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Notice of Meeting:

Cabinet

Meeting Location:

The Liz Cantell Room, Ealing Town Hall,
New Broadway, Ealing, W5 2BY

Date and Time:

Wednesday, 12 July 2023 at 5.00 pm

Contact for Enquiries:

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Chief Executive:

Tony Clements

Members:

J Anand
J Blacker
L Brett
D Costigan

S Donnelly
P Knewstub
B Mahfouz

S Manro

P Mason (Chair)
K K Nagpal

Portfolio

Cabinet Member for Tackling Inequality
Cabinet Member for Healthy Lives
Cabinet Member for Decent Living Incomes
Deputy Leader and Cabinet Member for
Climate Action
Cabinet Member for Inclusive Economy
Cabinet Member for Thriving Communities
Cabinet Member for Safe and Genuinely
Affordable Homes
Cabinet Member for Good Growth and New
Homes
Leader of the Council
Cabinet Member for A Fairer Start

AGENDA

This meeting will be webcast

The meeting's webcast can be accessed via the following link:

[Ealing Council - YouTube](#)

- 1 Apologies for Absence**
- 2 Urgent Matters**
- 3 Matters to be Considered in Private**
- 4 Declarations of Interest**
- 5 Minutes** **(Pages 3 - 8)**

To approve as a correct record the minutes of the meeting held on 14 June 2023.
- 6 Appointments to Sub Committees and Outside Bodies**
- 7 Council Plan Q4 2022/23** **(Pages 9 - 44)**
- 8 Determination of SEN statutory proposals, and capital approvals, relating to St Ann's and Mandeville Schools** **(Pages 45 - 108)**
- 9 Public Sector Decarbonisation Scheme Phase 3b Contract Award** **(Pages 109 - 184)**
- 10 Date of the next meeting**

The next meeting is scheduled for 13 September 2023.

Exclusion of the Public and Press

Published: Tuesday, 4 July 2023

Minutes of the meeting of the Cabinet

Date: Wednesday, 14 June 2023

Venue: The Liz Cantell Room, Ealing Town Hall, New Broadway,
Ealing, W5 2BY

Attendees (in person): Councillors

P Mason (Chair)

J Anand, J Blacker, L Brett, S Donnelly, P Knewstub, B Mahfouz, S Manro and
K K Nagpal

Apologies:

None

Attendees (virtual): Councillors

D Costigan

1 Apologies for Absence

There were no apologies for absence received.

In accordance with paragraph 2.6(a) of the Council's Constitution, the following speakers addressed the Cabinet with regard to the following items:

Item 10 – Implementation of Idling Engagement and Enforcement Plan

- Cllr Malcolm
- Cllr Gallant

Item 11 – Results of Residents Survey

- Cllr Busuttill (nominated by Cllr Malcolm)
- Cllr Gallant

The meeting was held in a hybrid format with members and officers able to join the meeting remotely. However, regulations did not allow for members attending virtually to be counted as present in the attendance section of the minutes, and their attendance would not count as attendance in relation to section 85(1) of the Local Government Act 1972. Members attending virtually would be able to speak but would not be able to vote. Cllr Costigan attended virtually.

Cllr Mason welcomed new Cabinet members Cllr Knewstub and Cllr Brett to their first Cabinet meeting. Cllr Mason also expressed his thanks to Cllr Raza and Cllr L Wall who had served on Cabinet in the previous municipal year and had now departed their roles.

2 Matters to be Considered in Private

There were none.

3 Urgent Matters

There were none.

4 Declarations of Interest

There were none.

5 Minutes

RESOLVED:

The minutes of the meeting held on Thursday 18 May 2023, were agreed as a true and accurate record.

6 Appointments to Sub Committees and Outside Bodies

There were none.

7 2022/23 Revenue and Capital Outturn

RESOLVED:

That Cabinet:

- I. Noted the General Fund revenue budget outturn position of £1.813m net underspend (0.71%) for 2022/23 (section 4), and an overspend of £3.309m on the Housing Revenue Account (HRA) for 2022/23 (section 6).
- II. Approved the transfer of the net underspend balance of £1.813m to the General Fund balance.
- III. Noted financial pressures arising from COVID-19 in 2022/23 with total spend of c.£13m in relation to the General Fund, fully funded from government grants.
- IV. Noted the year end Dedicated Schools Grant (DSG) surplus of £1.345m within the DSG account, although the High Needs block ended the year with a £0.570m deficit.
- V. Noted the HRA balance as at 31 March 2023 of £4.925m and

earmarked reserves of £111.941m.

- VI. Noted the 2022/23 capital programme outturn variance of £5.844m (2.58%) underspend.
- VII. Approved the decommissioning of £3.221m of capital schemes from the capital programme.
- VIII. Approved the re-profiling of 2022/23 capital programme schemes with slippage in excess of £1m, of £43.016m into future years.
- IX. Noted the General Fund balance as at 31 March 2023 of £17.732m and the total balance on General Fund earmarked reserves of £112.012m as at 31 March 2023.

REASONS FOR THE DECISION:

1.1 It was outlined what the Council's outturn position on revenue, capital, income and expenditure for 2022/23 and Cabinet was asked to make decisions accordingly.

8 Adoption of the Travel in Ealing (TIE) Charter

RESOLVED:

That Cabinet:

- 1. Approved the adoption of the Travel in Ealing (TIE) Charter and the Transport Programme Data Strategy.

REASONS FOR THE DECISION:

1.1 As set out in the draft Travel in Ealing (TIE) Charter, the Council stressed its determination to shape Ealing for the better and tackle the big challenges, like the climate emergency and the growing inequalities that held too many people back from leading happy and healthy lives.

- 1.2 It was explained that the Council was committed to being open, transparent, and inclusive. However, it was noted that historically this wasn't always been achieved. It was stressed that the Council had listened and learned and were committed to improving how they engage with local people, including on transport and active travel projects. Engagement was comprehensive, including online surveys and face to face consultation to ensure that as many people as possible had the opportunity to contribute to considerations. It was stressed that the Council had worked with residents and stakeholders

from across the Borough to produce the Travel in Ealing Charter.

- 1.3 It was explained that the TIE Charter was the means by which this new approach to engagement would be delivered and was itself developed through an extensive engagement process. The TIE Charter - Engagement Report, March 2023 set out that process, with the following chapters covering each of the following six consecutive engagement stages. Together, the different stages of engagement that were undertaken in developing the TIE Charter have revealed the keys issues that need to be addressed in relation to future engagement on transport and related projects and initiatives in the borough.
- 1.4 The Council developed a Transport Programme Data Strategy that defined the processes, technology, and rules required to manage data collection and respond to residents and stakeholders in a transparent way. At its core are the Transport Strategy and the Travel in Ealing Charter, which together lay out goals, guiding principles and new approach to engagement. These provided the foundation for each scheme, which then informed in more detail by resident requests, our own data, and plans for specific schemes.

9 Adults LGA Peer challenge response

RESOLVED:

That Cabinet:

- I. Noted the final report and recommendations from the LGA Adults peer challenge.

REASONS FOR THE DECISION:

- 2.1 An LGA peer challenge of adult services in Ealing was conducted in February 2023 and was commissioned to support the Council's planning for the future assurance framework and inspection approach from the Care Quality Commission (CQC).
- 2.2 The Cabinet noted the report, recognising the significant strengths of adult services in Ealing identified in the peer challenge, and areas of future development. These would help inform and refresh the delivery plan for commissioning and social work operations in adult social care, the continued focus on delivery of the Council Plan, improving outcomes for Ealing residents, and preparing for future assurance and inspection by the Care Quality Commission.

10 Implementation of Idling Engagement and Enforcement Plan

RESOLVED:

That Cabinet:

- I. Approved the implementation of a borough-wide vehicle idling engagement and enforcement scheme.

REASONS FOR THE DECISION:

1. As set out in the Council Plan 2022-2026 - Climate Action:

The Council want to keep Ealing clean and green, achieve net zero carbon, and ensure parks, open spaces and nature are protected and enhanced.

Ealing declared a Climate Emergency in 2019 as one of the biggest issues affecting our borough and beyond. The Council have already taken action, but want to do more.

2. As set out in the Council Plan (2022-2026) - Climate Action 4-year commitments were to:

- 1.2.1 Launch our Active Travel Charter setting out how we will deliver active travel in the borough and invest at least £10m to increase cycling, walking, running, and scooting and reduce polluting vehicles through active travel schemes

- 1.2.2 Campaign to win the powers we need off the Government to enforce 20mph speed limits and ramp up fines for idling vehicles to the maximum.

3. The Cabinet, therefore, resolved to introduce a borough wide engagement and enforcement scheme to tackle vehicle idling.

11 Results of Residents Survey

RESOLVED:

That Cabinet

- I. Noted the results of the Ealing Residents Survey 2022

REASONS FOR THE DECISION:

1. Cabinet summarised the headline results of the Ealing Residents Survey 2022. It was explained that the findings would be used to inform service development and improvement and inform further consultation exercises with residents.

12 Date of the next meeting

The date of the next scheduled Cabinet meeting was Wednesday 12 July 2023.

Due to his imminent departure, Cabinet put on record its appreciation and thanks to Darren Henaghan (Interim Strategic Director of Housing and Environment) and wished him well for the future.

Meeting commenced: 5.00 pm

Meeting finished: 5.28 pm

Signed:

Dated: Wednesday, 12 July 2023

P Mason (Chair)



Report for: INFORMATION
Item Number:

Contains Confidential or Exempt Information	NO
Title	Council Plan Performance Report Year-End 2022/23
Responsible Officer(s)	Amanda Askham Strategic Director of Strategy & Change 020 8825 5005 Email: AskhamA@ealing.gov.uk
Author(s)	Maria Gull Research and Performance Officer 0208 825 6430 Email: GullMa@ealing.gov.uk Rajiv Ahlawat Strategic Intelligence & Corporate Performance Manager 0208 825 6380 Email: AhlawatR@ealing.gov.uk
Portfolio(s)	Cllr. Mason, Leader of the Council
For Consideration By	Cabinet
Date to be Considered	12 July 2023
Implementation Date if Not Called In	N/A – Information only
Affected Wards	All
Keywords/Index	Key Performance Indicators, Priorities, Corporate Performance, Council Plan, Delivery Plan
Purpose of Report: This report presents progress on the delivery of the Council Plan 2022-26, with specific reference to year-end performance against the 2022/23 Delivery Plan. It also updates on the operational effectiveness of the council.	

1. Recommendations for DECISION

None

2. Recommendations for NOTING

That Cabinet notes the:

- i) key performance highlights against the 2022/23 Council Plan Delivery Plan
- ii) progress on the Council Plan numeric targets
- iii) progress against the Corporate Health Check indicators at the year-end 2022/23

3. Reason for Decision and Options Considered

The purpose of this report is to present progress on the delivery of the Council Plan 2022-26, with specific reference to year-end performance against the 2022/23 Delivery Plan. Performance management is an essential part of a high performing organisation and therefore not providing a performance report was discounted as an option.

4. Council Plan Performance Framework

The Council Plan 2022-26, including a 2022/23 Delivery Plan, was agreed in July 2022. Progress on delivery of the council's priorities has been presented in this report in the following three ways:

- a) Narrative updates on key achievements at year-end, against the council's 2022/23 Delivery Plan.
- b) Progress against numeric, quantifiable, targets under the '4-year commitments' contained within the Council Plan 2022-26, as of March 2023.
- c) Performance at the year-end 2022/23 against target on the key performance indicators (KPIs) that enable a 'corporate health check' of the organisation in terms of its operational effectiveness.

4.1 Council Plan delivery highlights

This section presents key highlights of the council's 2022/23 Delivery Plan. These deliverables are designed to contribute towards the achievement of our overall 4-year goals contained within the Council Plan 2022-26. Highlights are presented by the nine council priorities, outlining what we said we would do as part of the 2022/23 Delivery Plan and what we have achieved by the end of this year (April 2022 – March 2023).

4.1.1 Tackling Inequality and Crime

Ealing Council has committed to tackling inequality in our borough. In response to the [Ealing Race Equality Commission \(REC\) report](#), we have recruited the chair and members of the first Citizen's Tribunal in the country, to hold the council, police and other organisations accountable for the promises we made, and to monitor the progress against REC recommendations. The Tribunal is fully independent, it will provide an extra level of scrutiny to the council and work as an additional mechanism to listen to the community, build trust and maximise transparency.

We continue to take tough action to prevent violence against women and girls. The new [Male Violence Against Women and Girls \(MVAWG\) Strategy 2023 - 2028](#) was adopted at February 2023 Cabinet and the rollout of enhanced CCTV and dedicated MVAWG website for women are in the final stages of development. Additional services for the Women's Wellness Zone have also been provided in relation to reducing reoffending for high-risk clients. As part of Safer Streets rollout, equipment has been ordered for 136 lanterns within Ealing and Acton Town Centres (Uxbridge Road, The Mall, Bond Street, High Street). Lanterns are due in imminently and will be installed shortly after. This accounts for approximately a third of the town centre lanterns, with further rollouts planned across the borough.

