Lane

**Methodist Church Hall**  
Ickenham Road

**The Great Bam**  
Bury Street

## Appendix B – Consultation responses on Current Warding Arrangements

<b>Ward</b>	<b>Ruislip Manor</b>
Electorate	7569
Postals	1228

PD	Estimated Polling Place Electorate	Polling Place
UEA	2760	Sacred Heart School, Herlwyn Avenue
UEB	3581 (double station)	St Pauls Church Hall Tiverton Road

### Returning Officer Comments

**Comments are invited on the following:**

No change – current arrangements are considered satisfactory.

### Responses Received

**Resident response re: Sacred Heart School** - *Please don't use the school. Not only do the children miss out on a day but parents have to take the day of work or find childcare.*

**Resident response re: Sacred Heart School** - *Sacred Heart school in Ruislip is my nearest polling station. However, as a parent with a child attending the school it is extremely inconvenient. The school is closed, twice a year at times. This is not good for the children nor parents who have to look for childcare options. Schools as polling stations should not be an option.*

**Resident response re: Sacred Heart School** – *I don't think we should use schools if they have to close. I think children have lost enough education over the years of Covid and when we complain when teachers strike, or parents are fined if they take children out of school for holidays but it's okay for government to close it for the day to use as a polling station. If the school cannot operate and run as a polling station, then it should not be used. There are plenty of other government owned buildings that can be used.*

**Resident response re: Sacred Heart School** – *Why is a school closed for a polling station. Over 700 children lose a school day, parents either go sick or take a day's leave if they work. Why can't the rugby club be used? Absolute disgraceful as to why the council use a school when the rugby club, library or even Wealdstone is available.*

**Resident response re: Sacred Heart School** – *Using a school as a polling station is ridiculous, plenty of alternative sites are available and with no disruption to children.*

**Resident response re: Sacred Heart School** – *The use of Sacred Heart School as a polling station has disrupted the learning and education of around*



## Appendix B – Consultation responses on Current Warding Arrangements

70 children considerably. Please consider other nearby facilities such as Ruislip Rugby Club.

**Resident response re: Sacred Heart School** – I find my polling station too far. It's a good 20-minute walk and I have started doing a postal vote instead.

**Resident response re: Sacred Heart School (resident lives in Harefield Village Ward)** – Using a school as polling station when there is a suitable option 30 seconds walk, isn't appropriate. My children attend Sacred Heart School in Ruislip and there is the rugby club next door that could be utilised instead.

**Resident response re: Sacred Heart School** – My polling station might disrupt a nursery, I'm not sure (Baptist Church in Ruislip). The polling station that is at Sacred Heart Primary School is really disruptive as a parent. During COVID they used the rugby club next door and the school remained open. Can they not do that instead, so 630 children's parents don't have to take time off work every election?

**Resident response:** Why the polling station in Ruislip Manor library is closed is stupid. It is now a long way for the elderly etc. to travel to the new polling station.

**Resident response:** Schools should not be used as polling stations. Children should not miss a day of education. As a working parent it is very disruptive.

### Proposal

**Relocate Sacred Heart School to Ruislip Rugby Club**

Ruislip Manor

Ruislip Rugby Club  
West End Road

St Pauls Church Hall  
Tiverton Road



## Appendix B – Consultation responses on Current Warding Arrangements

<b>Ward</b>	<b>South Ruislip</b>
Electorate	11191
Postals	1966

PD	Estimated Polling Place Electorate	Polling Place
UFA	2736	12 <sup>th</sup> Ruislip Scout Hut
UFB	3126	Deane Park Hall, Long Drive
UFC	3363 (double station)	South Ruislip Christian Fellowship

### Returning Officer Comments

**Comments are invited on the following:**

No change – current arrangements are considered satisfactory. 12<sup>th</sup> Ruislip Scout Hut replaced South Ruislip Library as a more suitable venue.

### Responses Received

**Resident response re: South Ruislip Christian Fellowship** – *Move it back to the school near me (Ruislip Gardens). I have to go all the way to South Ruislip now.*

**Resident response re: Dean Park Hall** – *My most recent polling station was (and has been for some time) in Deane Avenue, South Ruislip. This is in the middle of a car parking desert, and a long walk from the E7 bus route, which is my alternative. A long time ago, the polling station was regularly at Bourne primary school. This had limited parking, but OK for me, voting during the day. During the pandemic, it was once at the sports centre north of the Polish War Memorial roundabout, which was perfect for me - car, bus or even walkable. The Deane Avenue location is not a problem for multiply occupied homes - one gets out the car and votes whilst the other drives round the block, then they swap. Please consider single occupancy households like mine, though, when making your future decisions.*

### Proposal

**No change – current arrangements are considered satisfactory.**

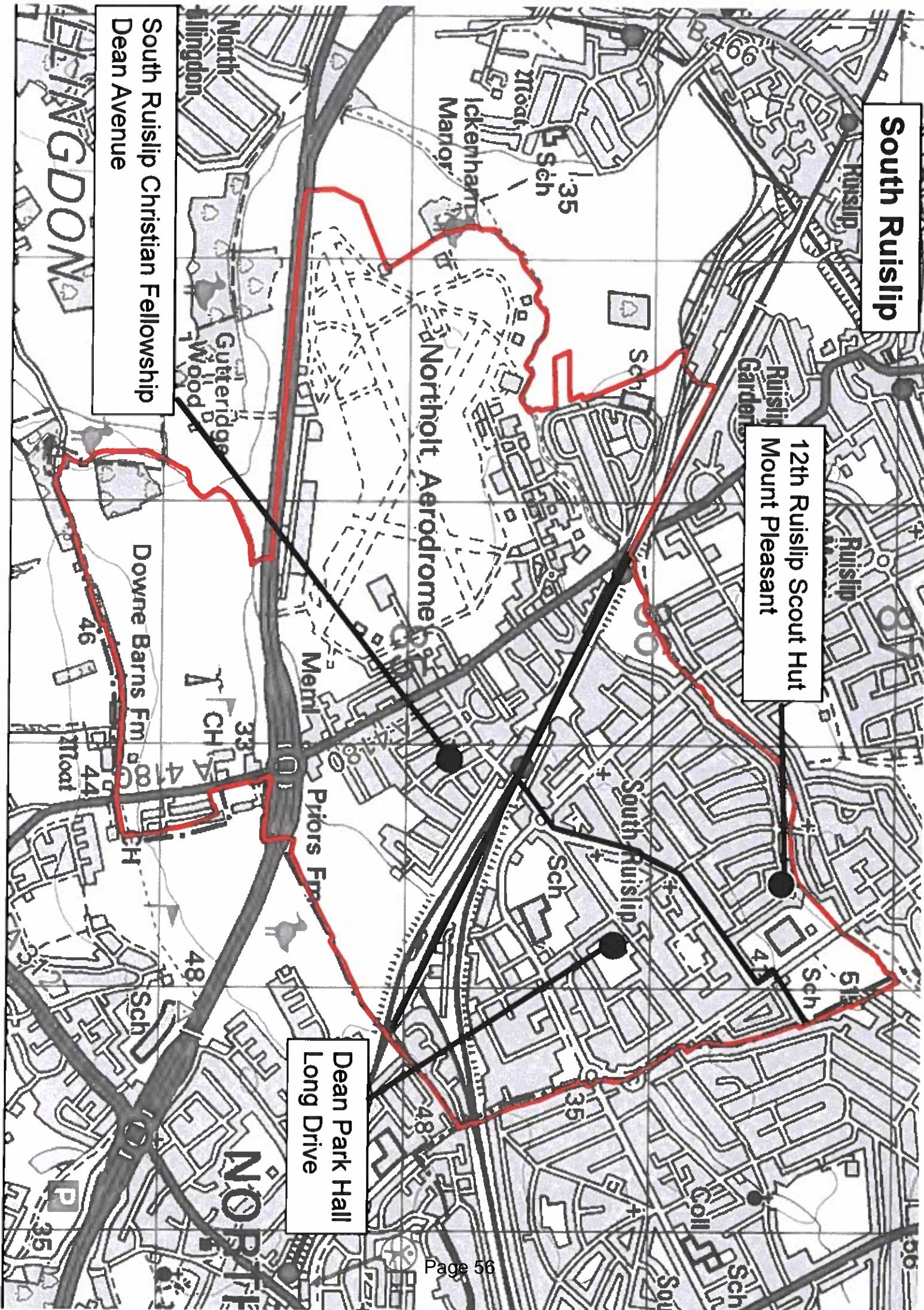
Aiming to avoid use of schools where possible.

South Ruislip

12th Ruislip Scout Hut  
Mount Pleasant

Dean Park Hall  
Long Drive

South Ruislip Christian Fellowship  
Dean Avenue



## Appendix B – Consultation responses on Current Warding Arrangements

Ward	Uxbridge
Electorate	10385
Postals	1774

PD	Estimated Polling Place Electorate	Polling Place
UGA	2923 (double station)	Christ Church, Redford Way
UGB	1817	Waterloo Church, Waterloo Road
UGC	3871 (double station)	The Uxbridge Centre, The Greenway

### Returning Officer Comments

**Comments are invited on the following:**

No change – current arrangements are considered satisfactory. Uxbridge Centre, The Greenway, replaced Whitehall School, Cowley Road as a more suitable venue.

#### Responses Received

**Resident response re: Christ Church – Redford Way** in inaccessible, no parking, busy roads for residents in UB8 - puts you off voting. On Honeycroft Hill and Blossom Way needs to be a polling station in that area for residents away from the town centre.

**Resident response re: The Uxbridge Centre – The Dellfield Crescent** polling station has always been in the Cowley recreational park until the last two local votes. The location was convenient and in close proximity to my address, requiring a short walk. It makes no sense whatsoever to have the station serving my address now located on the Greenway, which is not in close proximity to address and requires a car journey.

**Resident response re: The Uxbridge Centre – We have to travel further than we used to when our previous station was a 2 min walk away. Now 25 min walk or 5 min drive with potential parking problems.**

#### Proposal

**No change – current arrangements represent the best option and are considered satisfactory.**

Note – Christ Church does have parking available.

