

Minutes & Decisions

CABINET

Thursday, 20 November 2025

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



Decisions Published on: 21 November 2025

Decisions come into effect from: 5pm, 28 November 2025 or as stated

Cabinet Members Present:

Ian Edwards (Chair)
Jonathan Bianco (Vice-Chair)
Susan O'Brien
Eddie Lavery
Steve Tuckwell

Members also Present:

Peter Smallwood OBE
Richard Mills
Sital Punja
Nick Denys

1. APOLOGIES FOR ABSENCE

Apologies were received from Councillor Jane Palmer.

2. DECLARATIONS OF INTEREST IN MATTERS BEFORE THIS MEETING

No interests were declared by Members present.

3. TO APPROVE THE MINUTES OF THE LAST CABINET MEETING

The minutes and decisions of the Cabinet meeting held on 23 October 2025 were agreed as a correct record.

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

It was confirmed that items of business marked Part 1 would be considered in public and those marked Part 2 in private.

5. REPORT FROM THE HEALTH & SOCIAL CARE SELECT COMMITTEE - GP COVERAGE IN HILLINGDON

RESOLVED:

That the insight and findings of the Health and Social Care Select Committee be welcomed and that:

- 1. officers work with partners to identify where GP surgeries are likely to be needed by 2035;**
- 2. The Health and Wellbeing Board partners be asked to:**
 - a. investigate a reduction in the complexity and quantity of data governance and IT systems currently being used in Hillingdon to enable patient data to be easily passed between professionals;**
 - b. subject to the outcome of the pilot, expand the provision of champions to other health related issues;**
 - c. increase awareness that the nature of community care is changing; and**
- 3. The Confederation Hillingdon CIC be asked to:**
 - a. investigate the possibility of increasing patients' use of online bookings systems, including being able to specify convenient call back times; and**
 - b. ensure equality with regard to the ability to request to be seen by the same sex medical professionals at GP surgeries; and**
- 4. The Health and Social Care Select Committee be provided with an update by March 2027 on any progress made in progressing these recommendations alongside the implementation of the NHS 10 Year Health Plan and the development of neighbourhoods.**
- 5. Actions to progress all the above recommendations from the Select Committee be regularly monitored at Health & Wellbeing Board meetings and added to its work programme.**

Reasons for decision

Councillor Denys, Chair of the Health and Social Care Select Committee's presented the report and recommendations on a review into GP coverage in Hillingdon and expressed gratitude to the witnesses, including GPs and patient groups, for their valuable contributions despite their busy schedules. Thanks were also extended to Nicki O'Halloran in Democratic Services, for drafting the report and providing sound advice throughout the process.

It was noted that the Committee's recommendations emphasised the importance of planning for future GP provision, noting the borough's growing population and the ageing GP workforce. It was considered essential to begin succession planning now to ensure that sufficient surgeries and practitioners would be available by 2035. The Committee had suggested collaboration between the GP Confederation and the

Council to identify suitable sites for new surgeries, drawing on the Council's knowledge of local development.

Attention was drawn to the need for simplifying data governance and improving the interoperability of NHS IT systems. The Committee had highlighted that patients expect a seamless experience, yet the current fragmentation of systems often results in repeated information and inefficiencies. Better integration would allow professionals to access relevant data promptly and improve patient care.

The Committee had proposed piloting a champions programme to provide specialist advice in areas such as children's mental health, reducing pressure on GPs and ensuring that families receive timely support. It also stressed the importance of raising awareness about community-based services, as many residents remain unaware of neighbourhood hubs and pharmacy services, leading to unnecessary demand on GPs and A&E departments.

Improving access to online booking systems was identified as another priority. While progress had been made, the committee had felt that further steps were needed to make booking easier and reduce reliance on triage processes. It also noted that while efforts had been made to support female patients in accessing female GPs, similar consideration should be given to male patients who may prefer to see a male GP.

Finally, the Committee had underlined the need for its recommendations to be embedded within NHS planning processes and Councillor Denys welcomed the proposal from the Cabinet Member that the Health and Wellbeing Board should keep the implementation of the Committee's recommendations under review.