Ealing Council is committed to ensure that refugees fleeing conflict around the world and seeking asylum will find a welcoming home and support in Ealing. Today, Ealing Council hosts the second highest number of Ukrainian refugees in London and continues working with and providing financial support to hosts who house guest families, with a [dedicated website on support](#) available to Ukrainian families in place. We currently have 312 sponsors in Ealing who are either hosting a Ukrainian or are waiting to welcome guests with pending visas, and since March 2022 the people of Ealing have hosted 843 Ukrainian guests in total. In March 2023, we submitted an application to the accrediting body, City of Sanctuary, to become a 'Borough of Sanctuary', and have passed a motion via full council on 13 June 2023 to express our public commitment to provide safety and empower refugees from war-torn countries to have a decent life in our borough.

4.1.2 Climate Action

We will create 10 new parks and open spaces over the course of four years, re-wild 800,000sqm of the borough, as well as pioneer 10 new community growing spaces in our housing estates and new developments by 2026. There has been good progress on two new parks in the borough in 2022/23, with Twyford Abbey South Lawn gaining planning approval and works to a new park on Glade Lane starting. We also declared the majority of the expanded Warren Farm site as a local nature reserve, which will contribute to our

re-wilding target. We have created two new community growing spaces in 2022/23. The Western Road Urban Garden in Southall funded by a grant from the GLA, is designed to be a place for recreation and food growing for the community in Southall Green with storage facilities, polytunnel, fruit orchard, allotments and a compostable toilet on site.

To make our streets and open spaces beautiful, safer and resilient, £7.7m has been invested in improving roads, pavements and walkways during the course of 2022/23. Four new school streets have been established, extending the number of school streets across the borough to 21, and the Greenford Road cycle lane has been substantially completed. The programme for planting of 50,000 trees by May 2026 has been mapped out, 7,000 trees were planted between November 2022 and March 2023. We delivered the inaugural Ealing Tree Festival, with the 'Trees for Streets' campaign generating tree sponsorship and related grant funding.

As part of our [climate and ecological emergency strategy](#), in 2022/23, we doubled the number of new electric vehicle (EV) charge points across the borough to 298, installed solar PVs in three schools, and retrofitted 215 homes, supporting residents to insulate, heat and cool their homes sustainably, reducing their energy bills.

4.1.3 Healthy Lives

Over the course of four years of the Council Plan, we have committed to deliver 300 new state of the art, purpose-built supported accommodation homes for older adults, of which 71 units have already started on site as part of the Lexden Project. While addressing the need for affordable homes that provide additional support, we have also helped nearly 3,000 vulnerable residents to get the care they need in their own homes, including by investing over £4m in home adaptations in 2022/23.

As part of our commitment last year, Ealing Council adopted the Real Living Wage (RLW) within the home care sector ahead of schedule. The uplift to the home care sector took place in November 2022 and brought carer pay in line with the then Real Living Wage of £11.05 per hour. From 8 May 2023, domiciliary care worker pay has been further uplifted to a minimum £11.95 per hour.

Capacity on good-rated homecare provision also remains healthy, with continued improvement on CQC inspection ratings in the borough throughout the year. As of March 2023, 72% of Ealing registered providers were rated good or above by the CQC. We continue to gear our commissioning of home care services to 'good' providers, thereby shaping the market to boost the overall quality of homecare.

We have also recruited local mental health champions through our Community Champions programme. Community champions are volunteers who live or work in Ealing and want to make a positive difference to the health and wellbeing of people in their community. Acting as a link between the council and their community, champions share reliable health and wellbeing information with friends and family and their community of social networks.

We continue to defend Ealing Hospital, our Accident and Emergency department, and oppose further cuts and closures of acute services. We advocate, along with other Northwest London local authorities, for sustainable and population-based approaches to

investment and integration with health. Progress is being made on developing a more integrated local network arrangement for the delivery of health and social care, with a more focused approach to prevalent health inequalities within Ealing communities.

4.1.4 A Fairer Start

In Ealing, we aim to bring the entire borough together and ensure that every child from whatever background has a chance to expand their horizons and experience new social, cultural, and learning opportunities. As part of this undertaking, Ealing's Cultural Education Partnership (CEP) launched [The Ealing Schools Arts Charter](#) in January 2023, with 20 schools already signed up. To increase music making opportunities and improve the demographics of participation, 450 pupils from 11 schools across five Ealing towns will be performing in Ealing2Broadway on 12 July 2023, the music service's biggest musical event of the year.

We want to ensure that every child in Ealing continues to have access to good and sustainable schools, as well as specialist support in their local community. We have created 50 new educational spaces for children with special educational needs in 2022/23, including for those with complex SEN. These have been created in Castlebar Special School, Fielding Primary School Additionally Resourced Provision (ARP), Havelock ARP, and in specialist foundation stage settings where reception provision has been opened. We have also expanded our youth service to enable more young people to access the specialist support they need. There were 19,283 attendances of the Youth Centre by 5,485 children this year, with the number of young people involved expected to rise by 10% year on year.

To celebrate the success of schools across the borough and strong outcomes for children and young people (above national across all assessment points 2022), we have published results as part of Ealing Learning Partnership (ELP) Annual Report available to all stakeholders, as well as in the ELP Brochure 2023-2026. The percentage of Ealing primary and secondary schools rated good or outstanding by Ofsted also remains well above national figures, at 94% and 100% respectively.

4.1.5 Decent Living Incomes

We have pledged to secure 10,000 new jobs in the borough in 2022-26 to ensure that every resident in Ealing can access a well-paid job locally. As of March this year, 2,079 job and apprenticeship starts had been delivered. Another 542 apprenticeship vacancies had been created, of which 471 were Ealing-based and 71 were West London-based achieved within the West London Alliance. The Ealing Apprenticeship Partnership was established in October 2022, halfway through the financial year.

We have invested over £300,000 into training and supporting those with the toughest barriers to employment, excluded from the labour market. This area outperformed with 1,737 residents assisted in 2022/23 alone, close to the 4-year target of 2,000 people. These are young people with special educational needs, residents with disability or those recovering from long term health condition, supported through various training and employment programmes like Work and Health Programme, Borough Employment Support Service (BESS), Youth Offer and other schemes.

There are currently 53 registered Real Living Wage (RLW) employers in Ealing, three more than what we aimed to have in the borough during 2022/23. We have encouraged businesses to sign-up to the RLW through a number of business networks and forums including Ealing's High Street Task Force and Pioneers Grant recipients. An Action Plan has been drawn up to work towards achieving our aim of having 200 RLW businesses by the end of 2025/26, and a package of incentives has been launched in June 2023. As part of our wider response to the cost-of-living crisis, we aim to facilitate well paid jobs across the borough so that every resident has access to a decent living income.

4.1.6 Inclusive Economy

We have been working to expand the range of services available instantly and around the clock by making them online and accessible. A range of new customer services transactions are now available on the My Account customer portal – residents can request a bulky waste collection, request new waste or recycling containers, amend or cancel garden waste and access the family information service online.

While expanding the Council services available digitally, we are carrying out work to become a more inclusive council and support residents who lack digital skills and confidence to be able to access jobs, training and services. Digital champions network across the borough is in place, with our staff at the new Community Hubs in Acton, Ealing, Greenford and Northolt libraries fully trained to support customers. Council staff and a network of volunteers are also ready to assist, with recruitment for more volunteers underway. We are also working in partnership with the [Re-Klaim scheme](#) (Re-Klaim IT Ealing Device & Distribution Project), the charitable organisation that will refurbish and redistribute redundant Ealing Microsoft Surface devices to digitally excluded residents in the borough. Once genuine need has been established, devices are handed over to selected Ealing residents, where full training is given, and ongoing support offered. We have donated 1,100 and purchased a further 240 laptops, and the Re-Klaim scheme is now live.

As part of our response to the cost of living crisis, we have opened community hubs in libraries and launched [a dedicated website section](#) to advise people on cost of living support available and how to access it. There is now an ongoing communications campaign that continues to raise awareness and signpost to support available across all themes, with some additional focus on those issues where demand and interest have been the highest e.g. energy costs and warm zones during winter months. 25 warm spaces were funded in the borough with grants of up to £2,500 each, along with all of the borough's libraries. Automatic distribution of funds continues through vouchers for those on low income and identified as needing support, with an application and referral process for Local Welfare Assistance and Council Tax Reduction continued with expanded eligibility criteria. Energy Rebate, Discretionary Hardship and Discretionary Housing Payments are other types of support well publicised through the web, cost of living leaflets and community hubs, with funds distributed timely and efficiently. Holiday Activity and Food programme (HAF) has been providing enriching activities and nutritious food for children in receipt of free school meals and children with SEND throughout the spring, summer, and winter holiday periods. A free mobile data scheme has been launched with 150 SIM cards offered through our Community Hubs to those on low incomes and care leavers.

A huge programme of financial support for those struggling most with the cost of living is being delivered. £5.3m extra funding is being provided through the Household Support Fund to families and individuals on low incomes including those in receipt of certain benefits, families eligible for free school meals and care leavers. £374,000 additional Council Tax Support has been awarded benefiting 9,926 low-income households and the discretionary council tax discount budget has been increased by £257,000. Ealing's Holiday Activities and Food Programme has benefited more than 4,200 children and over 32,000 free meals provided during 2022.

4.1.7 Safe and Genuinely Affordable Homes

Ealing continues to lead on homelessness prevention, with 63% of homelessness applications prevented through early intervention despite an unprecedented rise in demand and challenges within the rental market. Government funding has been secured to cover full cost of supporting and accommodating 100 rough sleepers from June 2022 for three years. 74 new supported places for rough sleepers have already been delivered, with no eligible rough sleepers remaining on the streets of Ealing. We continue to campaign to end the no-recourse-to- public funds rule that forces rough-sleepers back out onto the streets.

Over £19m has been invested into purchasing safe places for people to stay, instead of B&B temporary accommodation. 89 places have already been secured, well on track to achieve the 4-year goal of 100. We will continue investing in this area to end the need for families who face eviction to stay in B&B.

As part of our pledge to ensure that all council tenants live in a safe, secure and healthy home, we invested nearly £9m into fire safety upgrades in 2022/23. Works included installation of 3,000 new fire doors, fire stopping, hard-wired smoke detection systems and upgraded emergency lighting.

4.1.8 Good Growth and New Housing

The council pledged to build 4,000 new genuinely affordable homes across the borough by 2025/26. As of March this year, 1,186 genuinely affordable homes started on site of which 502 are being delivered by the council and the remaining 684 are being delivered by Registered Providers in Ealing.

In the Council Plan, we committed to enabling Ealing's seven towns to have everything residents need within a 20-minute walk of their homes. The 20-minute neighbourhood framework means availability of new local jobs, everyday services and amenities, flourishing local town centres and sustainable infrastructure to access these. [Northolt, Acton, Greenford and Perivale](#) 20 Minute Neighbourhood Plans have now been published, and a £7.2m community-led "[Visions for Northolt](#)" regeneration plan which sees priorities endorsed by the local community is already starting to deliver.

Earlier this year, as part of developing our new Local Plan, we concluded the Shaping Ealing survey and engagement exercise. The survey asked residents, businesses and others to help us shape Ealing and the towns within it by putting their priorities under the spotlight. The [results](#) have been published and the feedback received helped shape the borough's new Local Plan, which sets out a borough-scale vision over the next 15 years

that will support delivery of Ealing Council's core themes of tackling the climate crisis, fighting inequality, and creating good jobs and growth. We ran a consultation on the [draft new Local Plan](#) and [evidence base](#) - the feedback will be used to inform a revised version of the plan and once adopted, will be used to guide development and investment decisions in each of Ealing's towns. As part of our commitments to the Local Plan, we have already contained the spread of tall buildings by getting tough with developers, such as John Lewis or Waitrose, who bring forward schemes that do not fit in with the neighbourhood. We will continue to encourage greener buildings, greater levels of open green space and biodiversity.

4.1.9 Thriving Communities

We have committed to being an open, inclusive and transparent council, handing over the power to our residents and communities. To better understand community need including how the community wants to engage and work with the council, we have commissioned a face-to-face residents' survey conducted by an independent market research company, with the resident sample selected to reflect the demographics of the borough. Full [survey results](#) have now been published and are being reviewed in detail to determine which council services can be improved and how. A further Resident Survey is being planned for Autumn 2023, so that improvements can continue to be measured.

We have been working to expand our community sports facilities across the borough, including by additional investment of over £0.6m in Southall to make cycling more accessible and safer in the area. As part of Let's Ride Southall Project, we have facilitated availability of free cycling rides for all levels, provided over 200 cycles to adults and children, with up to 700 cycles being processed for handover. We are tackling some supply chain issues and grant conditions to enable provision of up to 1,000 cycles.