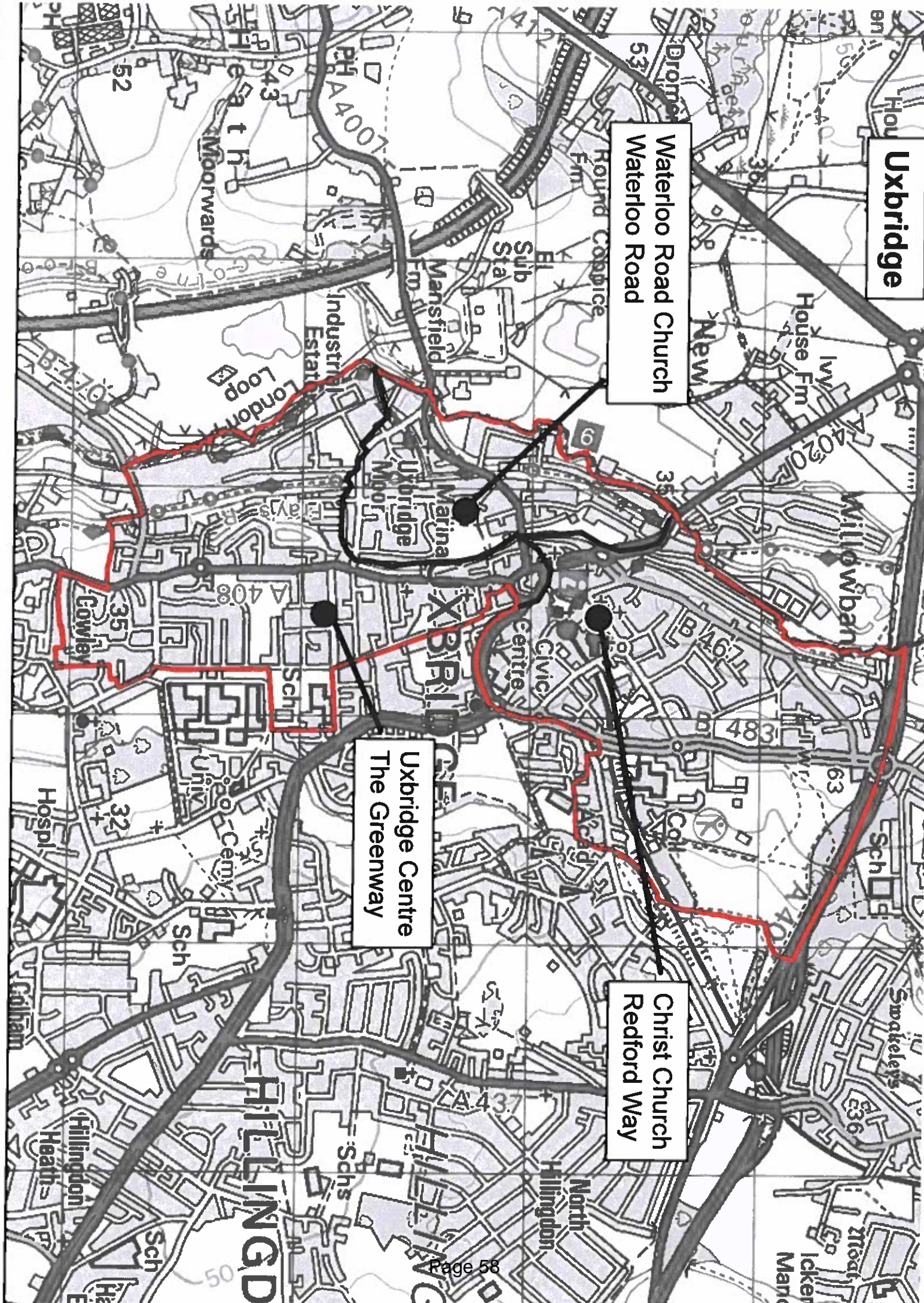
Other changes referred to were made as a result of changes to ward boundaries in 2022.

Uxbridge

Waterloo Road Church  
Waterloo Road

Uxbridge Centre  
The Greenway

Christ Church  
Redford Way



## Appendix B – Consultation responses on Current Warding Arrangements

<b>Ward</b>	<b>West Drayton</b>
Electorate	10868
Postals	1402

<b>PD</b>	<b>Estimated Polling Place Electorate</b>	<b>Polling Place</b>
HFA	2393	St Catherine's Church Hall, Money Lane
HFB	3364 (double station)	West Drayton Academy, Kingston Lane
HFC	2313	Bell Farm Christian Centre
HFD	1396	Meadows Community Centre, Wise Lane

### Returning Officer Comments

**Comments are invited on the following:**

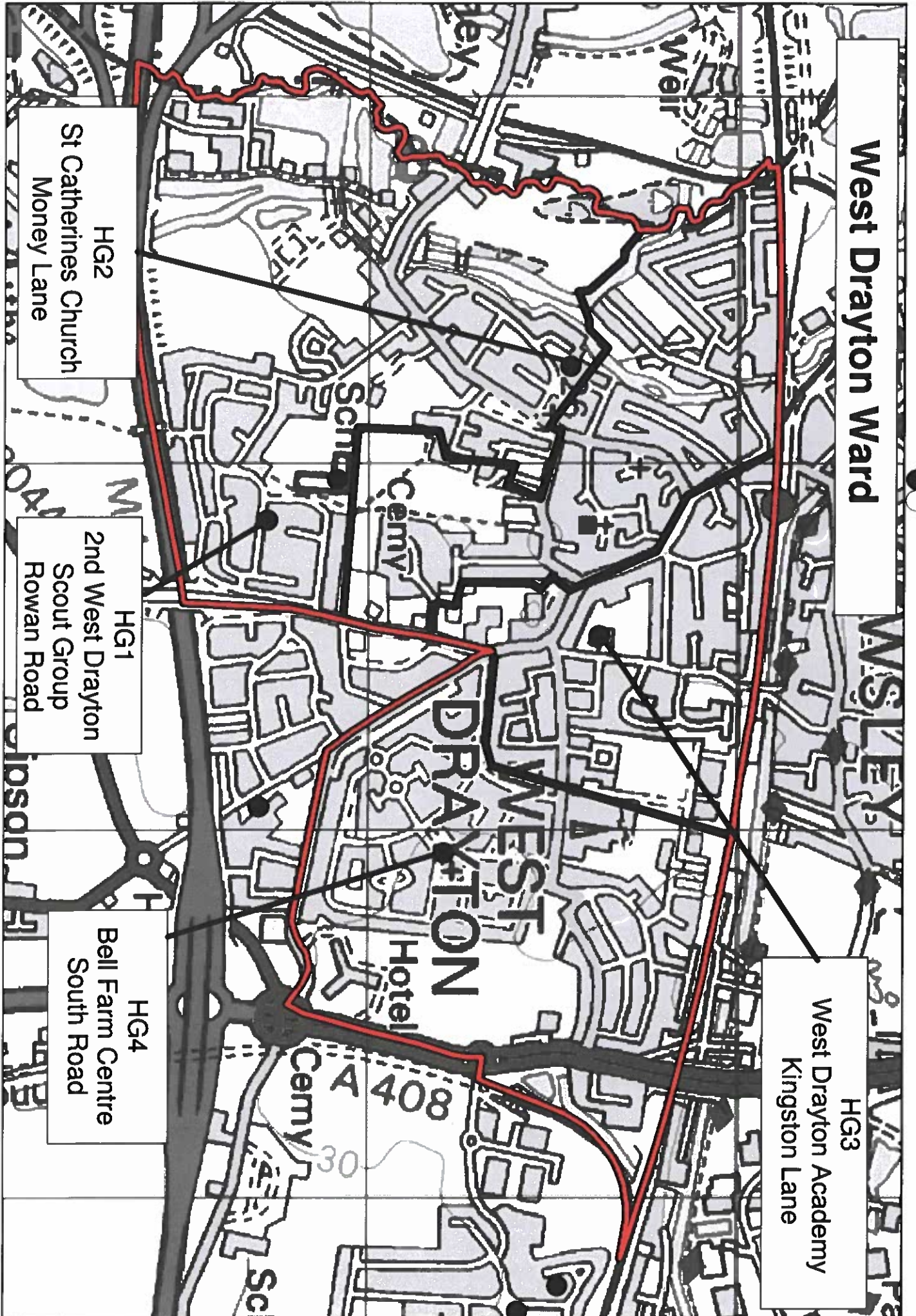
No change – current arrangements are considered satisfactory.

#### **Responses Received**

**Resident response re: St Catherine's Church Hall – *Closer to where we live would be preferable.***

#### **Proposal**

**Although current arrangements satisfactory, the Returning Officer be instructed to seek alternative to use of West Drayton Academy and amend if suitable venue available.**



# West Drayton Ward

HG2  
St Catherines Church  
Money Lane

HG1  
2nd West Drayton  
Scout Group  
Rowan Road

HG4  
Bell Farm Centre  
South Road

HG3  
West Drayton Academy  
Kingston Lane



## Appendix B – Consultation responses on Current Warding Arrangements

Ward	Wood End
Electorate	11372
Postals	1595

PD	Estimated Polling Place Electorate	Polling Place
HEA	4394 (double station)	Wood End Park School, Judge Heath Lane
HEB	3517 (double station)	Hayes Town Chapel, St Marys Road
HEC	1866	Minet School, Avondale Drive

### Returning Officer Comments

Comments are invited on the following:

No change – current arrangements are considered satisfactory.

### Responses Received

**Resident response re: Wood End Park School** – *My husband has limited mobility, there is no parking nearby. We have to park in a side road a few minutes away. Given my husband's mobility, this takes him a lot longer.*

**Resident response re: Wood End Park School** – *My polling station was about a 12–15-minute walk away. However, there was a much closer polling station which was literally a 2-minute walk from my house.*

**Resident response re: Wood End Park School** – *Disability access is difficult and not obvious from the road. Parking spaces are scarce and it's a long walk from the car park to the actual polling station for someone with severe breathing difficulties.*

**Resident response re: Wood End Park School** – *I live in Morgans Lane, and my closest polling station is Hayes End Library (2-minute walk). Why did I have to go to Wood End Park School (15-minute walk). We should be able to go to our closest polling station.*

**Resident response re: Minet School** – *I have polling stations right opposite my house. However, I have to walk 10 minutes for my designated polling station.*

### Proposal

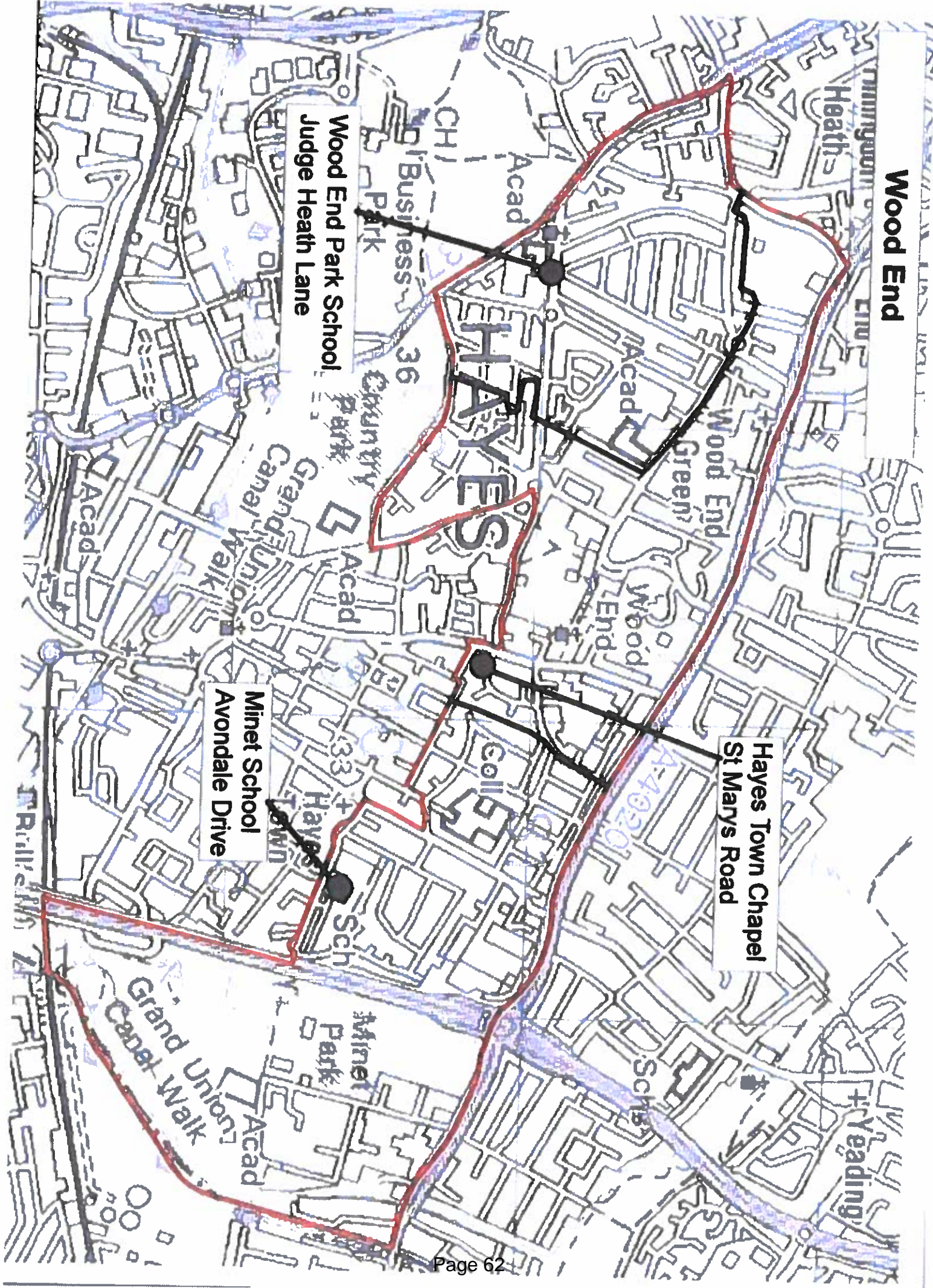
**Although current arrangements satisfactory** (both schools do not close during polling day), **the Returning Officer be instructed to seek alternatives to use of Wood End Park School and Minet School and amend if suitable venues available.**