In response, the Leader of the Council thanked the Committee for its thorough work and clear recommendations. The Leader acknowledged the vital role of scrutiny in shaping services and noted the alignment between the Committee's findings and ongoing discussions with health partners about future care hubs and GP provision. The integration of health and care was confirmed as a key priority, and the Leader assured the Committee that progress would continue. Appreciation was expressed for the Committee's contribution and its commitment to holding partners to account for delivery.

Cabinet agreed the Committee's recommendation.

Alternative options considered / risk management

Cabinet could have decided to not approve or amend the recommendations.

Relevant Select Committee Health & Social Care	
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	Cabinet's decisions on this matter can be called in by a majority of the select committee by 5pm, Friday 28 November 2025. If not called-in by then, Cabinet's decisions can then be implemented.
Officer(s) to action	Nikki O'Halloran
Directorate	Chief Executive's Office

Classification

Public - *The report and any background papers relating to this decision by the Cabinet are available to view on the Council's website or by visiting the Civic Centre, Uxbridge*

6. WEST LONDON WASTE PLAN REGULATION 18 CONSULTATION - POLICY FRAMEWORK

RESOLVED:

That:

- 1) Regulation 18 consultation on the Draft West London Waste Plan attached in Appendix C be agreed;**
- 2) Authority be delegated to the Director of Planning and Sustainable Growth (as Chief Planning Officer) to make minor modifications to the draft Plan before consultation launch (in conjunction with other participating boroughs);**
- 3) the outcome of the consultation be reported back to Cabinet in 2026 with subsequent approval sought for a second round of consultation known as Regulation 19.**

Reasons for decision

The Cabinet Member for Planning, Housing and Growth introduced the report on the Regulation 18 consultation for the draft West London Waste Plan. It was explained that no decision was being taken on the final content of the plan or on any individual site at this stage, as this was a statutory consultation required under national planning legislation. The Cabinet Member stressed the importance of maintaining a lawful and up-to-date development plan, noting that the current plan was ten years old and no longer reflected national policy, the 2021 London Plan, or the scale and type of waste now expected to be managed. Failure to progress the plan would leave Hillingdon and neighbouring boroughs exposed when determining applications for waste-related development.

The draft plan was said to achieve three main objectives: it set out updated waste projections for the next fifteen years, identified safeguarded sites that already provide the necessary capacity, and refreshed the policies used to assess waste development across West London. The Cabinet Member explained that no new waste sites were proposed, making clear that evidence showed West London currently had sufficient waste management capacity to meet London's planned apportionment. With the London Plan review underway and operators potentially shifting position, a call for sites was described as best practice and routine housekeeping, consistent with the approach taken by partner boroughs.

The Cabinet Member noted that joint working arrangements on this continued to deliver substantial savings compared to the Council producing a standalone waste plan. Starting the consultation would ensure compliance with national deadlines,

protect the Borough's influence over the plan, and support Hillingdon's commitment to maintaining a clean and well-run borough.

Cabinet agreed to undertake regulation 18 consultation on the draft West London Waste Plan alongside other participating boroughs.

Alternative options considered and rejected

None, as there was a requirement to have an up-to-date Waste Local Plan against which to determine planning applications for waste related development.

Relevant Select Committee	Residents' Services
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	This matter is not for call-in as a policy framework document, ultimately considered for approval by the full Council.
Officer(s) to action	Gavin Polkinghorn
Directorate	Residents Services
Classification	Public - <i>The report and any background papers relating to this decision by the Cabinet are available to view on the Council's website or by visiting the Civic Centre, Uxbridge</i>

7. MINOR PROPERTY TRANSACTIONS - ACADEMY LEASE FOR PINN RIVER SCHOOL, EASTCOTE

RESOLVED:

That a 125-year lease on standard terms for the new Free School Pinn River be agreed with the Eden Academy Trust, as set out in the report and site plan, subject to DfE approval for the formal closure of Grangewood School and the opening of Pinn River.

Reasons for decision

The Cabinet Member for Corporate Services and Property introduced a report regarding the new Pinn River School, which would replace Grangewood School within the Eden Academy Trust.

It was explained that the former site had been demolished and that the new school building was nearing completion, with an anticipated opening early in the New Year. As this was a new school, a new lease was required, and the proposal set out in the report was to grant a one-to-five-year lease on standard terms for use of the property as a school. The Cabinet Member noted the new school was a much-needed facility providing 180 places for children with severe and profound disabilities.

Cabinet agreed the new lease for the new school.