[Ealing's Cultural Manifesto](#), co-developed with the cultural sector and local communities, was agreed by Cabinet and launched in March 2023. The aim of the Cultural Manifesto and the action plan 2023-28 is to provide direction, focus and purpose for culture in Ealing to turbocharge the creative spirit of Ealing in the next 5 years by investing in community and grassroots art, music, dance and culture, and secure our status as west London's leading borough of culture. A wide range of voices have been involved in developing this manifesto, from young people to diverse communities in Acton, Southall, West Ealing, Ealing, and Perivale, as well as Descendants, Acton Youth Association, Southall Community Alliance, Afghan Academy, Polish Saturday School, and Impact Theatre. Earlier in Summer 2022, a new youth festival was added to our cultural offer: New Gen festival of music, dance, and spoken word by and for young people in Ealing. We are on a journey to make sure that Ealing's cultural scene shows the talents of our diverse communities across the borough, as well as brings international talent on show.

4.2 Progress against numeric, quantifiable, targets under the '4-year commitments'

contained within the Council Plan 2022-26, as of March 2023

A summary of progress towards the numeric '4-year' Council Plan commitments can be found at Appendix 1. No annual targets have been set for these commitments, but regular tracking helps ensure that all commitments are delivered over the life of the administration.

4.3 Summary of year-end 2022/23 performance on Corporate Health Check KPIs

This section presents performance of the 67 indicators in the Corporate Health Check KPI set (Appendix 2). Out of the 67 reportable indicators, three indicators are contextual and therefore do not have specific targets. Their performance is monitored and reported on a quarterly basis to ensure we regularly track progress. These indicators are as below.

Table 1: 'Monitoring only' Corporate Health Check KPIs

Council Plan Priority	Performance Indicator	Polarity	Freq.	Perf. Q1 2022/23	Perf. Q2 2022/23	Perf. Q3 2022/23	Perf. Q4 2022/23	YE Perf. 2022/23
Tackling Inequality and Crime	Percentage of ethnic minority residents among those supported into employment through Council schemes	Bigger is better	Quarterly	65.6%	57.6%	42.2%	60.9%	56.2%
Healthy Lives	Number of contacts to adult social care front door	Smaller is better	Quarterly	11,002	11,565	10,643	10,953	44,163
	Number of referrals from the social care contact centre	Smaller is better	Quarterly	818	997	1,292	1,304	4,411

Therefore, performance against target (RAG status) is presented only for 64 indicators in the table below. Nearly three quarters (47 or 73%) of the 64 indicators either met their target or were within tolerance at year end 2022/23, while 17 (27%) did not meet their target.

Table 2: Performance of Corporate Healthcheck KPIs at year end 2022/23

Status	Number of KPIs reportable with a RAG status	Percent of total KPIs
Green	40	63%
Amber	7	11%
Red	17	27%
Total	64	100%

In terms of direction of travel of performance since last year, comparable outturns are available for 51 of the 67 measures which could be monitored for direction of travel this year (the remaining 16 are either not comparable between the current and the previous year or have no data available), over half of which (51%) have shown better performance than at the same point last year (Table 3).

Table 3: Direction of travel of performance 2021/22 to 2022/23

DoT	Number of KPIs reportable with a DoT	Percent
Better	26	51%
Same	6	12%
Worse	19	37%
Total	51	100%

The full list of KPIs is provided at Appendix 2, followed by commentary where performance did not meet target at year end 2022/23.

5. Financial

There are no direct financial implications as part of this report.

6. Legal

There are no direct legal implications as part of this report.

7. Value for Money

Having clear objectives and measurable targets assists the Council to ensure that all activity is focused on delivery, makes officers accountable for that delivery and increases effectiveness.

8. Sustainability Impact Appraisal

There are no direct sustainability impact appraisal implications for this report.

9. Risk Management

There is a clear link between managing performance and risk management. Performance indicators are used to regularly monitor the performance of services – this information is used to highlight trends in performance and enable the early identification of any potential issues. Through this regular monitoring of information by both members and senior officers, informed decisions can be made regarding any mitigating actions that need to be taken.

10. Community Safety

There are no direct community safety implications as part of this report.

11. Links to the 3 Key Priorities for the Borough

Performance measures in the framework contribute to all three key priorities for the borough.

The council's administration has three key priorities for Ealing. They are:

- creating good jobs
- tackling the climate crisis
- fighting inequality

12. Equalities, Human Rights and Community Cohesion

There are no direct equalities implications of the report. Both Council Plan commitments and organisational health check indicators include a focus on narrowing inequalities in line with the council's strategic priority on tackling inequalities. Effective performance management is therefore a key part of achieving the council's objectives.

13. Staffing/Workforce and Accommodation implications:

There are a number of workforce indicators as part of the organisational healthcheck suite.

14. Property and Assets

None.

15. Any other implications:

None.

16. Consultation

None. This report is for information only.

17. Timetable for Implementation

Implementation is dependent on specific action plans for improving performance in key areas.

18. Appendices

Appendix 1: Update on Council Plan numeric targets as of March 2023

Appendix 2: Performance on Corporate Health Check KPIs at year end 2022/23

19. Background Information

- Ealing Council Plan 2022/26
- Ealing Council Delivery Plan 2022/23

Consultation

Name of consultee	Post held	Date sent to consultee	Date response received	Comments appear in paragraph:
Internal				
Cabinet members	Various			

Strategic Leadership Team	Various	21/06/2023	21/06/2023	
Una McCarthy	Interim Head of Strategy, Performance and Intelligence	14/06/2023	16/06/2023	
Amanda Askham	Strategic Director of Strategy & Change	14/06/2023	16/06/2023	
Baljinder Sangha	Finance Manager – Planning & Monitoring, Corporate Resources	19/06/2023	29/06/2023	
External				

Report History

Decision type: **Urgency item?**

For information

Report no.:

Report authors and contact for queries:

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Appendix 1: Update on Council Plan numeric targets as of March 2023

In the Council Plan 2022-26 we have committed to deliver on some specific goals that can be numerically quantified, for example delivering 4,000 genuinely affordable homes by the end of March 2026. This section presents progress updates on the 43 such targets, as of March 2023 (year end 2022/23).

Measure	4-year target	Progress at YE 2022/23	Commentary
Tacking inequality and crime			
Investment in fighting antisocial behaviour, burglary, violent crime, and violence against women	£13m	£3.25m	We have delivered this objective in terms of spend and outcomes, offering interventions to protect vulnerable residents from becoming new or continuing victims of crime or ASB. Further to this, we have continued to work with and push police to increase neighbourhood policing numbers and have recently had a new dedicated Neighbourhoods Superintendent for Ealing to drive forward local policing and strengthen the local policing presence in our communities. A more detailed summary of the partnerships work is available via the Annual Scrutiny Report 2023 .
Investment alongside the NHS in drug, alcohol, and substance abuse services	£15m	£5,442,476	Ealing has made an effective use of the maximum amount of money available to the drug and alcohol treatment system from the additional government grants (supplemental and rough sleeper grants). Any underspend is repurposed for activity taking place during 2023/24.

Measure	4-year target	Progress at YE 2022/23	Commentary
Investment in making public spaces safer and well lit	£1m	£700,000	<p>Spend to date is in excess of £700,000, with additional spend continuing. This includes:</p> <ul style="list-style-type: none"> £120,000 - Winter 2022-23 Energy Increase £400,000 - Town Centre and Heritage upgrades £150,000 - grant spend for Safer Streets <p>The new Male Violence Against Women and Girls (MVAWG) Strategy 2023 - 2028 was adopted at February 2023 Cabinet and the rollout of enhanced CCTV and dedicated MVAWG website for women are in the final stages of development as part of the Safer Streets roll out. Additional services for the Women's Wellness Zone have also been provided in relation to reducing reoffending for high-risk clients.</p> <p>To improve street lighting, equipment was ordered for 136 lanterns within Ealing and Acton Town Centres (Uxbridge Road, The Mall, Bond Street, High Street). Lanterns are due in imminently and will be installed shortly after. This accounts for approximately a third of the Town Centre lanterns.</p> <p>We are also in continued liaison with conservation areas – LED heritage lanterns for Ealing Green Conservation Area and Bedford Park have already been agreed. Whilst the programme is continually moving in terms of liaison and design work, we must ensure that stakeholders are happy with the proposals for their Conservation Areas.</p> <p>The power reduction regime which had been in place since 2016 was removed in October 2022 and encompassed some 18,000 lighting units. We will continue to monitor crime levels using the principles of ultra efficient lighting.</p>
Investment in preventing youth violence	£2m	£613,000	<p>Investment in this area cuts across Community Safety, Education and Youth Justice areas:</p> <ul style="list-style-type: none"> £206,000 - targeted youth workers to support vulnerable children £68,000 - Youth Justice Service Violence Reduction Unit (VRU) lead £187,000 - Contextual Safeguarding £100,000 - Community Safety £52,000 - Alternative Provision Task Force (seconded)
Climate Action			
No. of new parks and open spaces created	10	0	A high-level project plan towards the 4-year goal outlining timescales has been developed. There has been good progress on two new parks in the borough in 2022/23, with Twyford Abbey South Lawn gaining planning approval and works to a new park on Glade Lane starting.

Measure	4-year target	Progress at YE 2022/23	Commentary
Area rewilded	800,000m ²	17,000sqm	<p>Ponds: A series of 4 ponds created including at Hanger Hill Park and Golf course, Marnham Field and Southall Park (March 2023).</p> <p>Trees For Cities projects include a new Hedge Northolt Park where 400 whips, 23 new trees and 12 new orchard trees were planted. 13,000 native bulbs were planted at Mandeville Parkway.</p> <p>Meadow improvements, including sowing yellow rattle and overseeding with perennial wildflower mixes:</p> <ul style="list-style-type: none"> • Belvue Park (40,000sqm) and Glade Lane Park (10,000sqm) • New swales at Ealing Central Sportsground seeded with perennial wildflower mix (4,000sqm) • Northala Fields new area seeded with native perennial mix and some annuals (3,000sqm) • Sowing of crops for finches including linnets at Horsenden Hill West, Marnham Fields, King George's Playing Fields, Cayton Green Park and Perivale Park (4.5 hectares in total) • Yeading Brook Meadow: 300 linear metres of ditch were cleared to enhance biodiversity.
No. of new community growing spaces	10	2	<p>We have created two new community growing spaces in 2022/23. The Western Road Urban Garden in Southall funded by a grant from the GLA, is designed to be a place for recreation and food growing for the community in Southall Green with storage facilities, polytunnel, fruit orchard, allotments and a compostable toilet on site.</p> <p>Dean Gardens, funded via S106, has seen a variety of improvements with dedicated growing spaces created which offer a new type of community led gardening in the park.</p>
Investment in increasing cycling, walking, running, and scooting	£10m	£1.5m	<ul style="list-style-type: none"> • Acton to Chiswick cycle scheme have been completed and added to the TfL Route • Greenford Road cycle track is substantially completed, with land adoption and signal modification to follow • Greenford to Ealing Quietway is substantially completed, to be finalised following the results of the consultation on St Stephen's area proposals • Northolt Kensington Road cycle track is ready for construction in the summer 2023 • Bridge-widening over ditch connecting to Ruislip Road East route has been complete • Phase 1 of Southall to Hanwell section of the Uxbridge Road cycle route is complete, with phase 2 (o/s Ealing Hospital) planned for 2023/24. • Various quick win schemes, including new crossings, widened footways, greening, lighting, etc have either been complete or consulted on, with further works to commence in summer 2023.
No. of School Streets implemented	50	21	<p>4 new school streets were delivered in March 2023 (tranche 3), making the total of 21 School Streets in the borough. The next tranche of 4 streets will be delivered in September 2023, with public consultations and community engagement activities already underway. Once School Streets are confirmed, four planned launches will take place in September/ October 2023.</p>

Measure	4-year target	Progress at YE 2022/23	Commentary
No. of trees planted	50,000	7,000	4-year tree planting programme has been established. 7,000 trees have been planted in 2022/23, with 13,500 planned for 2023/24. Dedicated tree planting officer is in post from March 2023.
No. of bike hangers	150	47	Local consultations on individual locations ran in February 2023, and Traffic Management Order (TMO) consultations were complete by early April; more time was needed to amend some of the locations and ensure a collaborative process. The installations of 25 additional bike hangars were complete by May 2023, taking the numbers to 72 in total. The next 25 bike hangars are going to be installed across the borough by the end of summer 2023. The overall planning and programming of 2023/24 schemes has been carried out.
No. of electric vehicle charge points (EVCPs) installed	2000	504	298 EVCPs were installed in 2022/23, with 504 EVCPs in total being now operational across the borough. 169 EVCPs are at TMO stage, 34 are being prepared for TMO, and 82 are pending informal consultation. By summer 2023, there will be 789 operational charge points in total.
Investment in improving our roads, tracks and pavements	£35m	£7.75m	We have improved 85 schemes during the course of 2022/23. These include but are not limited to: resolving issues with cycle tracks and potential cycle connections; installing new tree pits; carrying out junction improvements such as new dropped crossing, tactile paving, narrowing of junctions to create rain gardens, etc.
No. of homes retrofitted	750	215	Between April 2022 and March 2023, 98 homes in Ealing have received works (214 individual measures) under Green Homes Grant (GHG) phases 2 and 3, as well as Home Upgrade Grant (HUG) phase 1 which makes part of a 13-borough partnership. HUG and GHG phase 3 have been extended to September 2023. Another 117 homes received small energy efficiency measures through Healthy Homes Ealing.
No. of new community led energy projects	20	3	A number of energy projects have been identified and we are growing capacity and support with project delivery. Three schools are set to undergo solar PV installations with District Network Operator approval in progress. We are working to expand offer to other community buildings such as GP surgeries in 2023/24.
Healthy Lives			