**Wood End**

**Wood End Park School**  
Judge Heath Lane

**Hayes Town Chapel**  
St Marys Road

**Minnet School**  
Avondale Drive



## Appendix B – Consultation responses on Current Warding Arrangements

<b>Ward</b>	<b>Yeading</b>
Electorate	7765
Postals	987

<b>PD</b>	<b>Estimated Polling Place Electorate</b>	<b>Polling Place</b>
HHA	1997	Barnhill Community Centre Ayles Road
HHB	2318	Brookside School, Perth Avenue
HHC	2463 (double station)	Yeading Community Centre, Ditchfield Road

### Returning Officer Comments

**Comments are invited on the following:**

No change – current arrangements are considered satisfactory.

### Responses Received

### Proposal

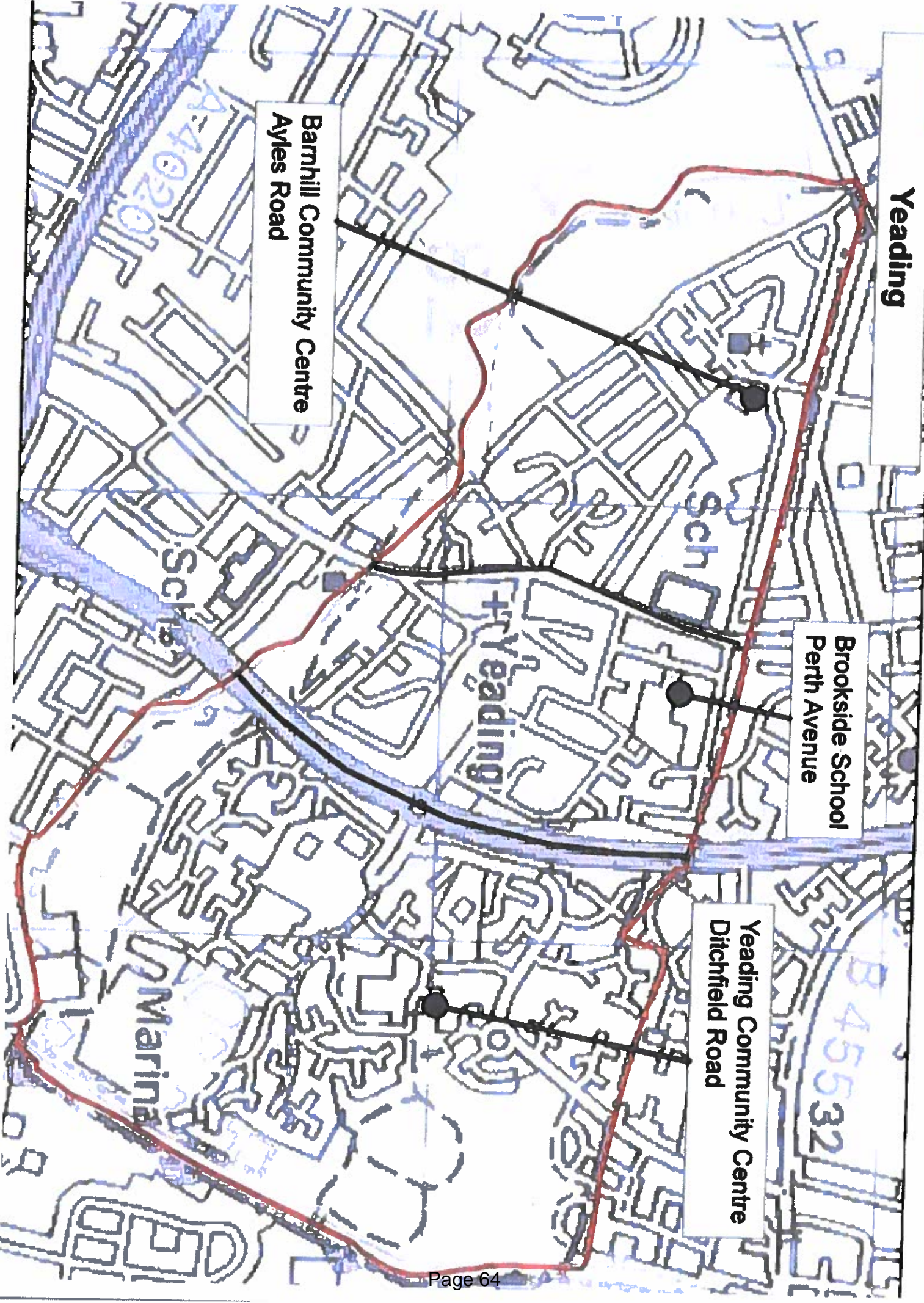
Although current arrangements satisfactory, the Returning Officer be instructed to seek alternatives to use of Brookside School and amend if suitable venue available.

**Yeading**

**Brookside School  
Perth Avenue**

**Yeading Community Centre  
Ditchfield Road**

**Barnhill Community Centre  
Ayles Road**



## Appendix B – Consultation responses on Current Warding Arrangements

<b>Ward</b>	<b>Yiewsley</b>
Electorate	7026
Postals	1030

PD	Estimated Polling Place Electorate	Polling Place
UH2	3230	Yiewsley Library, High Street
UH3	2793 (double station)	Yiewsley Baptist Church, Colham Avenue

### Returning Officer Comments

**Comments are invited on the following:**

No change – current arrangements are considered satisfactory.

### Responses Received

**Resident response re: Yiewsley Library** – *I have not used a polling station for a while now as I vote by post due to problems getting to my polling station either early or late due to work commitments.*

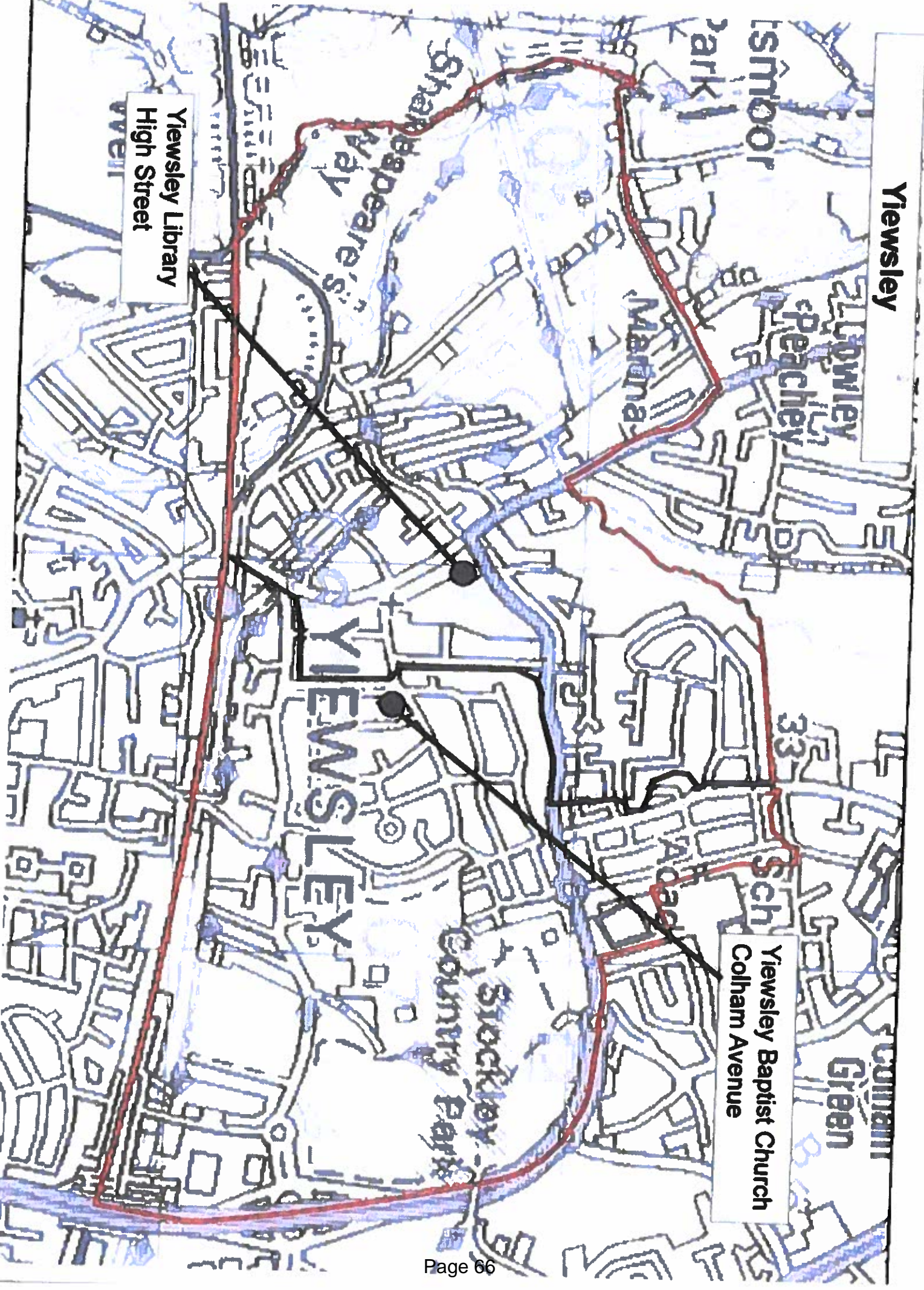
**Resident response re: Yiewsley Baptist Church** - *We live in Apple Tree Avenue. Why can't we go to Pomeroy Hall?! The normal polling station we have had over the last few times is too far, especially for disabled and no parking available.*

### Proposal

**No change – current arrangements are considered satisfactory.**

NB – Walter Pomeroy Hall is not in the Ward.