Alternative options considered and rejected

Cabinet could have considered other lease or freehold transfer options as set out in the report, but opted for the recommended approach of a 125 year lease, as advised by the Department for Education.

Relevant Select Committee	Children, Families & Education
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	Cabinet's decisions on this matter can be called in by a majority of the select committee by 5pm, Friday 28 November 2025. If not called-in by then, Cabinet's decisions can then be implemented.
Officer(s) to action	Gary Binstead / Andrew Low
Directorate	Children's Services / Residents' Services
Classification	Public - <i>The report and any background papers relating to this decision by the Cabinet are available to view on the Council's website or by visiting the Civic Centre, Uxbridge</i>

8. MONTHLY COUNCIL BUDGET MONITORING REPORT: MONTH 6

RESOLVED:

That:

1. the revenue and capital budget monitoring positions and treasury management update as at September 2025 (Month 6) as set out in Part A of the report be noted, furthermore, the actions proposed by officers be noted.
2. the financial recommendations as set out in Part B of this report be approved.
 - a) the budget virement of £8,850k from the General Contingency budget to resolve underlying budget pressures that are currently being covered by the release of these funds, be approved.
 - b) the introduction of non-commercial photography fees for the use of council-owned green spaces for engagement or wedding photography, be approved.
 - c) Councillor Martin Goddard be removed as a voting Member of the Shareholder Committee and Councillor Eddie Lavery be appointed as a voting Member of the Shareholder Committee.

Reasons for decision

Before considering the report, the Leader expressed gratitude to Councillor Goddard for over four years of dedicated service as Cabinet Member for Finance and Transformation, praising his integrity and commitment during a challenging period. The change in responsibilities was explained as part of succession planning, with Councillor Lavery working alongside Councillor Goddard to ensure a smooth transition.

Councillor Lavery, the new Cabinet Member for Finance and Transformation, echoed the Leader's thanks to Councillor Goddard and acknowledged the valuable support received since the summer, which had enabled a smooth transition into the role.

The new Cabinet Member introduced the Month 6 budget monitoring report covering the General Fund, Housing Revenue Account (HRA) and capital programme. The General Fund showed an overspend of £36 million, up £5.8 million from Month 5, driven by pressures in adult social care, children's services and homelessness, alongside adjustments to transformation capital. The Cabinet Member gave an overview of delivery of the savings programme for 2025/26 totalled £38.8 million, with 48% banked or in progress. Reviews would continue monthly.

The Cabinet Member highlighted wider financial challenges, including national pressures, Hillingdon's Port Authority responsibilities and arrivals from the Chagos Islands. He noted the Council remained a low-tax, efficient authority despite being underfunded by around £50 million annually under the current formula. Discussions with Government were ongoing in respect of Exceptional Financial Support, and therefore the Section 151 Officer was not minded to issue a Section 114 notice, supported by positive engagement and legal advice.

The HRA was performing to budget, while the capital programme at 83% was expected to be spent this year and the remainder rephased. The Cabinet Member confirmed an error in the published capital budget had been corrected in respect of funding for the Chrysalis Scheme. The Dedicated Schools Grant in-year deficit remained the same, with initiatives underway to stabilise the position.

The Leader of the Council noted recent publicity regarding London-wide overspends by councils of £800 million this year and £1 billion next year, stressing the need for continued savings and efficiencies. He clarified that £12.3 million of savings marked red were expected to slip into 2026/27 rather than being undeliverable.

The Leader also moved a late addendum to amend membership of the Shareholder Committee following Cabinet changes, which was agreed.

Cabinet agreed the reports recommendations, which also included virement of contingency budget and the introduction of new non-commercial photography fees for the use of council-owned spaces.

Alternative options considered and rejected

None.

Relevant Select Committee Corporate Resources & Infrastructure	
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	Cabinet's decisions on this matter (2 a, b and c) can be called in by a majority of the select committee by 5pm, Friday 28 November 2025. If not called-in by then, Cabinet's decisions can then be implemented.
Officer(s) to action	Steve Muldoon / Andy Goodwin
Directorate	Finance

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

RESOLVED:

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

Reasons for decision

The Leader of the Council introduced the public preview report outlining items to be considered in private later in the meeting.

Alternative options considered and rejected

As set out in the public Cabinet report and also within the private report.