Measure	4-year target	Progress at YE 2022/23	Commentary
No. of new supported accommodation homes for older people	300	71	71 units started on site as part of Lexden Project in Q4 2022/23. The current estimate for completion/ delivery is Q3 2025/26. Neville Close and Shillaker Court are now named projects within the GLA's Affordable Homes Programme 2021-26 and are supported by circa £38m grant. We entered into the grant agreement in October 2022 and the longstop date for GLA grant is to achieve a start on site in March 2026.
No. of vulnerable residents supported to live at home	3,000	2,986	The 4-year target of 3,000 has been nearly reached by the end of 2022/23. We continue to manage demand through our front door, hospital pathways, assessment and review programmes.
Investment in home adaptations	£20m	£4.2m	The total investment of £4.2m includes work in both the private sector through Disabled Facilities Grant (£3.88m) and in council housing through the Housing Revenue Account spending (£0.291m). Any underspend this year has been shifted to 2023/24. While we are on track in terms of investment, increasing delivery costs and additional work to meet new building safety regulations and addressing maintenance backlogs from the period of pandemic are putting pressure on spend.
Investment to enable people to live healthy, active and independent lives	£100m	£25m	Public Health Grant has been spent as at year-end 2022/23, enabling people to live healthy, active and independent lives.
A Fairer Start			
Increase in the no. of young people receiving specialist support	300	109	The Youth Service has supported 109 vulnerable children who have been referred by partners for additional support over the year.
% increase in the no. of	10%	19,283 attendances	There have been 19,283 attendances in the Youth Centres this year by 5,485 children.

Measure	4-year target	Progress at YE 2022/23	Commentary
young people involved			
No. of new special educational needs places	70	50	We have delivered 50 new SEN places in 2022/23 and are well on track to our 4-year target. These have been created in Castlebar Special School, Fielding Primary School ARP, Havelock ARP, and in specialist foundation stage settings where Reception provision has been opened.
Investment in working with families to prevent those on the edge, falling into care	£1.5m	£0.457m	This is the investment to fund our Intensive Family Support team to provide additional non-statutory support to families where a young person is likely to come into care, working instead to keep them at home. The team is also working with young people being reunified out of care, and those children in care who are at risk of placement breakdown that would necessitate an out of London residential placement.
Decent Living Incomes			
No. of new jobs created	10,000	2,621	2,621 jobs and apprenticeships have been delivered as of March 2023, of which: - 2,004 were job starts (702 were delivered by developers) - 75 apprenticeship starts (7 were delivered by developers) - 542 apprenticeship vacancies reported as of March 2023
No. of registered Real Living Wage (RLW) employers	200	53	We have encouraged businesses to sign-up to the RLW through a number of business networks and forums including Ealing's High Street Task Force and Pioneers Grant recipients. An Action Plan has been drawn up to work towards achieving our target of 200 RLW businesses by the end or 2025/26 and a package of incentives is being launched in June 2023.
No. of qualifications and training programme graduations	12,000	3,228	3,228 qualifications and training programme graduations have been achieved as of March 2023 and we are on track to the 4-year target of 12,000.

Measure	4-year target	Progress at YE 2022/23	Commentary
No. of new apprenticeships secured	2,000	542	471 Ealing-based apprenticeship vacancies were delivered as of March 2023, as well as 71 West London-based apprenticeships achieved within West London Alliance Partnership, with a total figure of 542. The Ealing Apprenticeship Partnership has been established in October 2022, halfway through the financial year. We are in the process of creating a monitoring and reporting tool for training providers to report.
Levy transfers made (£)	£200,000	£104,279	This is investment on quality in-work training through apprenticeship levy transfers.
Investment to help coordinate enhancements to our high streets and local parades	£1m	£0	£1m funding has been secured through the UK Shared Prosperity Fund (UKSPF) allocation. A report summarising Ealing's UKSPF programme was approved by Cabinet on 29 March 2023. Delivery to be complete by the end of March 2025.
No. of residents with the toughest barriers to employment supported into employment	2,000	1,737	1,737 residents with toughest barriers to employment have been supported through: <ul style="list-style-type: none"> - BEAM - Steps4success (ended in August) - BESS Ealing - WHP - Youth Offer - Learn Ealing (Ingeus ESOL programme)

Measure	4-year target	Progress at YE 2022/23	Commentary
Investment in training and supporting those excluded from the jobs market	£1m	£0.333m	<p>The following programmes are being delivered or due to start as a result of the investment into training and supporting those excluded from the labour market:</p> <ul style="list-style-type: none"> - Learn Ealing delivering courses/workshops to develop residents' maths skills and how to manage their finances - BEAM - supporting residents who are homeless or at risk of homelessness into training and employment - Action West London - supporting a cohort of young black men into training and employment - Spark! - working with schools to look at opportunities - OPDC - Delivering support to residents and businesses within the Park Royal area - BESS - supporting those that are unemployed, long-term unemployed and economically inactive into employment - Digital Access Programme - devices donated to eligible residents who lack digital skills to support with job search and training - Film Workshops - Bollo Youth Centre Creative Project with young people with multiple barriers - Summer Youth Festival 2022 - Arts manifesto and Council Plan delivery around creative industries - Hybrid rooms equipment within libraries to support with job search and training, to enable residents to access digital and online courses to apply for jobs - Creation of directory of services for 16-30 year olds to access opportunities.
Safe and Genuinely Affordable Homes			
Investment in safe and secure places for people to stay, instead of in B&B temporary accommodation	£20m	£19.499m	Delivery is on track. This is a 4-year programme and we have already invested over £19m.
No. of new safe and secure places for people to stay	100	89	Delivery on track with the 4-year target of 100 new safe places for people to stay nearly reached.

Measure	4-year target	Progress at YE 2022/23	Commentary
Investment in the council's housing to ensure everyone can live in a safe, secure, and healthy home	£400m	£72.426m	We are on track in terms of the spend figure, however increasing delivery costs and additional work to meet new building safety regulations and addressing maintenance backlogs from Covid-19 period are putting pressure on spend.
No. of supported places for rough sleepers	100	74	Nearly two thirds of the 4-year target have been reached this year, with 74 supported places for rough sleepers.
Good Growth and New Housing			
Percentage of homes that are affordable	35%	N/A	The annual total number of homes figure will become available in September 2023. Emerging Local Plan Regulation 18 consultation sets out the ambition for 40% of homes to be affordable. Development Management processes continue to seek to maximise and balance affordable housing content of schemes, subject to feasibility testing.
No. of new genuinely affordable homes (GAH) across the borough	4000	1,186	1,186 GAH have been started on site as at the end of March 2023, of which 502 GAH are delivered by the Council and the remaining 684 GAH are delivered by Registered Providers in Ealing.
Amount raised/year from developers via s106/CIL	£12m per year	N/A	Underway within Local Plan, Infrastructure Development Plan and S106 Obligations Supplementary Planning Document work across 2023. CIL is not expected to come in until Year 3 of the Council Plan.

Measure	4-year target	Progress at YE 2022/23	Commentary
Thriving Communities			
No. of new sports facilities	a) 5 new cricket pitches b) 4 tennis courts c) 8 football pitches	0	<p>Lawn Tennis Association (LTA) funded tennis court improvement works were carried out to the schedule set by LTA - Elthorne (3 courts) and Wolf Fields (2 courts) have been refurbished and will be in use as soon as the courts have been painted. Future work schedule provided by LTA indicates that the court construction works will be completed by first week of September 2023 with court painting to follow soon after, weather permitting.</p> <p>Funding has been secured from the London Cricket Trust for 3 new non-turf pitches (NTPs) for installation over the summer of 2023.</p> <p>A new Playzone scheme has also been launched which provides the opportunity of building floodlit 30m x 20m Playzones (specially designed Multi Use Games Areas with improved playing surfaces). The number of new facilities across the borough will be determined by the amount of match funding secured. Each Playzone costs between £180,000 - £210,000 and 25% match funding is required across the portfolio of sites.</p>
New investment in Southall to improve cycling facilities	£3.2m	£0.6m	<p>As part of the Let's Ride Southall (LRS) Project, we have developed a pool of 7 local mechanics, a pool of freelance instructors, and 10 active cycle ride leads, with a fully functional large cycle repair and build workshop. Daily free cycling rides are available for all levels.</p> <p>First 500 new cycle batch has been ordered (150 handed over) and in stock together with c200 (80 handed over) refurbished bikes from West London Waste Authority. Over 700 cycles have been processed in total when including Street Services and those directly donated.</p> <p>Many lines of enquiry for the scheme are coming in – approximately 500 enquires to date. New LRS Cycling Club was launched in April 2023 for more advanced riders as skills have developed and cyclists ride further and more regularly.</p> <p>Monthly Dr Bike cycling festivals are held in both halves of Southall on the 4th Saturday of each month.</p> <p>GPS tracking has been enabled on c80 bikes-provided route and journey data to feed into future infrastructure priorities.</p>

Measure	4-year target	Progress at YE 2022/23	Commentary
Investment in new and renewed playgrounds	£2m	£0.284m	<p>Spencer Street Multi Use Games Area (MUGA) and playground have been delivered.</p> <p>Lammas Parkour equipment is due for delivery as well as the bike racks to improve secure cycle parking provision across the borough's parks. Implementation of both is expected to be completed by the end of June 2023.</p> <p>Playground refurbishments at Rectory Park, Manor House Grounds and North Acton Playing Fields are expected over the coming months.</p>
Investment in community and grassroots art, music, dance and culture	£1m	£0.166m	<p>The arts and culture service have raised £0.114m for 2022/23 delivery and £0.052m towards 2023/24 delivery. The key target is to apply to the Mayor of London to become a London Borough of Culture (award if successful: £1.35m - match funding of 30% likely to be required).</p>
CIL/s106 over which communities exert control	£2m	N/A	<p>This will be progressed once the CIL is in place (expected in Year 3 of the Council Plan).</p>

Appendix 2: Performance on Corporate Health Check KPIs at year end 2022/23

Performance against target

Red	Performance is below target
Amber	Performance is below target but within tolerance
Green	Performance is above target
Not available	Data not available (e.g. no performance data was recorded last year or is no longer suitable for comparison due to the change in calculation method)

Direction of travel

Better	Performance improved upon last year
Worse	Performance declined since last year
Same	Performance unchanged from last year
Not available	DoT not available for this measure as performance figure from last year is not available or not comparable

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S.no	Council Plan Priority	Performance Indicator	Polarity	Frequency	Target YE 2022/23	Performance YE 2022/23	RAG rating YE 2022/23	Performance YE 2021/22	DoT 22/23 vs 21/22
1	Tackling Inequality and Crime	First time entrants to the Youth Justice System aged 10-17 (Rate per 100,000 10-17 population)	Smaller is better	Quarterly	200.0	135.3	Green	147.9	Better
2	Tackling Inequality and Crime	Percentage of young offenders engaged in suitable education, training or employment	Bigger is better	Quarterly	86.0%	88.7%	Green	91.9%	Worse
3	Tackling Inequality and Crime	Percentage of the top paid 5% of local authority staff who are from an ethnic minority (excluding those in maintained schools)	Bigger is better	Annual	19.0%	24.5%	Green	16.2%	Better
4	Tackling Inequality and Crime	Percentage of the top paid 5% of local authority staff who have a disability (excluding those in maintained schools)	Bigger is better	Annual	4.0%	3.9%	Amber	2.4%	Better
5	Tackling Inequality and Crime	Percentage of the top paid 5% of local authority staff who are female (excluding those in maintained schools)	Bigger is better	Annual	49.0%	49.1%	Green	47.2%	Better