Viewsley



Viewsley Library  
High Street

Viewsley Baptist Church  
Colham Avenue

## YOUTH JUSTICE PLAN 2024-2029

*Reporting Officer: Head of Democratic Services*

### Summary

1. To formally adopt the Council's Youth Justice Plan for 2024-2029, as recommended by the Cabinet. This Strategy sets out the vision and priorities for how youth justice services are delivered in the next five years and is part of the Council's policy framework.

**RECOMMENDATION: That the Youth Justice Plan 2024-2029, as set out in the appendix to this report, be adopted.**

### SUPPORTING INFORMATION

2. At its meeting on 10 October 2024, Cabinet recommended to the Council the adoption of the Hillingdon Youth Justice Services Strategy, also known as the Youth Justice Plan for Constitutional purposes. This proposed Strategy outlines a clear vision and five priorities for youth justice services over the next five years:
  - i. **Prevention and Early Intervention:** Addressing the root causes of offending behaviour early to prevent escalation and ensure community safety.
  - ii. **Over-representation and Disproportionality:** Ensuring fairness and equity in youth justice by reducing barriers and promoting trust in the system.
  - iii. **Child-centred Practice:** Recognising children as active participants in their lives and advocating for their rights and well-being.
  - iv. **Reducing Re-offending:** Providing support and rehabilitation to break the cycle of offending and promote reintegration into society.
  - v. **Victims and Restorative Justice:** Empowering victims by giving them a voice in the justice process and helping them heal and recover.
3. The strategy is a policy framework document as set out in the Council's Constitution and was considered in accordance with the Budget and Policy Framework Procedure Rules, which required a minimum six-week consultation period and consideration by the relevant select committee. The consultation took place from 1 July 2024 to 11 August 2024 and included feedback from the Children, Families & Education Select Committee on 17 July 2024. The consultation involved a structured survey available to all residents and was actively promoted through various communication channels, including the Council website, press releases, social media, and Hillingdon People.
4. The consultation feedback was positive, with strong support for the five priorities outlined. Specific feedback was also considered in shaping the final Plan recommended for adoption. The Strategy aligns with the Council Strategy and the Council's commitment to putting residents first. It will be reviewed annually, with updates provided to the Youth Justice Board, the Cabinet Member for Children, Families and Education and the Select Committee.

### Financial Implications

5. The strategy will be implemented at no additional cost to the Council, using existing youth justice resources. While there are no immediate financial pressures, potential risks include an increase in youth offending, pressure on remand accommodation costs, and reductions in funding, particularly grant funding. These risks will be closely monitored, and the service's budget management provides confidence that the strategy can be

delivered effectively within the current budget. Regular monthly budget reviews and the wider MTFF budget setting process will be used to monitor financial implications.

## **Legal Implications**

6. Section 40 of the Crime and Disorder Act 1998 places a duty on local authorities to produce a Youth Justice Plan relating to the provision of Youth Justice Services. The plan must be produced in consultation with partner agencies either on an annual basis, or for a longer period with annual updates covering progress against priorities and relevant changes in demographics/legislation. Plans must be produced having regard to guidance issued by the Youth Justice Board.

Background Papers: [Youth Justice Plan 2024-2029 – Cabinet report, Plan and Decision – 10 October 2024](#)





## **Draft Hillingdon Youth Justice Service 5-year Strategy**

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## Foreword

As we embark on this journey of shaping the future of youth justice services in Hillingdon over the next five years, it is with great enthusiasm and dedication that I present this strategy document. Our mission is clear: to create a safer, fairer, and more inclusive society for all children, where their rights, needs, and potential are recognised and respected. Over the years, our understanding of youth justice has evolved, driven by research, evidence, and the voices of children themselves. We have learned that effective youth justice services require a holistic, multi-disciplinary approach that addresses the underlying causes of offending behaviour and promotes positive development and rehabilitation through a Child First approach.

This strategy builds upon our achievements and experiences, while also charting a course for innovation, collaboration, and continuous improvement. It reflects our commitment to embracing diversity, equity, and inclusion in all aspects of our work, ensuring that every child has access to the support and opportunities they need to thrive.

Central to our strategy is the principle of early intervention and prevention, recognising that addressing issues at the earliest possible stage can prevent escalation and reduce the risk of future harm. We will work closely with partners across sectors to identify and respond to the needs of children and their families and carers, providing tailored support and interventions that address the root causes of offending and children's safety and wellbeing.

Equally important is our commitment to restorative justice principles, which prioritise accountability, healing, and the repair of harm. We continue to involve children, victims, and communities in the resolution of conflicts and the restoration of relationships, promoting understanding, empathy, and reconciliation.

As we embark on this journey, we do so with humility and a recognition of the challenges that lie ahead as we continue to deliver services post the Covid-19 pandemic. We know that transforming youth justice services requires courage, perseverance, and a willingness to challenge the status quo. But we also know that the rewards are great – safer communities, brighter futures, and a more just society for all.

I would like to express my gratitude to all those who have contributed to the development of this strategy – our dedicated staff, partner agencies, children, families, and communities. Your insights, expertise, and commitment have been invaluable, and I am confident that together, we can achieve our shared vision of a youth justice system that works for everyone.

Together, let us build a future where every child has the opportunity to fulfil their potential, where second chances are not just offered but embraced, and where justice is not just served but served with compassion, dignity, and fairness.

[signed]

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

## Introduction

Hillingdon council has a duty under S.38 of the Crime and Disorder Act 1998 to provide youth justice services to children 10-18 years of age. The principle aim of the Youth Justice Service is to prevent offending by children, through early intervention, prevention, intervention, and rehabilitation. The draft Hillingdon Youth Justice Service (HYJS) strategy sets out its approach to work with children and families accessing youth justice services through early help and prevention and statutory intervention. This 5-year strategy will be developed in consultation with children, parents/carers and colleagues across the partnership and communities reflecting on and reviewing its performance over the last 5 years and considering a range of local and national drivers informing our youth justice work in Hillingdon.

*“We are committed to taking a child first approach to understanding the challenges faced by children and families including social deprivation, discrimination, trauma, unmet health needs, and will actively empower children and families to improve outcomes by providing opportunities for every child to succeed. We take a “justice for all” approach by supporting victims, protecting the public and engaging our communities to divert children from entering the criminal justice system.”*

The Youth Justice Board (YJB) Strategic Plan 2024-2027 states that “the YJB’s vision is for a youth justice system that treats children as children” and sets out its requirements for a Child First approach:

- Prioritising the best interests of children and recognising their needs and potential.
- Promoting children’s individual strengths and their capacities to develop pro-social identities.
- Encouraging children’s active participation, engagement, and wider social inclusion.
- Promoting a childhood removed from the justice system.

Across the youth justice partnership in Hillingdon the use of the word “child” has been widely adopted when discussing children who encounter the criminal justice system. Previous language such as young people or adolescents diluted the focus that those who come into contact with the youth justice system are children and should be supported as such. The work of HYJS and the partnership seeks to support engagement with children in multiple spheres from diversion through the delivery of school-based programmes such as Your Life You Choose, early intervention through active use of Triage interventions and in statutory interventions. Taking a locality, placed based approach by delivering services and interventions to children within their context. Wider work across the local authority, with the development of locality-based family hubs and spoke buildings provides well-resourced and safe places to meet children within the community. Children told us that they are more likely to engage with interventions in familiar surroundings and co ordinating locality delivery supports engagement with wider services. The model works on supporting children to access the right services, at the right time in the right place.

Our plan continues to be set within the context of ongoing public service reform, associated organisational change, financial restraints and responding to the challenges which continue post the Covid 19 pandemic. These circumstances present additional challenges to

organisations as they seek to deliver their core business whilst also contributing to strategic partnerships. However, the partnership approach to developing and implementing this Youth Justice Plan has been informed by a commitment not only to maintain our investment in the youth justice agenda but to enhance it through continued effective collaboration.

### Our Priorities

Hillingdon Council is committed to putting residents first and reflects this commitment across the council's plans and services. Our youth justice priorities are directly aligned with this commitment, which will be set out in further detail in this document. The five priorities are:

1. Prevention and Early Intervention
2. Over-representation and disproportionality
3. Child-centred practice
4. Reducing re-offending
5. Victims and restorative justice

### Context

Hillingdon is the second largest London borough, covering an area of 42 square miles over half of which is a mosaic of countryside including canals, rivers, parks and woodland, interspersed with historic towns and villages. It shares borders with Hertfordshire, Buckinghamshire, Surrey, Hounslow, Ealing, and Harrow. Hillingdon is home to Heathrow airport, which is one of the main local employers, but also a significant entry point for children and young people being trafficked into the country.

- Hillingdon has a higher proportion of 0–19-year-olds than the London average with 26% and this proportion is expected to grow.
- There are approximately 120,700 children aged 0-17 residing in the borough which make up 39.69 % of population.
- 30,965 (25.65%) of these children are aged 10-17
- According to data from the End Child Poverty Coalition, which combines data from the HM Revenue & Customs (HMRC) and the Office for National Statistics (ONS), there are approximately 25,347 children in Hillingdon living in poverty, which is approximately 21%.
- At the 31<sup>st</sup> March 2024 there were approximately 329 children looked after to Hillingdon.
- 35% of all residents that are from a black and global majority background. Hillingdon is an ethnically diverse borough with most black and global majority communities residing in the south of the borough.
- 62% of Hillingdon children aged 10-17 are from a black and global majority background (2021 Census)
- Our residents (aged 3+) speak at least 85 different languages - this is similar to most other London boroughs and other large cities in England & Wales.

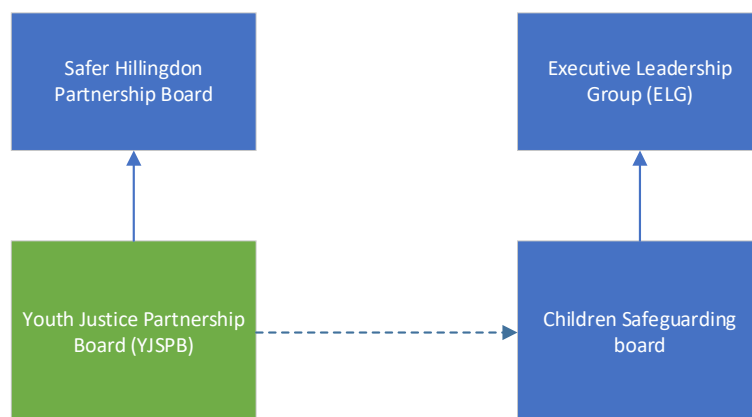
- The 2021 Census tells us that 77.9% of our residents (aged 3+) have English as their main language, followed by Punjabi (4.6%), Romanian (1.8%), Polish (1.7%) and Tamil (1.6%).
- In 2023-2024 3,503 children had an active Education Healthcare plan. This number has steadily increased at an average rate of approximately 11.6% over the last five years.

The YJS is located within the Children, Families and Education Directorate and as such the Assistant Director of Prevention and Youth Justice is part of the senior management team in Children's Services. The effectiveness of the YJS collaborative work has been recognised in both our ILACS and SEND inspection outcomes. We have aligned the YJS with our Youth Offer and Early Help under one Assistant Director which supports our holistic planning for vulnerable adolescents. The full staffing structure and budget costs and contributions will be included within annual youth justice plans.

Governance, Leadership and partnerships

HYJS is funded centrally and through the grant contributions from the Youth Justice Board and statutory partner agencies, in accordance with the Crime and Disorder Act 1998. All funds are used to deliver Youth Justice Services in Hillingdon.