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

10. CORPORATE DISPOSALS PROGRAMME 2025/26 - MAD BESS WOOD COTTAGE, HAREFIELD

RESOLVED:

That:

- 1) following the service tenancy coming to an end in August 2025, the property known as Mad Bess Wood Cottage, Harefield, UB9 6LZ, as shown edged red on Appendix A, be declared surplus to requirements;**
- 2) the disposal and the sale of the freehold interest of Mad Bess Wood Cottage on the open market on the terms and conditions as set out this report, be agreed;**
- 3) all other necessary decisions regarding the disposal and the sale be delegated to the Corporate Director of Residents Services, in consultation with the Cabinet Member for Corporate Services and Property.**

Reasons for decisions

The Cabinet Member for Corporate Services & Property introduced the report and recommendations, which Cabinet agreed, to dispose and sell Mad Bess Wood Cottage, a charming three-bedroom detached house located approximately two miles from Ruislip High Street, on the open market.

Alternative options considered and rejected

Cabinet considered alternative leasing and development options but considered these not viable.

Relevant Select Committee Corporate Resources & Infrastructure	
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	Cabinet's decisions on this matter can be called in by a majority of the select committee by 5pm, Friday 28 November 2025. If not called-in by then, Cabinet's decisions can then be implemented.
Officer(s) to action	Tom Prevezer
Directorate	Residents Services
Classification	Private - <i>Whilst the Cabinet's decisions above are always made public, the officer report relating to this matter is not because it was considered in the private part of the meeting and contained information relating to the financial or business affairs of any particular person (including the Authority holding that information) and the public interest in withholding the information outweighed the public interest in disclosing it in accordance with Section 100(A) and paragraph 3 of Part 1 of Schedule 12 (A) to the Local Government Act 1972 (as amended).</i>

11. **CORPORATE DISPOSALS PROGRAMME 2025/26 - FORMER CARETAKERS HOUSE, WHITEHEATH JUNIOR SCHOOL, RUISLIP**

RESOLVED:

That:

- 1) the Caretakers House at Whiteheath Junior School in Ruislip, as shown edged red on the plan at Appendix 1, be declared surplus to requirements;
- 2) the disposal and the sale of the freehold interest of the Caretakers House, Whiteheath Junior School, as set out in this report, be agreed;
- 3) all other necessary decisions regarding the disposal and the sale be delegated to the Corporate Director of Residents Services, in consultation with the Cabinet Member for Corporate Services and Property.

Reasons for decisions

The Cabinet Member for Corporate Services & Property introduced a report and recommendations, which Cabinet agreed, to dispose and sell a Caretakers House at Whiteheath Junior School that was vacant and no longer required for education purposes.

Alternative options considered and rejected

Cabinet considered other options, including use for council housing, disposal with planning consent, development or lease, but considered these not providing best value.

Relevant Select Committee Corporate Resource and Infrastructure	
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	Cabinet's decisions on this matter can be called in by a majority of the select committee by 5pm, Friday 28 November 2025. If not called-in by then, Cabinet's decisions can then be implemented.
Officer(s) to action	Tom Prevezer
Directorate	Residents Services
Classification	Private - <i>Whilst the Cabinet's decisions above are always made public, the officer report relating to this matter is not because it was considered in the private part of the meeting and contained information relating to the financial or business affairs of any particular person (including the Authority holding that information) and the public interest in withholding the information outweighed the public interest in disclosing it in accordance with Section 100(A) and paragraph 3 of Part 1 of Schedule 12 (A) to the Local Government Act 1972 (as amended).</i>

12. CORPORATE DISPOSALS PROGRAMME 2025/26 - APPROPRIATION OF FORMER CARETAKERS HOUSE, 12 FORE STREET, EASTCOTE

RESOLVED:

That:

- 1) the appropriation of the long leasehold interest for 12 Fore Street, Eastcote, HA5 2HY as shown edged red on Appendix 1 out of the General Fund and into the Housing Revenue Account, and subject to consent from the Secretary of State for Education, be approved.**
- 2) the Corporate Director of Residents Services, in consultation with the Cabinet Member for Corporate Services and Property, be granted delegated authority to make all further necessary decisions regarding the appropriation and property use.**

Reasons for decision

The Cabinet Member for Corporate Services & Property introduced a report and recommendations, which Cabinet agreed, to appropriate a former Caretakers house on Fore Street, Eastcote for use as council housing.