S.no	Council Plan Priority	Performance Indicator	Polarity	Frequency	Target YE 2022/23	Performance YE 2022/23	RAG rating YE 2022/23	Performance YE 2021/22	DoT 22/23 vs 21/22
6	Tackling Inequality and Crime	Mean disability pay gap within the Council	Smaller is better	Annual	0.2%	4.4%	Red	1.7%	Worse
7	Tackling Inequality and Crime	Mean ethnicity pay gap within the Council	Smaller is better	Annual	11.0%	14.8%	Red	14.3%	Worse
8	Tackling Inequality and Crime	Mean gender pay gap for council employees	Smaller is better	Annual	3.6%	6.1%	Red	5.9%	Worse
9	Tackling inequality and crime	% of ethnic minority residents among those supported into employment through Council schemes	Bigger is better	Quarterly	Monitoring only	56.2%	Monitoring only	65.7%	Worse
10	Climate Action	Percentage of household waste sent for reuse, recycling and composting	Bigger is better	Quarterly	50.0%	48.4%	Amber	47.3%	Better
11	Climate Action	Percentage of bin collections completed on relevant day or rescheduled in advance	Bigger is better	Quarterly	100.0%	100.0%	Green	99.96%	Better
12	Climate Action	Fly tips cleared within target time	Bigger is better	Quarterly	95%	98%	Green	98%	Same

S.no	Council Plan Priority	Performance Indicator	Polarity	Frequency	Target YE 2022/23	Performance YE 2022/23	RAG rating YE 2022/23	Performance YE 2021/22	DoT 22/23 vs 21/22
13	Climate Action	Levels of cleanliness (Percentage streets free of litter)	Bigger is better	Every 4 months	94%	95%	Green	95.2%	Same
14	Climate Action	Levels of cleanliness (Percentage streets free of detritus)	Bigger is better	Every 4 months	92%	97%	Green	94.7%	Better
15	Climate Action	Levels of cleanliness (Percentage streets free of graffiti)	Bigger is better	Every 4 months	97%	94%	Amber	95.1%	Worse
16	Climate Action	Levels of cleanliness (Percentage streets free of fly posting)	Bigger is better	Every 4 months	98%	98%	Green	98.1%	Same
17	Healthy Lives	Admissions into permanent residential and nursing care (Rate per 100,000 population aged 18-64)	Smaller is better	Quarterly	12.0	7.5	Green	8.5	Better
18	Healthy Lives	Admissions into permanent residential and nursing care (Rate per 100,000 population aged 65+)	Smaller is better	Quarterly	360.0	221.1	Green	306.6	Better
19	Healthy Lives	Proportion of older people (65+) not in permanent residential care 91 days after discharge from hospital into reablement	Bigger is better	Quarterly	95.0%	94.3%	Amber	98.9%	Worse

S.no	Council Plan Priority	Performance Indicator	Polarity	Frequency	Target YE 2022/23	Performance YE 2022/23	RAG rating YE 2022/23	Performance YE 2021/22	DoT 22/23 vs 21/22
20	Healthy Lives	Percentage of reablement services at home that reduce the level of ongoing support needed	Bigger is better	Quarterly	80.0%	89.6%	Green	78.9%	Better
21	Healthy Lives	Percentage of CQC regulated care agencies rated Good or Outstanding	Bigger is better	Quarterly	69.0%	71.3%	Green	62%	Better
22	Healthy Lives	Number of contacts to adults social care front door	Smaller is better	Quarterly	Monitoring only	44,163	Monitoring only	35,601	Not available
23	Healthy Lives	Number of referrals from the social care contact centre	Smaller is better	Quarterly	Monitoring only	4,411	Monitoring only	3,744	Not available
24	Healthy Lives	Average Waiting Times for Contacts (days)	Smaller is better	Quarterly	28	20	Green	Not available	Not available
25	Healthy Lives	Percentage of delayed reviews	Smaller is better	Quarterly	40%	40%	Green	35.7%	Worse
26	Healthy Lives	Percentage of people who use services who are satisfied with their care and support	Bigger is better	Annual	55%	68.5%	Green	53.8%	Better
27	A Fairer Start	Percentage of care leavers who were in EET (19-21)	Bigger is better	Quarterly	65.0%	63.2%	Amber	63.9%	Worse
28	A Fairer Start	Percentage of care leavers who were in EET (17-18)	Bigger is better	Quarterly	82.0%	78.2%	Red	81.9%	Worse
29	A Fairer Start	Percentage of children looked after with more than 3 placements within a year	Smaller is better	Quarterly	12.0%	11.8%	Green	13.1%	Better

S.no	Council Plan Priority	Performance Indicator	Polarity	Frequency	Target YE 2022/23	Performance YE 2022/23	RAG rating YE 2022/23	Performance YE 2021/22	DoT 22/23 vs 21/22
30	A Fairer Start	Percentage of child and family assessments following a referral to social care completed within 45 days	Bigger is better	Quarterly	90.0%	84.9%	Red	76.2%	Better
31	A Fairer Start	Percentage of EHC plans issued within 20 weeks (exc. exceptions)	Bigger is better	Quarterly	75.0%	55.4%	Red	69%	Worse
32	A Fairer Start	Percentage of 16-17 year olds not in education, employment or training	Smaller is better	Quarterly	1.4%	1.1%	Green	0.7%	Worse
33	A Fairer Start	Percentage of Ealing primary schools rated good or outstanding	Bigger is better	Annual	94.0%	94.0%	Green	94.0%	Same
34	A Fairer Start	Percentage of Ealing secondary schools rated good or outstanding	Bigger is better	Annual	93.3%	100.0%	Green	93.3%	Better
35	A Fairer Start	Percentage of pupils reaching the expected standard in Reading, Writing and Maths at Key Stage 2	Bigger is better	Annual	64.0%	66.5%	Green	Not available	Not available
36	A Fairer Start	Percentage of pupils receiving a standard pass in English and Maths at Key Stage 4	Bigger is better	Annual	76.6%	76.7%	Green	Not available	Not available
37	A Fairer Start	Gap between disadvantaged pupils and all other pupils nationally reaching the expected standard in Reading, Writing and Maths at Key Stage 2	Smaller is better	Annual	-15.0%	-13.4%	Green	Not available	Not available
38	A Fairer Start	Gap between disadvantaged pupils and all other pupils nationally receiving a standard pass in English and Maths at Key Stage 4	Smaller is better	Annual	-15%	-12.8%	Green	Not available	Not available
39	A Fairer Start	Gap between Black Caribbean pupils and all pupils nationally reaching the expected standard in Reading, Writing and Maths at Key Stage 2	Smaller is better	Annual	-20.0%	-14.0%	Green	Not available	Not available

S.no	Council Plan Priority	Performance Indicator	Polarity	Frequency	Target YE 2022/23	Performance YE 2022/23	RAG rating YE 2022/23	Performance YE 2021/22	DoT 22/23 vs 21/22
40	A Fairer Start	Gap between Black Caribbean pupils and all pupils nationally receiving a standard pass in English and Maths at Key Stage 4	Smaller is better	Annual	-13%	-9.9%	Green	Not available	Not available
41	Decent Living Incomes	Average days taken to process new benefit claims	Smaller is better	Quarterly	24	24	Green	29	Better
42	Decent Living Incomes	Average days to process Local Welfare Assistance claims	Smaller is better	Quarterly	8	10	Red	10	Same
43	Decent Living Incomes	Number of people completing employability and professional courses	Bigger is better	Quarterly	1110	1,230	Green	709	Better
44	Decent Living Incomes	Percentage of outstanding food safety interventions completed as per the Food Safety recovery plan	Bigger is better	Quarterly	100.0%	100.0%	Green	Not available	Not available
45	Inclusive Economy	Reduction in number of complaints received	Bigger is better	Annual	5%	11%	Green	Not available	Not available
46	Inclusive Economy	Percentage of telephone calls answered within 5 minutes	Bigger is better	Quarterly	80%	69%	Red	Not available	Not available
47	Inclusive Economy	Percentage of customers using digital to access council services	Bigger is better	6 monthly	80%	62%	Red	75%	Worse
48	Inclusive Economy	Percentage of council services available digitally	Bigger is better	6 monthly	90%	86%	Red	86%	Same

S.no	Council Plan Priority	Performance Indicator	Polarity	Frequency	Target YE 2022/23	Performance YE 2022/23	RAG rating YE 2022/23	Performance YE 2021/22	DoT 22/23 vs 21/22
49	Inclusive Economy	Sickness absence (Number of days lost per FTE)	Smaller is better	Quarterly	8.0	8.4	Red	8.75	Better
50	Inclusive Economy	Percentage of council tax collected in year	Bigger is better	Quarterly	97.2%	96.0%	Amber	95.8%	Better
51	Inclusive Economy	Percentage of business rates collected in year	Bigger is better	Quarterly	97.2%	94.8%	Amber	92.7%	Better
52	Inclusive Economy	FOIs responded to within 20 days	Bigger is better	Quarterly	100.0%	81.3%	Red	65%	Better
53	Inclusive Economy	Percentage of total council spend within the borough	Bigger is better	Quarterly	25%	28%	Green	Not available	Not available
54	Inclusive Economy	Percentage of total council spend with small and medium enterprises	Bigger is better	Quarterly	65%	34%	Red	Not available	Not available
55	Safe and Genuinely Affordable Homes	Households with children in B&B over 6 weeks	Smaller is better	Quarterly	50	118	Red	15	Worse
56	Safe and Genuinely Affordable Homes	Number of families in B&B	Smaller is better	Quarterly	100	153	Red	16	Worse
57	Safe and Genuinely Affordable Homes	Number of households in Temporary Accommodation	Smaller is better	Quarterly	2,321	2,541	Red	2,295	Worse
58	Safe and Genuinely Affordable Homes	Percentage of homelessness applications prevented through early intervention as a percentage of total cases where duty was owed	Bigger is better	Quarterly	60%	63%	Green	74%	Worse

S.no	Council Plan Priority	Performance Indicator	Polarity	Frequency	Target YE 2022/23	Performance YE 2022/23	RAG rating YE 2022/23	Performance YE 2021/22	DoT 22/23 vs 21/22
59	Safe and Genuinely Affordable Homes	Percentage of homes meeting Decent Homes Standard	Bigger is better	Annual	98%	98.6%	Green	Not available	Not available
60	Safe and Genuinely Affordable Homes	Number of eligible rough sleepers on Ealing's streets without an offer of accommodation	Smaller is better	Annual	0	0	Green	23	Better
61	Safe and Genuinely Affordable Homes	Percentage of milestones in the Housing Safety Recovery Programme closed within agreed timescales	Bigger is better	Quarterly	100%	100%	Green	Not available	Not available
62	Good Growth and New Housing	Percentage of 'Other' planning applications determined within target time	Bigger is better	Annual	95%	96%	Green	98%	Worse
63	Good Growth and New Housing	Increase in total number of businesses (local units) in the borough	Bigger is better	Annual	150	-265	Red	165	Worse
64	Thriving Communities	Number of participants attracted to take part in the borough's cultural offer annually	Bigger is better	Annual	66,000	103,975	Green	59,728	Better
65	Thriving Communities	Number of physical visits to libraries	Bigger is better	Quarterly	574,000	575,509	Green	98,862	Better
66	Thriving Communities	Number of electronic/virtual visits to libraries	Bigger is better	Quarterly	244,000	249,565	Green	223,595	Better
67	Thriving Communities	Number of visits to leisure centres	Bigger is better	Quarterly	1,652,347	1,905,771	Green	1,575,151	Better

Commentary on the KPIs that did not meet target at year end 2022/23 (rated Red)

a) Pay gap within the Council

Performance on the three pay gap indicators has not met targets set for 2022/23. We have placed a great emphasis on diversity and inclusion in the latest senior recruitment campaigns and that is how we can begin to drive improvements in these figures. The work on equalities will help us boost career aspirations and increase the number of people from groups with protected characteristics applying for and being successful at appointment to more senior roles. While the targets set were highly ambitious, a period of change will be required to achieve the desired outcomes.

b) Care leavers who were in Education, Employment or Training (EET) (17-18)

78.2% of care leavers aged 17-18 were in education, employment or training at the end of 2022/23, 3.8 percentage points off target for this age group. Performance in this area represents a very strong regional and national position. Young people currently unable to access EET have extremely complex needs, including disability, drug or mental health concerns. We continue to robustly monitor care leavers activity and concentrated work is ongoing to support them into EET.

c) Child and family assessments following a referral to social care completed within 45 days

Percentage of assessments completed within timescales (84.9%) was below the target set of 90%, yet the highest in the five years to 2022/23. Close monitoring at team and management level, better reporting, reduced internal timescales have attributed to sustained improvements this year. The target set was very ambitious, but performance is in line with statistical neighbours.

d) Education, Health and Care plans issued within 20 weeks

The percentage of Education, Health and Care (EHC) plans issued within 20 weeks (excluding exceptions) was 55.4% against the set target of 75%. When compared to performance in the previous quarter (35.4%), this is a significant improvement due to the hard work of the special educational needs assessment service team (SENAS), educational psychology teams (EP) and Health. Requests for assessments have increased and this has created pressure within the SENAS in particular, with EHC coordinators carrying high caseloads. A service review is being commissioned in order to improve the model and service delivery.