The work of our HYJS is located within the broader context of our Safer Hillingdon Partnership (SHP) and the Safeguarding Children's Partnership Board (SCPB). Both boards have operational and strategic representation from all partner agencies. HYJS is represented at the SHP and SCPB by the Corporate Director for Children, Families and Education. In achieving our ambitions and vision for our children, we continue to receive full political and corporate support and a level of financial investment which ensures that each year's budget setting considers both the needs of the service and the contingencies based on demographic growth and increasing levels of complexity. Our elected member for Children, Families and Education and the Chief Executive have an active interest and understanding of the youth justice agenda. They scrutinise children's services performance and practice updates in quarterly meetings with the Senior Management Team. Complex and high-risk issues have oversight at this level to ensure political, financial and strategic investment to keep children safe.



The YJSPB is co-chaired by the Corporate Director for Children, Families and Education and the Detective Chief Inspector for the West Area Borough Command Unit which demonstrates committed leadership. The YJSPB includes representatives from all of the key partner agencies and operates in line with the YJB Governance and Leadership guidance. The Corporate Director for Children, Families and Education is a member of every senior governance board in the borough and can exert influence and leverage support and resources to further the work of the YJSPB. Similarly, there is a direct understanding of other policy and strategy landscapes to inform the YJSPB plan and to inform others' strategies and plans to be observant of YJS concerns. These include all Council Political meetings, health governance which covers the borough, new ICB, all London DSC Group, West London DCS steering groups, West London Commissioning Alliance whilst maintaining instantaneous direct access to the most senior leadership across the borough and region.

From His Majesty's Inspectorate of Probation (HMIP) inspection in 2021, it was noted by the inspectorate panel that we have a strong management board attendance, this has continued since with an average of 73% of senior partners attending. New Board members have an induction to understand the role of the service and explore the expectations and contributions they will be making to the service. Our governance and leadership arrangements are maturing and whilst we believe we have a clear local vision and strategy for the delivery of a high-quality, personalised, and responsive service for all children, we recognise the need to ensure that vision is promoted and understood by all stakeholders. Our partnership relationships are strong at both strategic and operational levels. Local resourcing levels have been retained despite significant financial challenges for all the partners and the partnership arrangements actively support effective service delivery. Our Board members are active, own the youth justice agenda and recognise the contributions their own agency makes to the it. For example, the ICB rep on the Board initiated a review of the health need of the YJS cohort which resulted in the commissioning of dedicated SALT provision; whilst the Community Safety rep has advocated YJS work and secured MOPAC funding to support early identification and intervention of young people at risk of exploitation.

HMIP inspect youth justice services across England and Wales and form part of HYJS' governance arrangements. This is completed through independent inspection, thematic inspections and reports, recommendations, research and effective practice guidance.

The Youth Justice Board (YJB) for England and Wales is responsible for monitoring and measuring our performance through the submission of national KPIs. The YJB undertakes oversight activity to meet its statutory duty to monitor the operation of the youth justice system. This function is undertaken in line with its independence from national and local government and all named statutory partners.

The oversight process follows an ongoing cycle of:

- monitoring YJS performance against the oversight fields outlined and assigning services to performance quadrants.
- identifying the scale and nature of support needs and/or areas of effective performance and evidence-based practice
- co-ordinating improvement (and where necessary formal intervention).

## Performance data 2019-2024

Together with its partners Hillingdon YJS continues to realign resources to meet service demand and the requirements of the wider public sector reform agenda, which supports transformation of essential services in an evidenced based way to promote best practice.

The YJS informs and supports the Children's 'High Fives'; Contextual Safeguarding, Neglect, where our children live, Targeted Help, Our people. These 5 key strands of operational and strategic activity drive improved outcomes for children in Hillingdon.

The Youth Justice Board (YJB) is responsible for monitoring a number of key performance indicators and each local authority and youth justice partnership must submit quarterly data against each. It is a condition of the YJB Grant that it is used to achieve a positive reduction across all performance indicators with data being published by the Ministry of Justice on a quarterly basis.

The following three performance indicators have been embedded within services and so data has been captured over the years, so we have been able to measure our performance over a longer period.

1. **Reduction in First Time Entrants (FTE):** children entering the criminal justice system for the first time receiving a disposal at court or a caution.
2. **Reduction in Re-offending:** monitoring of children who receive a substantiated outcome (not Triage) for a period of 12 months for any further offending and associated frequency.
3. **Reduction in the use of custody:** reduce the number of children who receive a custodial sentence.

Our HYJS and the partner agencies and professionals, who work with them, have an impressive track record of contributing to the realisation of our vision through effective preventative work, as well as out-of-court and post-court case work. Our performance against the first-time entrants' national performance indicator is consistently strong with the rate below both national and London averages. A focus on early intervention and prevention services across the partnership has contributed to this, including an effective working relationship between the police and the HYJS with regards to decision making and the delivery of robust assessments and interventions. Our custody rates have shown a gradual reduction over recent years but with complex cohorts of children and a national rise in knife crime this remains an area of priority focus. Performance with respect to re-offending should be considered within the context of a much smaller cohort, due to our success at reducing FTEs, containing individuals that often have more complex needs, higher levels of vulnerability and pose a greater risk to others. These young people have a range of challenges and unmet needs, which take longer to address and effect permanent changes in lifestyles and outcomes. As with the national picture we have an over-representation of Black and mixed raced boys in custody which is a priority of activity in this Youth Justice Strategy.

Since April 2023 it has been a requirement of youth justice services to report on the following new key performance indicators, with the first nationally published data expected in Spring 2025.

1. Suitable Accommodation
2. Education, training, and employment
3. Special educational needs and disabilities
4. Mental health care and emotional wellbeing
5. Substance misuse
6. Out of court disposals
7. Links to wider services
8. Management board attendance
9. Serious violence
10. Victims

Youth justice services have access to the youth justice application framework (YJAF) to view data submitted and compare to national data. Data from quarters 1-3 for 2023-2024 on YJAF tells us that Hillingdon is performing above national indicators in the proportion of children in suitable accommodation (an average of 96% in Hillingdon compared to 86% nationally).

The proportion of children in suitable education, training, and employment at the end of their order. Q1-3 showed 87% of school age children were in full time education at the end of their intervention, like the 86% seen at the end of 2022/23. For the non-school age children, 67% were in full-time education up from the 56% seen at the end of 2022/23. We also have a higher than the national average number of children identified special educational needs and disabilities (SEND) and additional learning needs (ALN) with a formal plan. This is reflective of the links we have built with our partners in Education and SEND and continue to ensure that we collaborate with partners to ensure that it is child focused. It is a real strength of HYJS to have a Speech and Language therapist embedded within the service to ensure all children open to the YJS, AXIS and other prevention services such as Turnaround are offered speech and language assessment at the earliest opportunity, to ensure there us an understanding of the needs, collaboration with partners and interventions are personalised to maximise positive outcomes for each child.

HYJS have reported an average of 39% of children open to the YJS with a screened or identified need for an intervention to improve mental health or emotional wellbeing compared to 25.6% of the national average for quarters 1-3 for 23-24. The well-resourced Health Hub within the YJS combines the skills of a Liaison and Diversion worker, full time dedicated Speech and Language Therapist and Child and Adolescent Mental Health practitioner to ensure a coordinated approach to meeting the health needs of children entering the youth justice system to promote positive outcomes.

The total number of outcomes have decreased over the five years, from 246 in 2019-2020 to 100 in 2023-2024. It is positive that the number of court outcomes have decreased by 54% over the 5 years. We have also seen a 65% decrease of out of court disposals and a 77.5% decrease in Triage outcomes in the same period. The main cause of this is due to the increase



in Community Resolutions being given for low-level offences. It is positive that in the last year we have seen an increase in the rate of engagement as compared to the previous year.

The most common offence in 2023-2024 was Violence against the person related, with 60 offences (29.13%). In 2021-22, Drugs had been the most common offence, but this has continued to decrease from 52 offences (28.42%) in 2021/22 to 12 offences (5.83%) in 2023/24. This is due to the continued decrease in triage offences, with drug possession offences being dealt with via Community Resolutions. Burglary, Robbery, and Theft and Handling offences accounted for 33.98% of all offences up from 25.23% in the previous year and 11.48% in 2021/22. For the second year in a row, "Burglary other than dwelling" was the single most common offence, representing 9.22% of all offences. It is important to note that all 19 of these offences were committed by 2 children. However, the next most common offence was "Possess knife blade / sharp pointed article in a public place" with 14 offences, committed by 14 different children. HYJS continues to work with its partners, and this remains a priority for the Safer Hillingdon Partnership.

Hillingdon monitors Serious Violence rates with the assistance of the YJB's "Serious Youth Violence Tool". The rate of serious violence increased in 2023 to 7.5, up from 5.3 in 2022 which has put us in line with our YJS Family. This is still lower than historic figures as outlined in the table below. The rate of serious violence offences has fallen in since its peak of 10.7 in 2021. Hillingdon's rate of serious violence offences has remained below the London rate. Robbery continues to be the most common SYV offence, accounting for 79% of offences in Q1-3 2023/24.

<b>Rate of Serious Violence offences - Year ending December</b>					
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Hillingdon</b>	4.5	10.5	10.7	5.3	7.5
<b>London</b>	17.5	13.8	12.4	10.4	10.5

--- Hillingdon YJS Priorities ---

## Priority 1: Prevention and Early Intervention

**Link to Council Priorities:** A thriving economy, Safe and strong communities, Thriving healthy households.

This priority seeks to address the root causes of offending behaviour and explore the wider determinates of social inequalities, intervene at the earliest possible stage to prevent escalation and reduce the risk of future harm, ensuring the safety and security of our communities.

HYJS is situated within the Children directorate and falls under the umbrella of Prevention and Youth Justice. HYJS, and its partners has an impressive track record of contributing to the realisation of our vision through effective preventative work. This continues to be an area of focus over the next 5 years to further develop our prevention offer. Over the last 5 years, we have seen our First-time entrants (FTE) figures decrease during the COVID pandemic and rise again, however we remain below pre-pandemic levels.

	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Number of first-time entrants	64	48	38	46	46

As mentioned previously and outlined in the table below, the total number of outcomes have decreased over the five years, from 246 in 2019-2020 to 100 in 2023-2024. It is positive that the number of court outcomes have decreased by 54% over the 5 years. We have also seen a 65% decrease of out of court disposals and a 77.5% decrease in Triage outcomes in the same period. The main cause of this is due to the increase in Community Resolutions being given for low-level offences.

Outcomes	2019-2020	2020 - 2021	2021 - 2022	2022 – 2023	2023 – 2024
<b>Court</b>	124	76	47	57	57
<b>Pre-Court</b>	122	94	87	56	43
<b>Of Which Triage</b>	98	73	65	33	22
<b>Total</b>	<b>246</b>	<b>170</b>	<b>134</b>	<b>113</b>	<b>100</b>

In the year 2023-2024 we have seen a varied rate of engagement for children receiving a community resolution (CR) with an average rate of 31% of children consenting to receiving intervention with HYJS. This is an increase from the previous year where we had an average of 9% of children receiving an intervention.

Our AXIS service, unique to Hillingdon, continues to offer understanding of the complexity, risk and safety and wellbeing concerns of local children in 'real time'. AXIS is instrumental in identifying children on the periphery of involvement in Child Sexual Exploitation, Child Criminal Exploitation, children arrested for Possession with intent to supply, or those that are linked to suspected 'gang' involvement and serious youth violence. AXIS work with children

referred on a voluntary basis or will refer them to Children's Social Care where appropriate. AXIS also supports the wider partnership and local services' engagement with children and will provide headline data to inform how and where services are delivered in Hillingdon.