Alternative options considered and rejected

Cabinet could have decided to sell the Council's interest in the property on the open market, but considered in respect of this site, the need for affordable local housing was the overriding factor.

Relevant Select Committee Corporate Resources & Infrastructure	
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	Cabinet's decisions on this matter can be called in by a majority of the select committee by 5pm, Friday 28 November 2025. If not called-in by then, Cabinet's decisions can then be implemented.
Officer(s) to action	Jessica Shepherd
Directorate	Residents Services
Classification	Private - <i>Whilst the Cabinet's decisions above are always made public, the officer report relating to this matter is not because it was considered in the private part of the meeting and contained information relating to the financial or business affairs of any particular person (including the Authority holding that information) and the public interest in withholding the information outweighed the public interest in disclosing it in accordance with Section 100(A) and paragraph 3 of Part 1 of Schedule 12 (A) to the Local Government Act 1972 (as amended).</i>

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

Item 14 on the agenda was taken as urgent business.

14. FINANCE MODERNISATION PROGRAMME - ORACLE PHASE 2

RESOLVED:

That the single tender from Grant Thornton UK LLP via the MCF4 Framework for the delivery of the modern finance processes and organisation phase of the Finance Modernisation Programme to the London Borough of Hillingdon for a 4-month period following approval, and at the estimated value of £357,200, be approved.

Reasons for decision

The Leader of the Council introduced a report and recommendations, which Cabinet agreed, to procure additional consultancy services to deliver the Finance Modernisation Programme, specifically for Phase 2 of the Oracle project, noting this was also being monitored by the Audit Committee.

Alternative options considered and rejected

Cabinet could have decided not to procure such support, or have adopted alternate procurement approaches, but discounted these based upon officer professional advice.

Relevant Select Committee Corporate Resources & Infrastructure	
Expiry date for any scrutiny call-in / date decision can be implemented (if no call-in)	Cabinet's decisions on this matter can be called in by a majority of the select committee by 5pm, Friday 28 November 2025. If not called-in by then, Cabinet's decisions can then be implemented.
Officer(s) to action	Matthew Wallbridge / Steve Muldoon
Directorate	Corporate Services / Finance
Classification	Private - <i>Whilst the Cabinet's decisions above are always made public, the officer report relating to this matter is not because it was considered in the private part of the meeting and contained information relating to the financial or business affairs of any particular person (including the Authority holding that information) and the public interest in withholding the information outweighed the public interest in disclosing it in accordance with Section 100(A) and paragraph 3 of Part 1 of Schedule 12 (A) to the Local Government Act 1972 (as amended).</i> Urgency provisions – <i>The Chair agreed the report relating to this decision as an urgent item. This decision was taken under special urgency provisions in accordance with the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.</i>

The meeting closed at 7.28pm

Internal Use only*	Implementation of decisions & scrutiny call-in
When can these decisions be implemented by officers?	<p>Officers can implement Cabinet's decisions in these minutes only from the expiry of the scrutiny call-in period, unless otherwise stated in the minutes above, which is:</p> <p>5pm, Friday 28 November 2025</p> <p>However, this is subject to the decision not being called in by Councillors on the relevant Select Committee. Upon receipt of a valid call-in request, Democratic Services will immediately advise the relevant officer(s) and the Cabinet decision must then be put on hold.</p>
Councillor scrutiny call-in of these decisions	<p>Councillors on the relevant Select Committee shown in these minutes for the relevant decision made may request to call-in that decision. The call-in request must be before the expiry of the scrutiny call-in period above.</p> <p>Councillors should use the Scrutiny Call-in App (link below) on their devices to initiate any call-in request. Further advice can be sought from Democratic Services if required: Scrutiny Call-In - Power Apps (secure)</p>
Notice	<p>These decisions have been taken under The Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012. This Cabinet meeting was also broadcast live on the Council's YouTube channel here for wider resident engagement.</p> <p>Please note that these minutes and decisions are the definitive record of proceedings by the Council of this meeting.</p> <p>If you would like further information about the decisions of the Cabinet, please contact the Council below:</p> <p>democratic@hillingdon.gov.uk Democratic Services: 01895 250636 Media enquiries: 01895 250403</p>