Throughout the year, the service has been experiencing a number of challenges that have contributed to underperformance. There was a dip in the timeliness of statutory psychological and health advice from the EP service and the Central North West London community

health service respectively, which inform the EHC needs assessment. Statutory assessments could not be completed until this was received; therefore delays have been unavoidable. Actions are in place to address backlog and deal with the peak flow in April-May 2022. Investment and recruitment within SENAS and EP teams has helped bring caseloads down and improve timeliness. With the additional resources and processes in place performance has already improved significantly and should continue to improve in the coming months.

e) Average days to process Local Welfare Assistance claims

On average, it takes 10 days to process Local Welfare Assistance claims, which is 2 days above the target of 8. Due to the current cost of living crisis, we are allowing customers more time to provide supporting evidence which delays some of the payments. Further, in the last quarter of the year we have experienced some staff turnover. We are actively recruiting to fill in vacancies that will help improve waiting times. Despite the challenges, performance remained the same as that in 2021/22.

f) Telephone calls answered within 5 minutes

At year end 2022/23, 69% of all telephone calls were answered within 5 minutes. The target of 80% remained a challenge due to high volumes of calls regarding the energy rebate scheme, cost of living and housing repairs. Contact volumes have now reduced and it is anticipated that in future targets set will be met. All callers experiencing longer than an average 3-minute waiting time are offered a call back on the same day.

g) Digital access to Council services

Out of all council services, 86% are available digitally, 4 percentage points off the target set for 2022/23. At year end, 62% of customers used digital to access council services against 80% targeted. The use of digital services is currently low in some areas, but a targeted plan is in place to improve the take up. This includes digital support for residents; a continuous review of the digital experience; and reducing system errors experienced by residents which create failure demand and impact on customer confidence in the council's digital services. The customer journey will be reviewed to ensure that the portal is the channel of choice and easy to use for simple transactions, freeing up telephone and face-to-face customer service advisors to deal with the more complex enquiries.

i) Sickness absence (Number of days lost per FTE)

The number of days lost per FTE was 8.4 at year end, which is above the target of 8.0 but a slight improvement on 2021/22 figure of 8.75. Throughout the year we have seen an increase in the number of absences due to cold/flu and Covid-19. It is reported nationally

that people are still getting Covid, it is affecting them for longer and, as a result of reduced immunity from prolonged lockdown, strains of flu are affecting people more and for longer. Sickness levels have started to come down by the end of quarter 4.

Recent data from the Council's absence management system shows that Ealing compares well with others in our benchmarking group in terms of hours lost per employee sickness absence. We are working to develop organisational approaches to managing absenteeism by placing emphasis on employee engagement and wellbeing. Where managers manage well and help staff to feel valued and supported in the workplace the levels of absenteeism are reduced. Better one-to-ones, good team relationships, training, development, and support will all make a difference alongside discipline in carrying out return-to-work interviews and maintaining contact and support for staff who are ill.

j) FOI requests responded to within 20 days

81.3% of FOI requests were responded to within 20 days in the last quarter of the 2022/23, against the statutory target of 100%. Although the target has not been met, there has been a consistent improvement throughout the year, with March 2023 rate reaching 97%, indicating a commitment to prioritise FOI responses across the organisation. The FOI team have support from all the Strategic Directors, and the framework we have put in place of escalating to the Strategic Directors the week before any request is due is having a visible effect.

k) Percentage of total council spend with small and medium enterprises

34% of total council spend was with small and medium enterprises. We have undertaken significant amount of work to ensure the data on this indicator only includes addressable spend. Previously the spend captured items such as direct payments, grants, insurance payouts, etc. Current figure reflects a more accurate representation of SME spend as per the report by the British Chambers of Commerce & Tussell in 2022. Local Government procurement spend with SMEs (as a proportion of their overall procurement spend) was at 32% in the London region. This will be reflected in future targets we set.

l) Households in B&B and Temporary Accommodation

At year end 2022/23, 153 families were staying in Bed & Breakfast (B&B) accommodation, of which 118 households were those with children staying in B&B for over six weeks. 2,541 households in total were staying at Temporary Accommodation (TA). The overall level of homelessness is rising and is the highest in 2022/23 when compared to the previous two years, which is primarily a result of increased evictions from the private sector. Landlords are ending tenancies for a variety of reasons: the wish to raise rents and seek tenants not affected by the Local Housing Allowance (LHA) rate cap; the wish to increase rent per property by changing from sole use

lets to Houses in Multiple Occupation (HMO) use; or the decision to move out of the market altogether and sell, some of which will be based on fears of increased security of tenure in the new legislation. The impact is being felt London-wide, leading to reduced success rates in prevention and particularly relief opportunities, as it became increasingly more difficult to assist the client into a new affordable and suitable Private Rented Sector (PRS) property. It has led to the loss of self-contained leased temporary accommodation through handbacks from large suppliers and an increased use of B&B where families stay for a longer period of time before we can move them on.

We have bought 175 units of accommodation through our property purchase scheme and we are still in the process of completing purchases for a small number of units with the remaining available capital budget. We have primarily bought standalone units, however to accelerate the purchase numbers, we bought a 31-unit new build block, Aspect House, in North Acton and a 16-unit prefabricated MMC (Modern Methods of Construction) scheme, Chris Payne House, in Hanwell. We are also conducting a thorough review of housing supply both rented in borough and adjacent areas; the use of former council homes on estate renewal schemes; reviewing available sites and land in borough via an appointed consultant to assess options and feasibility for more developments and potentially more affordable areas outside London to deliver as much supply as possible.

m) Total number of businesses (local units) in the borough

Over the past 10 years Ealing's business base has grown year on year, with an overall 36% increase between 2012 and 2022. It was anticipated that the numbers would grow by another 150 units in the borough by year end 2022/23. However, the latest figures show a decrease in our business base by 265 units compared to the previous year. A key factor behind this reduction is the impact of the energy crisis on businesses due to the 130-180% increase in energy costs, particularly food manufacturing and other production businesses. While energy charges have been coming down, there is a long lag in energy companies passing on the reduction to businesses. The council will continue actively supporting local businesses and foster conditions for growth within the borough.

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Report for:
ACTION

Item Number:

Contains Confidential or Exempt Information	Yes (in part) Appendix F is exempt by virtue of paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972
Title	Determination of SEN statutory proposals, and capital approvals, relating to St Ann's and Mandeville Schools
Responsible Officer(s)	Tamara Quinn, Assistant Director Planning, Resources & Service Development, Ext. 8444, E-mail: TQuinn@ealing.gov.uk
Author(s)	Laurence Field, Programme Manager FieldL@ealing.gov.uk
Portfolio(s)	Cllr Kamaljit Kaur Nagpal, A Fairer Start
For Consideration By	Cabinet
Date to be Considered	12 th July 2023
Implementation Date if Not Called In	24 th July 2023
Affected Wards	All
Keywords/Index	Special School Expansion; Special School Places, Statutory Proposal, St Ann's Special School, Mandeville Special School, Oldfield Primary, Contract Award, capital approvals

Purpose of Report:

The purpose of this report is:

1. To seek Cabinet approval of the following Statutory Proposals:
 - i. to permanently expand St Ann's School;
 - ii. to permanently expand Mandeville School; and
 - iii. to open a satellite site for Mandeville School at Oldfield Primary School.
2. To add funds to the capital programme.
3. If the Statutory Proposals for Mandeville and Oldfield are approved, to award a works contract in relation to the accommodation requirements to enable Mandeville School to operate at Oldfield Primary School.

1. Recommendations

It is recommended that Cabinet:

- i. Approves the proposals for the expansion of St Ann's School to increase the capacity of the school to 128 students aged 11 to 19. The increase would be phased over five years starting with extra places in Year 7 in 2023 and ending in 2028 when the school would typically have up to 16 students in each year group, year 7 to year 13/14.
- ii. Agrees to incept an additional capital budget of £0.950m to the existing St Ann's School Expansion Capital Programme, funded by s106 contributions.

- iii. Approves the proposal for expanding Mandeville School to 168 places. The increase would be phased over two years with extra places in 2024 and ending in 2025 when the school would typically have up to 168 pupils, Reception to year 6.
- iv. Approves the recommendation to open an additional building at Oldfield Primary School to be used as a satellite site for the Mandeville School Expansion.
- v. Agrees to incept a budget of £1.600m into the capital programme for Mandeville School Expansion, to be funded from the existing approved unallocated SEN Expansion Programme Budget.
- vi. Authorises the award of a contract in the sum of £799,420.96 to MP Building Ltd for the Phase 1 Mandeville at Oldfield Primary School works to be funded from the approved Schools SEN Expansion Programme budget.

2. Reason for Decisions and Options Considered

The decisions are required to enable the Council to progress to the next stage of the process for expanding special school provision to meet its statutory duty to secure sufficient school places. The Council has a statutory responsibility to promote high educational standards, ensure fair access to educational opportunity and promote the fulfilment of every child's educational potential. The Council must also promote diversity and increase choice.

The Legal Framework within which Cabinet must consider the proposals is set out in **section 5**.

The relevant background report seeking approval to publish the St Ann's statutory notice went to Cabinet on 7th December 2022. The report, "Authority to Publish Statutory Proposals for St Ann's School expansion and Capital Approvals", can be accessed via the following link:

<https://ealing.moderngov.co.uk/ieListDocuments.aspx?CId=137&MId=286&Ver=4>

The relevant background report seeking approval to publish the Mandeville statutory notice went to Cabinet on 22nd February 2023. The report, "Special Education Needs Statutory and Capital Approvals – Mandeville statutory and capital proposals and John Chilton contract award", can be accessed via the following link:

<https://ealing.moderngov.co.uk/ieListDocuments.aspx?CId=137&MId=311&Ver=4>

Cabinet, on 22nd February 2023, also authorised the Strategic Director for Children's Services to invite and evaluate tenders for the building contracts for the Mandeville Satellite at Oldfield Primary School. Awarding the Phase 1 building contract will facilitate the Council to carry out its statutory duty of providing sufficient school places.

3. Key Implications

St Ann's School

SECTION 1: Background

The St Ann's School proposal forms part of the approved and funded Schools SEN Expansion Programme.

SECTION 2: Determination of proposals to expand St Ann's School to 128 places

The proposal under consideration is the expansion of St Ann's School to increase the capacity of the school to 128 students aged 11 to 19. The increase would be phased over five years starting with extra places in Year 7 in 2023 and ending in 2028 when the school would typically have up to 16 students in each year group, year 7 to year 13/14. Given the highly specialist nature of the provision at St Ann's, pupil numbers in each year group are likely to vary, but the overall capacity of the school across all year groups is expected to be 128.

Admissions to St Ann's Special School will continue to be coordinated by the Local Authority based on the needs set out in pupil's Education, Health and Care Plan.

To enable the school to expand, it is proposed to provide additional classrooms and specialist learning spaces, and extra teaching and non-teaching staff would be recruited. The accommodation would be built to government requirements and guidelines.

Where Planning permission for the building works is required, there will be a separate consultation with residents and other interested parties. The accommodation has been carefully designed and located to optimise the possibility of students remaining on site during the build period.

SECTION 3: Summary of Statutory Proposals

The decision maker (Cabinet) is asked to approve the expansion of St Ann's School.

Factors for Cabinet to consider

In January 2023, updated statutory guidance was published entitled: [Making significant changes \('prescribed alterations'\) to maintained schools \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/111111/making-significant-changes-to-maintained-schools-guidance)

The Guidance sets out some of the factors that Cabinet should consider when deciding on a proposal. These factors are not exhaustive and the importance of each will vary depending on the type and circumstances of the proposal.

Decision makers must consider this proposal on its individual merits and consider all the views submitted including all objections to, and comments on. The key issues raised have been noted in appendix A.

With regard to the statutory consultation period, the Notice (appendix B) was completed using the applicable Department for Education (DfE) prescribed alterations

template and guidance. This proposal is not related to any other proposal. All statutory requirements were carried out regarding the consultation.

Notification of the publication of the Statutory Notice and Statutory Proposal was advertised widely, in line with DfE guidance. The proposals to increase the planned capacity were published in the West London Gazette on Wednesday 24th May 2023 (with a four week representation period ending 21st June 2023). Copies were displayed at the school's entrance and placed on the consultation section of the Council's website for the duration of the statutory consultation period. The complete proposal was available via the Council's website or in hard copy on request. Copies were also sent to the parents of every registered pupil at the school.

The publication of the Statutory Proposal opened a representation period as stated above. During this time any person could object to or make comments on the proposals by sending written representation to the Council directly or via the school office, to have their views on the proposals taken into consideration by the decision maker. No objections were received in response to the publication of the Statutory Proposal. A neighbouring consultee borough responded in support of the proposal.