In December 2022, Hillingdon was provided funding (ending March 2025) from the Ministry of Justice (MoJ) to mobilise Project Turnaround, to intervene at an earlier stage to prevent children entering the criminal justice system under the Early Help framework. Turnaround has been a success in Hillingdon, and the data shows we have exceeded the MoJ quota of children who have voluntarily engaged with this project and have seen positive outcomes for this cohort for children.

	2022-2023	2023-2024	2024-2025
MoJ Quota	9	26	27
Number of children engaged with Turnaround	9	32	XXX

The Metropolitan Police's Pan-London Project Engage, funded by the VRU (Violence Reduction Unit) was set up in January 2024 to engage with children in police custody, capturing the teachable, reachable moment to build a positive relationship to understand the causes of their offending and identify bespoke interventions and services best placed to divert children from the criminal justice system. The Engage team fosters good relationships with partners, including community and voluntary groups to support children in their own communities and provide opportunities through social inclusion to divert them from criminality.

Our focus under this priority is to embed long term early help systems to enable multi-agency intervention at the earliest opportunity, to divert children from the criminal justice system, build resilience, and promote positive outcomes. This means effective intervention to be targeted towards children and families at risk of experiencing adversity through a myriad of issues including poverty, social exclusion, familial violence, mental health, disability, substance misuse and school exclusions. We believe residents should be able to access the right help at the right time. The Family hub strategy<sup>1</sup> will support this through having integrated services across the disciplines of Maternity, Health, Education, Social Care, and the Voluntary Sector under the principles of Early Help and Intervention, to provide accessible services to families, situated within their own communities, at their point of need. The offer will link support for the whole family where there are children and young people up to the age of 19 (25 for those with SEND), acknowledging the impact of the right support and care, in the right place, at the right time on the future lives of children.

**Success measures:**

- Ensure assessments support early identification of risks and vulnerabilities.

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<sup>1</sup> [Hillingdon Family Hub Strategy 2023-2025](#)

- Continued prevention service to support children at risk of entering the criminal justice system after MoJ Turnaround funding ceases.
- Stronger partnerships with colleagues across the partnership to identify children most at risk at the earliest opportunity.
- Reduced FTE rates.
- A reduction in suspensions and permanent exclusions in schools

## Priority 2: Over-representation and Disproportionality

Linked to Hillingdon Council Priority: Safe and strong communities, Thriving healthy households.

Addressing disproportionality in youth justice is crucial for ensuring fairness, equity, and justice within our society. Disproportionality refers to the overrepresentation of certain groups, particularly from Black, Asian, and other global majority backgrounds, within the youth justice system. It is imperative to recognise and rectify these disparities to create a system that treats all children equally, regardless of their background. By addressing disproportionality, we can reduce the barriers that prevent children from accessing support, thereby promoting trust in the system.

The Youth Justice Board states:

*The Youth Justice Board is committed to recognising and addressing inequality and the children who are involved with the youth justice system reflect a range of social inequalities. There is over-representation of children in care, children living in poverty, those with neurodivergent conditions or speech and language difficulties, and those who have experienced trauma. However, the most persistent and significant overrepresentation is children from minoritised racial communities.<sup>2</sup>*

The population of Hillingdon has changed significantly over the last decade as outlined in the 2021 census data:

- White British made up 50% of the 10-17yr old population in Hillingdon in 2011, this dropped to 31% in 2021.
- Asian children made up 24% of the pop. in 2011, this increased to 34% in 2021.
- Black African children made up 6% of the pop. in 2011, this is increased to 9% in 2021.
- Any other ethnic group saw the largest % increase of 174%.

In Hillingdon, black children accounted for 27% of stop and searches compared to 13% of the population in the year 2023-2024. However, 81% of these stop and searches had an outcome of NFA (no further action). There has been a large decrease in the number of children on Bail and those released under investigation in November 2023 (76) compared to February 2024 (19). Black children made up 42% of children bailed/released under investigation in November 2023 but now account for 21% due to an increased focus in this area to reduce the number of children subject to a release under investigation. Our data tells us that Black and Mixed children are less likely to plead guilty; in 2023-2024 8% of black and mixed heritage children were found guilty compared to 3% of White children.

In Hillingdon, black and mixed children are more likely to experience adverse childhood experiences, such as poverty, neglect, and parental conflict, in the early years of their lives.

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<sup>2</sup> [Youth Justice Board for England and Wales Strategic Plan 2024-27.odt \(live.com\)](#)

Black and mixed heritage children account for 18% of children on a CP plan in Hillingdon, whilst making up 6% of the population of children in Hillingdon.

Black children in Hillingdon are 1.4x more likely to be severely obese compared to other ethnicities. 33% of Hillingdon’s current looked after children are of Black or Mixed ethnicity. Black looked after children were less likely to have their health assessment up to date, 72% compared to 95% for White children. They were less likely to have immunisations up to date, 66% compared to 83% for White children. White children had the lowest amount of tooth decay in 5-year-olds.

In terms of education outcomes, 29% of exclusions and 33% of suspensions were from Black & Mixed Ethnicities in the 22/23 Academic Year. Boys (52%) were significantly more likely to not have achieved at least the expected standard in Early Learning Goals by age 5 compared to Girls (70%), with Other ethnic boys (48%) and Black Boys (50%) with the lowest %.

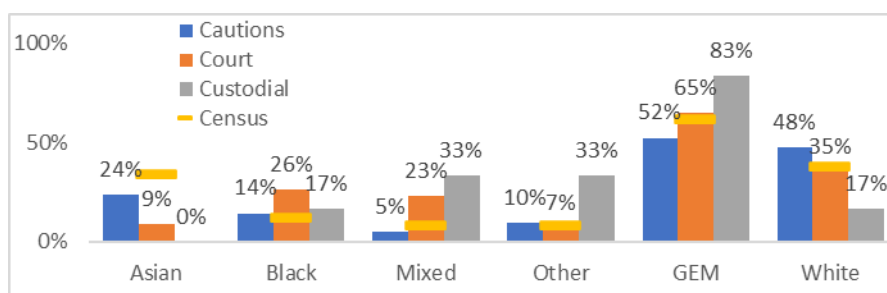
Illustrated below is the Hillingdon YJS data regarding outcomes for children in the youth justice system.

Ethnicity	2019-2020	2020 – 2021	2021 – 2022	2022 – 2023	2023 – 2024
White	44.83%	50.36%	55.56%	49.45%	45.05%
Black	24.71%	17.53%	14.81%	18.68%	19.78%
Asian	15.52%	16.06%	12.04%	6.59%	13.19%
Mixed	13.79%	10.95%	12.96%	16.48%	14.29%
Other	1.15%	5.11%	4.63%	8.79%	7.69%

Black and Asian ethnic children saw an increase in both the number and proportion of children compared to the previous year. White and Mixed Ethnicities decreased in both the number and proportion of clients compared to the previous year. The data pre and post pandemic tells us that fewer Black and Asian children received an outcome during the COVID period compared to their white counterparts that received a higher proportion of outcomes however we see an opposite trend for both sets of children coming out of the pandemic.

### Outcomes

Black children have consistently been over-represented in Court and Custodial outcomes, although this has been decreasing in recent years. However, the disproportionality in court and custodial outcomes for mixed race children has been increasing in the last 5 years. Asian children are under-represented at every stage of the Youth Justice service.



\*GEM, Global Ethnic Majority

## Children Looked after

Looked after children are over-represented in the criminal justice system in England and Wales. Looked after children and those with care experience are particularly vulnerable and often the victims of trauma and exploitation.

The table below shows the numbers of children open to HYJS that are on a Child in need (CIN) plan, Child Protection (CP) plan and Children looked After (CLA). In 23-24 20.9% of children open to HYJS were looked after, compared with 0.88% of Hillingdon's 10-17 population

		2020-2021	2021-2022	2022-2023	2023-2024
CIN/CP	#	49	38	31	31
	%	35.8%	35.2%	34.1%	34.1%
CLA	#	19	9	18	19
	%	13.9%	8.3%	19.8%	20.9%

The London Reducing Criminalisation of looked after children and care leavers protocol<sup>3</sup> was published in March 2021 and sets out the roles and responsibilities of all agencies involved in the care of looked after children and care leavers, in reducing unnecessary criminalisation. HYJS continue to develop its response to this, supporting care homes in managing conflict and behaviour using trauma informed approaches, and advocating for children looked after to reduce them from being criminalised.

## Speech and Language

Children in the youth justice system are significantly more likely to have underlying speech and language needs compared to their peers. Research shows that a large proportion of these children have unmet and undiagnosed speech, language, and communication needs (SLCN), which often remain unrecognised throughout their lives. These challenges can manifest in various ways, including difficulties in understanding and using language, which in turn affects their ability to communicate effectively, understand legal proceedings, and engage with services.

Many of these children come from backgrounds where early intervention for speech and language issues may have been limited or non-existent. Factors such as socio-economic disadvantage, lack of access to specialist services, and environments that do not support language development contribute to the underdiagnosis of these needs. Additionally, behavioural issues and academic struggles often associated with language difficulties may be misinterpreted as intentional defiance, rather than being recognised as symptoms of underlying SLCN.

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<sup>3</sup> [Reducing criminalisation of looked-after children and care leavers | London City Hall](#)



As a result, these children may struggle to articulate their thoughts, understand instructions, or engage in verbal problem-solving, making them more vulnerable to misunderstandings and conflicts with people in authority. In the context of the youth justice system, this can lead to a cycle where communication breakdowns exacerbate behavioural issues, leading to an increased vulnerability to being exploited by others, or engaging in offending behaviour.

Addressing these unmet needs is crucial for breaking this cycle. Early identification and intervention can improve outcomes for these children and reduce the likelihood of children entering the criminal justice system.

Since March 2018, HYJS have commissioned Speech and Language Therapy input. This input was initially commissioned to investigate the level of speech, language and communication needs (SLCN) of children known to HYJS. The service has now evolved so that all children known to HYJS, AXIS and Turnaround are offered an assessment of their speech, language and communication skills. Between March 2018 and March 2024, **480** children received a speech and language assessment whilst allocated to HYJS or the AXIS service.

The table below shows the percentage of children that have presented with an underlying speech, language or communication need (SLCN), and those with moderate-severe speech language or communication needs (MS-SLCN) over the past five years:

	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Number of children assessed	108	64	79	84	79
% of children presented with SLCN	66%	72%	71%	58%	71%
% of children presented with MS-SLCN	69%	61%	61%	67%	55%

The data shows there is an over-representation of children with speech and language needs as compared to the general population; 15% of the general population present with SLCN and 6% of the general population present with moderate-severe SLCN.

Speech and Language training has been delivered to police colleagues at Polar Park custody suite which has resulted in an increase of children being refused detention and being invited to attend a Caution +3 interview at a later date. Children in custody are provided with distraction kits which are also used in interviews with children. A session has been held with Magistrates where guidance was offered to consider how they communicate with children in the court room and are guided by HYJS staff attending court to ensure that children understand the process and are supported in the right way. Refresher training has also been provided to HYJS volunteer community panel members who have reported back to state that they have found it extremely useful when chairing panel meetings and communicating with children.

HYJS staff are provided with communication packs that support them in their work with children. The packs contain resources for professionals to use during sessions to support

children's attention and listening, social communication and language. For example: fidget toys/objects, pens and whiteboards.

The strategic partnership is actively working on developing a disproportionality plan and has asked *"How do we, as a partnership address disproportionality experienced by children in Hillingdon within a Youth Justice context?"*. This plan will focus on identifying the root causes of disproportionality and implementing targeted interventions to address them effectively. By working together to tackle this issue, we can create a youth justice system that is fair, equitable, and supportive for all children.

Success measures:

- The production of a disproportionality action plan by the strategic management board in consultation with children, families, community groups and other stakeholders.
- Increased training across partnerships to recognise and address bias and discrimination and develop an understanding of cultural humility.
- Increased provisions and interventions for children with protected characteristics.
- Reduction of overrepresentation of certain groups, particularly from Black, and mixed heritage children within the youth justice system.
- Increased trust in the justice system among children, families and communities affected by disproportionality.
- Collaborate with community organisations, stakeholders, and affected communities to address disproportionality effectively.
- Develop and implement targeted initiatives and approaches to address the root causes effectively.
- Monitor the progress and evaluate the effectiveness of interventions regularly.

### Priority 3: Child-Centred Practice

Linked to Hillingdon Council Priority: Safe and strong communities, Thriving healthy households.

Child-centred practice focuses on the holistic needs of children and their families, promoting their health, well-being, and positive development. By placing children at the centre, we aim to create thriving, healthy households where every child can reach their full potential. It recognises children as active participants in their own lives and advocates for their rights, well-being, and development, creating nurturing environments where every child can thrive.

HYJS recognises the importance of listening to the voice of the child and using it to inform service delivery. Children actively participate in staff interviews and have had the opportunity to pose their own questions to candidates and have supported the successful recruitment of three YJS Officers in the past year.

In 2023-2024 HYJS board members received training from children open to the youth justice system called Walking in Our Shoes: YJS Edition whereby children shared their experiences of the criminal justice system, facilitated activities to provide an insight to board members on the service they receive from professionals in Hillingdon and wider partners, and presented the voices of other children open to HYJS. As a result, board members were able to consider the approaches used in HYJS, considering 'what works' in terms of the impact service delivery has on children. They also reflected on the importance of early intervention and prevention across the wider partnership, and considered how they would embed in their respective services. Following this it has been a commitment to have the voice of the child as a standing agenda item at all board meetings. This has allowed children's experiences to be brought to the board to develop understanding of the child's journey through the criminal justice system and where any challenges/barriers are addressed to ensure there is a child first approach across the partnership.

HYJS prides itself on the collaboration with partners and has recently been awarded the Special Educational Needs and Disabilities (SEND) Lead Quality Mark with Child First Commendation by Microlink PC. This quality mark highlights the strong partnership working across local authority and health services in Hillingdon. In 2023-2024 HYJS provided bespoke speech, language, and communication training to colleagues in the Metropolitan police working in our local police custody suite, Polar Park. As a result, we have found reduced numbers of children being detained in custody, and increased use of Caution plus 3 interviews. As a result of ongoing work with the custody suite, they have embedded a child-centred approach to custody. Children have access to distraction kits, custody video-books as well as access to child-friendly leaflets outlining the custody process, and possible outcomes. Custody staff have also received speech and language training which has supported custody staff to ensure that they are meeting the speech and language needs of children in police custody.

The well-resourced health hub within the YJS combines the skills of a Liaison and Diversion worker, Speech and Language therapist and Child and Adolescent Mental Health practitioner

to ensure a co-ordinated approach to meeting the health needs of children entering the youth justice system to promote positive outcomes.

The YJS Education and Employment Officer ensures all children open to HYJS have their education, training and employment (ETE) needs adequately assessed and the appropriate provision is provided both in the community and in custody with the support of partner agencies. This includes Under 16 education and post 16 provision. In the last five years we have experienced a reduction of ETE providers and face barriers in achieving ETE places for children. However, there are good partnerships with colleagues with Education and SEND which supports a collaborative approach in keeping children in education, and re-engaging those children who are NEET or missing from education. HYJS is an accredited centre with AQA and provides children with the opportunity to acquire AQA qualifications as a stepping stone to further ETE pathways.

HYJS have developed the intervention 'My Support Plan' which is utilised to support practitioners get to know the children they are working with, understand their life experiences and how it forms part of their identity. The support plan focusses on diversity to understand the child beyond their offence. This is designed as the initial piece of work in the intervention to begin to build rapport, get to know the child and create SMART targets, which has been evidenced in case file audits and has received positive feedback from children and families.

HYJS believe children have the right to be heard and participate in decisions that affect them. Capturing feedback from children and families provides valuable insights into their experiences, perspectives and understanding of the criminal justice process. One of the ambitions of the YJB strategic plan 2024-2027<sup>4</sup> is to influence and develop policy and practice of child first across the youth justice system, which includes improving the court experience and outcomes for children. We capture children's experience of court proceedings to ensure that they are fair, transparent, and based on accurate information. It allows for a more balanced and comprehensive understanding of the situation, reducing the risk of misinterpretation or bias.

Children and families are also involved in every step of their involvement with HYJS. Their participation in agreeing interventions and reviewing their progress leads to better outcomes in terms of their well-being, behaviour, and compliance with court orders. When children feel listened to and respected, they are more likely to engage positively with interventions and take responsibility for their actions. Co-production and participation from children and families also helps professionals identify risks or protective factors and inform decisions aimed at addressing their needs and preventing further harm.

Our focus under this priority is to further develop our child first approach and support active participation and engagement of children and families to encourage co-production of intervention plans and resources.

Success measures:

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<sup>4</sup> [Youth Justice Board for England and Wales Strategic Plan 2024-27.odt \(live.com\)](#)

- A commitment to continue to commission training/deliver tailored workshops to further develop practitioner's understanding of child centred practice.
- Speech and language training to be delivered to wider partnerships such as magistrates, and refresher training to be delivered to local police custody suite and YJS staff.
- Increased evidence of participation with children to inform service delivery.
- Achieving strengthened relationships with colleges and mainstream schools in Hillingdon.
- Improved pre-emptive action across the partnership to prevent suspensions and exclusions and widen opportunities for vulnerable learners.
- An increase in the availability of ETE providers for our children.
- Better collation of children's feedback regarding their experiences in police custody, court and HYJS.

#### Priority 4: Reducing Re-offending.

Linked to Hillingdon Council Priority: Safe and strong communities, Thriving healthy households.

Hillingdon Youth Justice Service prioritises the best interest of children and focuses on understanding children's identity, using trauma informed relationship-based practice when working with children to divert and prevent children from offending and re-offending. This includes addressing our re-offending rates and ensuring we have the right process in place to support children's desistance against further offending. Our commitment to reducing re-offending is key to creating safe and strong communities. By providing rehabilitation, support, and positive development opportunities, we can break the cycle of offending and promote the reintegration of children into society.

The **Proven rate of reoffending** data for the period 2021/22, published by the Ministry of Justice, demonstrated a decrease in reoffending (40.5% to 37.5%) when compared to the previous financial year. However, when we compared this to our local data, we saw a large discrepancy. Our local data showed a reoffending rate of 26.6%, however due to the limitations in both the local and published data sets, we estimate our true reoffending rate to be 32.8% which is slightly above the National (32.1%) and below the London average (33.4%). The published data indicates an increase in the **frequency of reoffending** with an average of 2.93 further offences compared to 2.13 for the previous year. This increase was also shown in our local data. It is important to note that the 2020/21 cohort was partly tracked through the COVID lockdown periods of 2020, and this is likely to affect the 2020/21 reoffending data.

The result of having a small cohort of children entering the youth justice system is that it only takes a small increase in offending to significantly impact the percentage change. The reduction of the cohorts demonstrates the positive impact of early intervention programmes, effective triage and diversion. Those children who do re-offend, although reduced in number, are often those with the most complex needs. The YJS continues to use the YJB re offending tracker tool, deep dive audits, quality assurance frameworks and a focus on the whole family approach to better understand this cohort and support improved outcomes.

In 2023/24, 22 children were triaged out of the criminal justice system in comparison to the 46 cases entering the system and receiving a formal disposal for the first time. In the previous year, of the 43 triages received, 6 (14%) went on to reoffend within the next 12 months. Additionally, 24 children received a community resolution in 2023/24, with 14 of these proceeding to an intervention. In the previous year, of the 37 clients who received a community resolution, 6 (16.2%) reoffended within 12 months. 0 of the 2 children who engaged with the community resolution reoffended.

HYJS acknowledge the following factors that have contributed to the reduction of re-offending in Hillingdon:

- Stable accommodation including care placements.
- Early resettlement planning
- Access to education, training, and employment

- Collaboration between the partnership

HYJS are committed to a strengths-based, constructive resettlement approach and ensure that our resettlement work is based on the "5 C's" – Constructive, Co-created, Customised, Consistent and Co-ordinated. HYJS has a dedicated experienced champion who leads on resettlement to ensure practice and delivery continues to evolve. Continuous partnerships with health and education services supports the transition from custody to the community. The review of all custody cases at the Hillingdon Access to Resource Panel ensures joint strategic oversight in planning and resource allocation.

The latest data on the Use of Custody shows that the number of children in Hillingdon receiving a custodial sentence in 2022/23 decreased to 7, compared to 8 for the previous year. The rate per 1,000 of the 10-17 population use of custody data for Hillingdon in this period was 0.22. Children sentenced to custody often represent the highest risk, and the imposition of a custodial sentence by the court are in response to the offences committed. Data analysis indicates that children in Hillingdon from the Global Ethnic Majority are 3 times more likely to receive a custodial sentence. However, please note due to their being such a small cohort of custodial outcomes, small changes in the data will have large impacts in these figures. The Hillingdon YJSPB are committed to understand and taking action to address overrepresentation with a robust Disproportionality action plan and associated partnership activity.

At the end of 2023/24 there was 1 child remanded into Youth Detention Accommodation (YDA), compared to 3 children at the end of 2022/23. There were 10 remands started in 2023/24, with an average time open of 36 days. This is both a decline in the number of remands and length open when compared to the previous year, which had 14 remands starting for an average length of 63 days. Like our custody data, Black and Mixed-Race children are disproportionately over-represented, accounting for 69% of the remands starting in 2023/24.

HYJS recognised a need for improved transitions work with Probation, which has been a priority for 2023-2024. We continue to deliver our transitions work without a seconded probation officer which could have significantly impacted on transitions; however, we have worked to ensure alternative interim arrangements have been established whilst a longer-term solution is secured. At HYJS we aim to ensure all transition plan are personalised and have had the added benefit of welcoming a pilot project in AXIS focusing on the transition ages (18-24) where other support services will drop, leaving young people at risk of gang affiliation and risk of further serious violence. We recognise that transitioning to adulthood is a journey not an event, and every young person will experience this journey differently. Having this focus requires practitioners to think beyond child/adult silos and consider the needs of each individual, and how they can be protected. We aim to build on the support and resources already available across the partnership to ensure all children are effectively supported into adulthood.

Success measures:

- A continued reduction of our re-offending rates.
- Increased resources to address critical transition periods e.g. leaving custody, transition to adulthood.
- HYJS to continue to strengthen relationships with the youth custody service and custodial establishments to ensure children are receiving the right services in custody.
- HYJS to continue to review the effectiveness of interventions.



## Priority 5: Victims and Restorative Justice

Linked to Hillingdon Council Priority: Safe and strong communities, Thriving healthy households.