An initial consultation was run by the school and the Local Authority in the first instance. The whole consultation period was from Monday 3rd October 2022 to Monday 14th November 2022; details of this are included in appendix A, as are any statements from the School in relation to the proposals. All written representations relating to the initial consultation and statutory proposals can be made available upon request. Comments in relation to the factors which Cabinet should consider are set out separately in appendix A.

Mandeville School and Oldfield Primary Satellite

SECTION 1: Background

The Mandeville School proposals form part of the approved and funded Schools SEN Expansion Programme.

SECTION 2: Determination of proposals to expand Mandeville School to 168 places and open a satellite site at Oldfield Primary School

The proposal for expansion of Mandeville Special School through a satellite site at Oldfield Primary School has been prompted by a further significant rise in pupils born in the last 5 years seeking special school places in the borough. There has been a rise in pupils with severe learning difficulties or profound and multiple learning difficulties, many of whom also have a diagnosis of Autistic Spectrum Disorder (ASD). Pupils who attend Mandeville may also have complex medical conditions, severe communication disorders, bi-modal sensory impairment, high personal care and postural management needs and challenging behaviours.

Admissions to Mandeville Special School will continue to be coordinated by the Local Authority based on the needs set out in pupil's Education, Health and Care Plan.

To enable the school to expand it is proposed to provide additional classrooms and specialist learning spaces in the early years block at Oldfield Primary School. Extra teaching and non-teaching staff would be recruited. Similarly, conversion work will be needed at Oldfield Primary School to accommodate the displaced pupils from the

block proposed to be used by Mandeville Special School. In developing the plans, as much as possible of the external play space on the Oldfield site has been maintained, and the works would also include fencing and landscaping. The accommodation would be to government requirements and guidelines. There is no overall loss of playing space.

SECTION 3: Summary of Statutory Proposals

The decision maker (Cabinet) is asked to approve the expansion of Mandeville School and open a satellite site at Oldfield Primary School.

Factors for Cabinet to consider

In January 2023, updated statutory guidance was published entitled: 'Making significant changes ('prescribed alterations') to maintained schools. [Making significant changes \('prescribed alterations'\) to maintained schools \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/111111/making-significant-changes-to-maintained-schools.pdf)

The Guidance sets out some of the factors that Cabinet should consider when deciding on a proposal. These factors are not exhaustive and the importance of each will vary depending on the type and circumstances of the proposal.

Decision makers must consider this proposal on its individual merits and consider all the views submitted including all objections to, and comments on. The key issues raised have been noted in appendix A.

With regard to the statutory consultation period, the Notice (appendix B) was completed using the applicable Department for Education (DfE) prescribed alterations template and guidance. This proposal is not related to any other proposal. All statutory requirements were carried out regarding the consultation.

Notification of the publication of the Statutory Notice and Statutory Proposal was advertised widely, in line with DfE guidance. The proposals to increase the planned capacity were published in the West London Gazette on Wednesday 31st May 2023 (with a four week representation period ending 28th June 2023). Copies were displayed at the school's entrance and placed on the consultation section of the Council's website for the duration of the statutory consultation period. The complete proposal was available via the Council's website or in hard copy on request. Copies were sent to the parents of every registered pupil at Mandeville School. Copies were also sent the Department for Education's Schools Organisation mailbox, as required for any proposal to expand a school onto a satellite site for monitoring purposes.

The publication of the Statutory Proposal opened a representation period as stated above. During this time any person could object to or make comments on the proposals by sending written representation to the Council directly or via the school office, to have their views on the proposals taken into consideration by the decision maker. No representations were received in response to the publication of the Statutory Proposal.

An initial consultation was run by the school and the Local Authority in the first instance. The whole consultation period was from 5th December 2022 and 23rd January 2023; details of this are included in appendix A, as are the latest statements from the School in relation to the proposals. All written representations relating to the initial consultation and statutory proposals can be made available upon request.

Comments in relation to the factors which Cabinet should consider are set out separately in appendix A.

Mandeville School at Oldfield Primary School Phase 1 Works Contract

Cabinet, in February 2023, approved the invitation and evaluation of competitive tenders for the works required at the Oldfield Primary School site. Tenders were submitted on 30th May 2023. The tenders were evaluated by the Council’s Quantity Surveyors, on the basis of the most economically advantageous tender to the Council using an Evaluation Matrix approved by the Council’s Commercial Hub. MP Building Limited submitted the most economically advantageous tender to the Council as set out in Appendix E (Financial Implications). The tender evaluation report is included in Confidential Appendix F.

4. Financial Implications

St Ann’s School

Without the phased expansion, at least 18 pupils currently in Ealing maintained primary special schools would have to go to a non-maintained or independent (NMI) special school place for their secondary and post 16 education. The differential cost between a place at St Ann’s and an NMI is typically £26,000 pa. The phased expansion when complete would create a cost avoidance saving of 18 x 26,000 = £468,000 per annum.

The estimated total capital expenditure of £3.5m has a balance of £3.239m following spend to date, and will be funded from the existing Capital Programme for a Relocated Expanded St Ann’s. An additional budget of £0.95m is required and will be funded from Section 106 contributions set out in table 1 below (excluding spend to date).

Table 1: Funding stream for Expanded St Ann’s

Scheme	2023/24 (Forecast) £m	2024/25 (Forecast) £m	Total 2022-25 £m
PREVIOUSLY AGREED RELOCATED EXPANDED ST ANN’S BUDGET	0.239	2.050	2.289
NEW SECTION 106 FUNDING	-	0.950	0.950
TOTAL REVISED ST ANN’S EXPANSION FUNDING	0.239	3.000	3.239

The detailed cash flow for the scheme will be monitored by the Budget Holder and Service Management as part of the overall monitoring process.

Mandeville School and Oldfield Primary School Satellite

Without the phased expansion, at least 24 pupils currently in Ealing maintained children centres would have to go to a non-maintained or independent (NMI) special school place for their primary education and possibly secondary as well. The

differential cost between a place at Mandeville and an NMI is typically £26,000 pa. The phased expansion when complete would create a cost avoidance saving of 24 x £26,000 = £624,000 per annum. The estimated total capital expenditure of £1.6m for the expansion of Mandeville Special School at Oldfield Primary School will be funded from the existing Capital Schools SEN Expansion Programme set out in table 1 below.

A schedule of costs for the Phase 1 Mandeville at Oldfield Primary School is contained in Appendix C (Financial Implications). The total cost of these works is estimated at £1.6m. The expenditure will be funded from the existing approved unallocated £18.443m Schools SEN Expansion Programme capital budget as shown in **Table 1** below.

Table 1: Funding stream for Schools SEN Expansion Programme

Scheme	2023/24 (Forecast) £m	2024/25 (Forecast) £m	Total 2023-25 £m
TOTAL REVISED SCHOOLS SEN EXPANSION PROGRAMME	18.443	0.000	18.443

Special school places are funded from the “high needs block” of the Dedicated Schools Grant (DSG) and the number of places is formally agreed with the Education Funding Agency (EFA) each year. Schools also receive ‘top-up’ funding on a per pupil basis which relates to standard support needs and the school setting. All revenue costs are therefore expected to be contained within this DSG allocation.

Works contracts associated with the proposal will be managed by the Council’s internal Projects Delivery Unit. Children’s Service budgets and the Council’s capital programme are monitored as part of the Council’s budget monitoring process.

5. Legal

Councils have a statutory duty under the Education Act 1996 to ensure that there are sufficient school places in their area, to promote high educational standards, to ensure fair access to educational opportunity and to promote the fulfilment of every child’s educational potential. They must also ensure that there are sufficient schools in their area and promote diversity and increase parental choice. Part 3 of the Children and Families Act 2014 places a duty on the local authority to support children and young people in England with special educational needs or disabilities and to keep under review the educational provision in its area for those children and young people.

The Education and Inspections Act 2006 requires local authorities to consider and respond to parental representations when carrying out their planning duty to make sure, that there is sufficient primary and secondary provision and suitable special educational needs (SEN) provision in their area.

In relation to the expansion of schools, the planning of SEN provision and the corresponding increase in published admissions numbers, the Council is required to comply with the Section 19 Education and Inspections Act 2006 and The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013 establish detailed procedures for making prescribed alterations to maintained

schools including enlargement and the establishment or discontinuance of provision that is recognised as reserved for children with special educational needs.

St Ann's School and Mandeville School decision

In January 2023, updated statutory guidance was published entitled: '[Making significant changes \('prescribed alterations'\) to maintained schools \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/111111/making-significant-changes-prescribed-alterations-to-maintained-schools.pdf)

This guidance sets out the five stages of the statutory process for expanding a maintained special school.

Those stages are:

- Stage 1: Publication
- Stage 2: Representation
- Stage 3: Decision
- Stage 4: Implementation

Cabinet has the responsibility under the Constitution to agree matters relating to school organisation in the borough, which are not within the legal remit of the Schools Adjudicator or the Secretary of State.

Although there is no longer a statutory 'pre-publication' consultation period for prescribed alteration changes, there is a strong expectation that schools and local authorities will consult interested parties in developing their proposal prior to publication, to consider all relevant considerations. This pre-publication consultation has taken place.

Cabinet gave approval for the publication of the statutory notice (stage 1), the representation period has passed as set out above and Cabinet is now being asked to decide the proposals (stage 3).

In making this decision Cabinet can:

- reject the proposal;
- approve the proposal without modification;
- approve the proposal with modifications, having consulted whichever of the local authority and/or governing body that has not proposed the modification; or
- approve the proposal, with or without modification (having consulted on any modifications as mentioned above) subject to certain conditions (such as the granting of planning permission) being met.

Satellite schools

When making a decision in relation to the expansion of a school onto an additional site ('or satellite site') Cabinet must be satisfied that the new provision is genuinely a change to an existing school and not in reality the establishment of a new school.

Cabinet will need to consider the non-exhaustive list of factors which are set out in the statutory guidance which are intended to expose the extent to which the new site is integrated with the existing site, and the extent to which it will serve the same community as the existing site. The more integration, the more likely the change is an

expansion. The list of factors and associated information in relation to the Mandeville satellite site at Oldfield Primary is set out in Appendix I.

In relation to capital works contracts

The contract for the building works described in this report has been tendered and is being let in accordance with the Council's Contract Procedure Rules and the Public Contract Regulations 2015 (as amended) as applicable.

In regard to public law and equalities considerations

When making decisions the Council must act reasonably and rationally. It must take into account all relevant information and disregard all irrelevant information and consult those affected, taking into account their views before final decisions are made. It must also comply with its legal duties, including those relating to equalities.

As public bodies, schools and local authorities have duties, known as the 'public sector equalities duties' under S 149 the Equality Act 2010.

The Equality Act 2010 places separate duties on local authorities as the responsible body (alongside the governing body) for schools maintained by the local authority.

6. Value for Money

Expansion proposals being pursued have been subject to rigorous value for money (VfM) procedures through the feasibility study and option appraisal process. Overall, it is more efficient and effective to meet increases in the demand for school places through the expansion of existing schools where this is possible.

Tenders for the works are, and will be, sought in accordance with the Council's Contract Procedure Rules and the Public Contract Regulations 2015 (as amended) and the Council's consultants will evaluate them to establish the most economically advantageous tender to the Council.

Competitive tenders were sought for the Mandeville School on the Oldfield Primary School site Phase 1 works. The Council's Quantity Surveyors evaluated the tenders using the evaluation matrix approved by the Council's Commercial Hub to determine the most economically advantageous tender to the Council. The proposals as submitted by MP Building Limited have been fully examined by the Council's Quantity Surveyors and are considered to represent value for money.

7. Sustainability Impact Appraisal

The proposals include, or will include, an assessment of the impact on sustainability as outlined within the Council's procurement policies.

8. Risk Management

The Authority is working closely with the leadership teams and governing boards of the schools and will maintain key risk registers.

9. Community Safety

Transport, traffic and travel will be a concern for many stakeholders where planning applications are required. The proposed designs make appropriate changes, where required, to the access to the schools, and layout of vehicle drop off areas to ensure the safe and efficient arrival and departure of pupils and staff.

10. Links to the 3 Priorities for the Borough

The proposals are linked to Fighting inequality - relentlessly tackling poverty and inequality that blights too many lives and disproportionately holds back all too many people from achieving their dreams and aspirations.

11. Equalities, Human Rights and Community Cohesion

Equalities Analysis Assessments have been carried out for the proposals described in this report and are included in Appendices G and H.

12. Staffing/Workforce and Accommodation implications:

St Ann’s School, Mandeville School and Oldfield Primary School are maintained schools, and Ealing Council is the employer of all the staff. Extra teaching and non-teaching staff for St Ann’s and Mandeville would be recruited. The increased workforce may lead to further review of staffing structures at the schools.

13. Property and Assets

St Ann’s, Mandeville and Oldfield Schools are maintained by the Council, and the land is freehold owned by Ealing Council.

Ealing Council’s legal team will support the schools to ensure all statutory processes are met.

14. Any other implications

None.