Victim and restorative justice focus on the needs of the victim, providing them with an opportunity to heal and recover from the harm they have experienced. It gives victims a voice and an active role in the justice process, empowering them and helping them to regain a sense of control over their lives. Restorative justice holds children accountable for their actions in a meaningful way, promoting a deeper understanding of the impact of their behaviour. Hillingdon Youth Justice Service (HYJS) strives to provide high quality services to victims in line with The Victim's Code<sup>5</sup>. The Victim's Code sets out the 12 minimum standards that must be provided to victims of crime by organisations in England and Wales.

	2021/2022	2022/2023	2023-2024
Number of victims reached/contacted	33	20	21
% of victims consenting to RJ	33%	50%	90%

In the year 2023-2024 HYJS successfully contacted 21 victims, a slight increase from 20 the previous year. Of the victims that wanted to engage with restorative justice, 71% (15) requested a letter of apology and 29% (4) agreed to a face-to-face restorative justice conference. Whilst the number of victims reached has reduced, we have increased our engagement rates with victims which is positive.

49 children completed a Restorative Justice screening in 2023-2024. A health screening and Speech and Language assessment is completed with all children prior to their Restorative Justice screening to ensure that the process is delivered in a bespoke and meaningful way (e.g., the delivery of RJ and victim awareness work with autistic children is carefully considered). As a result, 30 children agreed to engage in restorative justice and feedback from children and families regarding this process, and the victim empathy sessions has been positive.

All victims are offered home visits unless they are corporate victims or reside out of the Hillingdon borough. The home visits consist of victims speaking about the impact of the crime, discussing RJ and choosing the reparation project/s the child will complete to help repair the harm caused. HYJS have an extensive reparation leaflet which includes fifteen projects that cater to children's diversity and communication needs. All victims are asked if they require additional support and if so, a referral is made to Victim Support who provide practical, emotional and advocacy support.

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<sup>5</sup> [Code of Practice for Victims of Crime in England and Wales \(Victims' Code\) - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/672222/victims-code-2022.pdf)

If a victim does not want to receive further support from Victim Support, the RJ team will complete a victim safety plan with them to address any risk posed. This plan can also be shared with police if the victim agrees.

The victim safety plan includes:

- Scenarios/places where the victim feels safe and unsafe.
- Safe Words.
- Trusted adults and services they can contact.
- Emergency contacts.
- External services that can provide support.

Victims are provided with an effective and inclusive approach to addressing harm and resolving conflicts within our communities. They promote healing, accountability, and reconciliation, leading to safer, more resilient, and more cohesive communities. Feedback received from victims illustrates how powerful restorative justice is, and the impact it has had on them:

*“You’re very helpful. I was nervous and anxious before the conference, but the conference went well. I came out feeling better in myself because it had been spoken about.”* Victim

*“From a parent’s perspective, you included my daughter and gave her a voice. You could have just listened to what I said, because she’s a child and I’m the parent but you didn’t, you gave her a voice in the process. Going into that conference, I didn’t realise how much it affected me. By sitting in the conference, I could let it go; it felt done and dusted. It felt like there was justice within the conference. You are in a vulnerable situation and once you walk out of the conference, they are left with the thoughts and feelings that you have shared. You are no longer the only one walking around with those thoughts and feelings.”* Victim’s parent.

In addition to the direct work with victims, our Victims and Restorative Justice offer extends to supporting our partners address conflict and harm in a more positive way. In the year 2023-2024 we have provided restorative justice training to all secondary schools across Hillingdon and have received positive feedback for those that attended.

The London Reducing Criminalisation of looked after children and care leavers protocol<sup>6</sup> was published in March 2021 and sets out the roles and responsibilities of all agencies involved in the care of looked after children and care leavers, in reducing unnecessary criminalisation. The joint working with the Corporate Parenting team has led to increased restorative justice (RJ) support to social workers and residential care homes/semi-independent placements. In addition to delivering RJ training in schools, HYJS has also delivered RJ training to our care homes which is aimed to support front line staff in managing behaviours and incidents in a positive way and helps to reduce incidents in the home. Following the training HYJS has begun facilitating quarterly forums for staff to reflect and share their experiences of RJ approaches.

Success measures:

- HYJS to maintain a high engagement rate for victims.
- HYJS to streamline the collation of data, including qualitative data on the impact and effectiveness of restorative justice practices.
- HYJS to continue to provide restorative justice support to wider services in the partnership.
- Reparation activity to evidence a clear link to offences, where children are making amends to victims.
- HYJS to review existing victim awareness and victim empathy interventions to improve confidence amongst YJS Officers and utilise the support of the RJ Co-Ordinator if needed.
- HYJS to promote best practice to build on the knowledge of YJS Officers understanding of victim safety.

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<sup>6</sup> [Reducing criminalisation of looked-after children and care leavers | London City Hall](#)

## Conclusion

This youth justice strategy is firmly anchored in a "child-first" approach, placing the well-being and development of Hillingdon children and victims at the heart of all initiatives. Through a strategic focus on Prevention and Early Intervention, we aim to identify and mitigate the root causes of child involvement in the justice system, intervening proactively to divert them from offending. Central to our approach is the commitment to equity and fairness, striving to eliminate systemic biases that unfairly impact certain groups within our community, ensuring every child receives equitable treatment and opportunities.

By implementing child-centred practices, we ensure that the needs and rights of children are at the forefront of our approach, fostering the right environments conducive to their holistic development and empower children to make positive choices. Additionally, our focus on victims and restorative justice reflects our recognition of the importance of accountability, empathy, and healing for all parties affected by crime, promoting reconciliation and resolution within our communities.

This strategy seeks to foster long-term positive outcomes for our residents, cultivating safer, more inclusive environments where children can thrive and contribute meaningfully to society. By staying true to these principles and remaining adaptive to evolving needs, we are confident in our ability to effect positive change and build a brighter future for generations to come.

## QUESTIONS FROM MEMBERS

**9.1 QUESTION SUBMITTED BY COUNCILLOR BURLES TO THE CABINET MEMBER FOR HEALTH & SOCIAL CARE - COUNCILLOR PALMER:**

With an ever-increasing demand and waits for GP services, can the Cabinet member please provide an update on the expenditure of funds received from the St Andrews development on the RAF Uxbridge site, for primary healthcare in Uxbridge?

**9.2 QUESTION SUBMITTED BY COUNCILLOR BANERJEE TO THE CABINET MEMBER FOR FINANCE & TRANSFORMATION - COUNCILLOR GODDARD:**

It has been widely publicised that local authorities in England & Wales are experiencing serious financial difficulties. Can the Cabinet member please comment on the extent to which these difficulties are expected to have an impact on the London Borough of Hillingdon, particularly in the light of the budget monitoring pressures in the current financial year recently reported at Cabinet?

**9.3 QUESTION SUBMITTED BY COUNCILLOR SWEETING TO THE CABINET MEMBER FOR CHILDREN, FAMILIES & EDUCATION - COUNCILLOR O'BRIEN:**

The report to the Cabinet meeting on 7 November 2024 - agenda Item 7, page 125, paragraph 14 - states that the Designated Schools Grant cumulative deficit carried forward to 2025/26 is forecast at £68.8 million. As the Statutory Override which currently separates this deficit from the Council's General Fund reserves is in place only until March 2026, what plan does the Council have for paying back this deficit which is greater than the Council's reserves if the Statutory Override is not extended beyond March 2026?

**9.4 QUESTION SUBMITTED BY COUNCILLOR HIGGINS TO THE CABINET MEMBER FOR PLANNING, HOUSING & GROWTH - COUNCILLOR TUCKWELL:**

Given the high demand for housing, can the Cabinet member please provide an update on what is being done to prevent homelessness in Hillingdon?

**9.5 QUESTION SUBMITTED BY COUNCILLOR DAVIES TO THE CABINET MEMBER FOR CORPORATE SERVICES & PROPERTY - COUNCILLOR BIANCO:**

Could the Cabinet member provide an update on the future of the Beck Theatre, confirm the Council's commitment to retaining the theatre on its current site to continue serving the local community and, in addition, inform us on the progress with the consultants involved in this matter?

**9.6 QUESTION SUBMITTED BY COUNCILLOR PUNJA TO THE CABINET MEMBER FOR CHILDREN, FAMILIES & EDUCATION - COUNCILLOR O'BRIEN:**

Can the Cabinet member explain what will happen to those children with physical disabilities, that will be remaining in Coteford Infant School after the proposed closure of the SRP funding, if the percentage of children having education health

and care plans falls below the threshold at which the Council provides this non-statutory funding?

**9.7 QUESTION SUBMITTED BY COUNCILLOR BRIDGES TO THE CABINET MEMBER FOR CORPORATE SERVICES & PROPERTY - COUNCILLOR BIANCO:**

Could the Cabinet member please give the Council an update on the disposal of Barra Hall in light of recent disinformation being disseminated by the Labour Group.

**9.8 QUESTION SUBMITTED BY COUNCILLOR MAKWANA TO THE CABINET MEMBER FOR CHILDREN, FAMILIES & EDUCATION - COUNCILLOR O'BRIEN:**

Can the Cabinet member please explain what has been the impact of the Council's revised Fostering Offer since its launch?

## MOTIONS

### 10.1 MOTION FROM COUNCILLOR MATHERS

That this Council deeply regrets the entirely avoidable closure of the Beck Theatre in January 2025 and the significant negative impact this will have on the arts and culture provision within our borough and calls on the Cabinet to:

- a) reopen the theatre with an appropriate operator at the earliest opportunity in 2025, that maintains the quality of programming and community engagement historically delivered at this wonderful venue and
- b) immediately conduct an independent review to investigate the delays and communications that occurred between the council and existing operator resulting in the forthcoming closure of the theatre. This review will determine what lessons can be learnt and will be conducted independently of the council and operator.

The scope of the review should investigate:

- negotiations between the Council and the operator including offers made informally or formally over recent years, their correspondence, negotiations and preparations for agreements.
- the Council's and Cabinet's decision making over recent years regarding this tenure.
- the use of Council's external and internal communications including social media channels.
- any other relevant aspects as determined by the independent investigator.

The review to then be presented to the relevant Select committee within the next six months.

### 10.2 MOTION FROM COUNCILLOR KAUR

That this Council recognises that Assets of Community Value (ACVs) such as theatres, community centres, libraries, pubs, and other spaces, provide vital services and activities for residents. This Council believes that it has a pivotal role in supporting and encouraging local communities to nominate ACVs, ensuring that valuable assets are protected for future generations. Therefore, this Council resolves to:

- publicly identify and list ACVs
- actively promote the ACV nomination process and provide necessary support
- launch a targeted communication campaign to raise awareness of the ACV process among residents and community groups

### 10.3 MOTION FROM COUNCILLOR EDWARDS

That this Council is greatly concerned that the government's increase in the Employer's National Insurance Contributions and the reduction in the threshold for payment will add further pressure on Council budgets and on our residents.

Whilst the government have said, but not yet confirmed, that Councils will be fully reimbursed for their direct cost arising from this change, financial assistance will not be given to our care service and early year providers and charities upon which this Council relies to support our residents. The additional taxation these providers will now have to pay will most likely cause them to increase their charges and ultimately it is the hard-working families and residents of this borough that will have to pay as that cost is passported on to them.

Therefore, to mitigate this new pressure, this Council will reaffirm its commitment to sound financial management and good business practices that has enabled Hillingdon Council to deal with underfunding to date.