15. Consultation

Consultation has taken place with the Portfolio Holder. Extensive consultations have been, and will continue to be, carried out with the school staff, parents, local schools, unions and the community.

16. Timetable for Implementation

St Ann’s

Cabinet decision on determination of statutory proposals	12th July 2023
Implementation of the phased expansion starts	September 2023

Mandeville and Oldfield

Cabinet decision on determination of statutory proposals	12 July 2023
Implementation of the phased expansion starts	September 2024

17. Appendices

Appendix A: St Ann's Consultation feedback report
Appendix B: Statutory Notice for the expansion of St Ann's School
Appendix C: Mandeville and Oldfield Consultation feedback report
Appendix D: Statutory Notice for the expansion of Mandeville and satellite at Oldfield
Appendix E: Mandeville at Oldfield Financial Implications
Confidential Appendix F: Mandeville at Oldfield Phase 1 Tender Report
Appendix G: St Ann's Equalities Analysis Assessment (EAA)
Appendix H: Mandeville and Oldfield Equalities Analysis Assessment (EAA)
Appendix I: Mandeville at Oldfield Satellite Site Factors

18. Background Information

1. The St Ann's report to Cabinet in December 2022 is available on the Council's website at:

<https://ealing.moderngov.co.uk/ieListDocuments.aspx?CId=137&MId=286&Ver=4>

2. The Mandeville and Oldfield report to Cabinet on 22nd February 2023 is available on the Council's website at:

<https://ealing.moderngov.co.uk/ieListDocuments.aspx?CId=137&MId=311&Ver=4>

3. Consultation papers and the statutory proposals are available on the Council's website at: www.ealing.gov.uk/pastconsultations

4. Statutory Guidance

Available at <https://www.gov.uk/government/publications/school-organisation-maintained-schools>

Consultation

Name of consultee	Post held	Date sent to consultee	Date response received	Comments appear in paragraph:
Internal				
Cllr Kamaljit Kaur Nagpal	Portfolio Holder, A Fairer Start	15/6/23	15/6/23	Throughout
Robert South	Strategic Director Children's Services	15/6/23	15/6/23	Throughout
Tamara Quinn	Assistant Director Planning, Resources & Service Development	15/6/23	15/6/23	Throughout
Justin Morley	Head of Legal Services (Social Care and Education)	8/6/23		
Kathleen Ennis	Principal Lawyer (Housing and Social Care)	8/6/23	22/6/23	Throughout
Chuhr Nijjar	Senior Lawyer (Legal Contracts)	8/6/23		
Russell Dyer	Assistant Director, Accountancy	8/6/23		
Katherine Ball	Finance Manager -	8/6/23	15/6/23	1,4
Stephen Bell	Finance Manager – Children and School Services	8/6/23		
Craig McDowell	Category Lead (People)	8/6/23		
Mark Nelson	Head of Schools HR Consultancy	8/6/23		
Emily Hill	Strategic Director Resources	15/6/23	29/06/23	Throughout
External				
	e.g., voluntary organisation			

Report History

Decision type:	Urgency item?
Key decision	No
Report no.:	Report author and contact for queries:
	Laurence Field, Programme Manager

Appendix A: Consultation at St Ann's Special school in relation to the expansion of the school to 128 places.

Consideration of Consultation

Members should consider the views of all those affected by the proposal or who have an interest in them including pupils, families of pupils, staff, other schools and colleges etc. Members should not simply take account of the numbers of people expressing a view when considering representations made on proposals. Instead, Members should give the greatest weight to representations from those stakeholders likely to be most directly affected by the proposal.

Initial Consultation

The governing board of the school and the Council sought views on a proposal to expand the school to 128 students aged 11 to 19 including Sixth Form. The consultation period was from Monday 3rd October 2022 to Monday 14th November 2022.

Who was consulted?

The proposal was sent to the following stakeholders:

- Parents of pupils
- Staff and Governors
- An EGFL gatekeeping article was sent to all Ealing Schools about the proposals
- Ward Councillors
- Local MP
- Adjacent local authorities

How were stakeholders consulted?

- Consultation Letter and Feedback Forms
- Consultation Events – Parent and staff consultation events took place on 20th October 2022 in the morning virtually, and late afternoon at the school in person
- Emails were sent directly to:
 - Ward Councillors
 - Local MP
 - Adjacent local authorities
- An EGFL gatekeeping article was sent to all Ealing Schools about the proposals

Feedback from Stakeholders

There were 32 responses in total. 78% from staff, 16% from parents, 6% others and 6% from Governors. These sum to more than 100% as respondents can belong to more than one category.

With the question: "To what extent do you support the proposed expansion of St Ann's School", the overall support for the proposal was 97% agree or strongly agree from a total of 32 respondents. Only 1 respondent skipped the question.

All respondents strongly agreed or agreed the expansion would improve facilities for pupils with SEN. 97% strongly agreed or agreed the proposal would help meet the growing need for this type of provision. (3% (1) skipped the question) 97% strongly agreed or agreed that the expansion would support young people with SEN. (3% (1) skipped the question)

The four most identified advantages or benefits were:

- Need for places (mentioned 3 times)
- St Ann's is a good school in the centre of the Hanwell Community by expanding more pupils will benefit from attending the school and community facilities nearby (mentioned 3 times)
- Improved facilities in school (mentioned 2 times)
- More space will improve behaviour and safety (mentioned once)

The consultation responses did not raise any concerns other than reinforcing the urgent need for the places the expansion would provide.

Appendix B - Statutory Notice for expansion of St Ann's School

London Borough of Ealing Statutory Notice for a proposal to increase the capacity of St Ann's School to 128 places.

Notice is given in accordance with section 19(1) of the Education and Inspections Act 2006 and the School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013/3110 that London Borough of Ealing intends to make prescribed alterations to St Ann's Maintained Special School, Springfield Rd, London W7 3JP from 1st September 2023.

The London Borough of Ealing proposes to increase the capacity of the school to 128 places, from the current capacity of 105 students. The proposal has been prompted by a further significant rise in pupils born in the last 10 years seeking special school places in the borough. St Ann's is a Local Authority maintained secondary special school for students aged 11 to 19, with life-long, complex, profound to severe learning difficulties. There are three distinct cohorts of students those with complex Severe Learning Difficulties (SLD), those with Profound and Multiple Learning Difficulties (PMLD) and those with Autistic Spectrum Disorder (ASD) in addition to profound to severe learning difficulties.

The increase would be phased over five years starting with additional places in Year 7 in 2023 and each subsequent Year 7 intake until in 2028 when the school would on average have 16 students in each year group, year 7 to year 14. In order to accommodate the larger intake, more classrooms and specialist support spaces would be required. This would require investment in the existing buildings and some new build extensions. Funding would be from the Council's Capital Programme for SEN places. The implementation of this expansion would enable more local children to access local special school provision.

It is not anticipated that the proposed changes to St Ann's Maintained Special School would have any impact on other educational facilities within the local area. The proposal has been made to accommodate increased demand for specialist places. Admissions to St Ann's Maintained Special School would continue to be coordinated by the Local Authority, based on the needs set out in a pupil's Education, Health and Care Plan.

OBJECTIONS AND COMMENTS ON THESE PROPOSALS

This notice is an extract from the complete proposal. Copies of the complete proposal can be obtained from: Laurence Field, Programme Manager, Perceval House 3/SE/2, 14/16 Uxbridge Road, Ealing W5 2HL, or emailing FieldL@ealing.gov.uk.

Within four weeks (by 21st June 2023) from the date of publication of these proposals, any person may object to or make comments on the proposal by sending them to Laurence Field Programme Manager, Perceval House 3/SE/2, 14/16 Uxbridge Road, Ealing W5 2HL, or emailing FieldL@ealing.gov.uk.

Signed



Robert South, Strategic Director Children's Services

Publication Date: 24th May 2023



Appendix C: Consultation at Mandeville Special school and Oldfield Primary School in relation to the expansion of Mandeville School by up to 24 places through the opening of a satellite site at Oldfield Primary School.

Consideration of Consultation

Members should consider the views of all those affected by the proposal or who have an interest in them including pupils, families of pupils, staff, other schools and colleges etc. Members should not simply take account of the numbers of people expressing a view when considering representations made on proposals. Instead, Members should give the greatest weight to representations from those stakeholders likely to be most directly affected by the proposal.

Initial Consultation

The governing boards of the schools and the Council sought views on a proposal to expand Mandeville School by up to 24 pupils aged 2 to 11. The consultation period was from Monday 5th December 2022 to Monday 23rd January 2023.

Who was consulted?

The proposal was sent to the following stakeholders:

- Parents of pupils
- Staff and Governors
- An EGFL gatekeeping article was sent to all Ealing Schools about the proposals
- Ward Councillors
- Local MP
- Adjacent local authorities

How were stakeholders consulted?

- Consultation Letter and Feedback Forms
- Consultation Events – Parent and staff consultation events took place at the schools in person
- Emails were sent directly to:
 - Ward Councillors
 - Local MP
 - Adjacent local authorities
- An EGFL gatekeeping article was sent to all Ealing Schools about the proposals

Feedback from Stakeholders

There were 60 responses in total. 50.8% from parents, 15.9% from staff, 31.7% others and 1.6% from Governors. These sum to more than 100% as respondents can belong to more than one category.

With the question: “To what extent do you support the proposed expansion of Mandeville School on the Oldfield Primary Site?”, the overall support for the proposal was 83.1% agree or strongly agree from a total of 59 respondents. A further 4 respondents (6.8%) moderately supported the proposal. 5 respondents (8.5%) did “not at all” support the proposal. And 1 respondent completed this response as “Don’t know/can’t say”.

55 out of 60 respondents (91.7%) strongly agreed or agreed the expansion would improve facilities for pupils with SEN, and 3 respondents (5%) disagreed or strongly disagreed. 91.5% (54) strongly agreed or agreed the proposal would help meet the growing need for this type of provision, and 3 respondents (5.1%) disagreed or strongly disagreed. 88.1% (52) strongly agreed or agreed that the expansion would support young people with SEN, and 5 respondents (8.5%) disagreed or strongly disagreed.

The four most identified advantages or benefits were:

- Need for places/specialist provision
- Mandeville is a good school in the centre of the Community by expanding more pupils will benefit from attending the school and community facilities nearby
- Improved facilities in school
- More space will improve behaviour and safety

The consultation responses raised some concerns or disadvantages:

- Oldfield Primary School could be negatively impacted
- The need for sufficient staff and facilities
- A need for sufficient health staff numbers
- Accommodation for the pupils at Key Stage 2
- Travel distance



Monday 5 December 2022

**Expansion of Mandeville Special School on a satellite site at Oldfield Primary School
Consultation on the Proposal - from Monday 5 December 2022 to Monday 23 January 2023**

Dear Parents / Carers, Pupils, Staff, and other interested parties,

The Proposal. The governing boards of both schools and the Council are seeking views on a proposal to expand Mandeville school by up to 24 pupils and accommodate them in a building at Oldfield Primary School. It is proposed that the Oldfield satellite site will be used by Foundation stage and Key stage 1 classes, with a focus on pupils with severe learning difficulties many of whom also have a diagnosis of Autism. The increase would be phased over two years starting with extra places in 2023 and ending in 2024. The proposed expansion will require investment in buildings on the Oldfield Primary School site. This will be funded by the Council.

To make the satellite work it is proposed to remodel the early years block at Oldfield to form SEN classrooms, specialist learning spaces. Extra teaching and non-teaching staff would be recruited by Mandeville. At the same time other spaces at Oldfield Primary school will be remodelled to accommodate the foundation stage classes moved from the current early years block. In developing the plans further, the Council will seek to maintain as much as possible of the external play space on the Oldfield Primary School site and the works would also include fencing and landscaping. The accommodation would meet government requirements and guidelines. The remodelled accommodation will be carefully designed to optimise the use of holidays for the build period when Oldfield Pupils are off site.

Why is the expansion being proposed by Ealing Council? The proposal for expansion of Mandeville Special School has been prompted by Ealing Council in response to a further significant rise in the proportion of pupils born in the last 5 years seeking special school places in the borough. There has been a specific rise in pupils with severe learning difficulties or profound and multiple learning difficulties, many of whom also have a diagnosis of Autistic Spectrum Disorder. Mandeville has already been expanded in response to the rising demand in the primary phase age group and no further expansion on the site is possible.

Oldfield Primary School is less than two miles from the Mandeville. Oldfield Primary has a good Ofsted report and has been a two-form entry school (420 pupils) until recently. However, falling pupil numbers in the area has led the school to reduce to (315 pupils). This will allow one of the buildings on the site to be available for the proposed satellite.

Mandeville has a borough wide catchment and provides a nursery and primary school education children aged 2 to 11 who have the most severe learning disabilities. We have three cohorts of students, those with Profound and Multiple Learning Difficulties, (PMLD), those with complex Severe Learning Difficulties (SLD) and those with an additional diagnosis of Autistic Spectrum Disorder (ASD). All of these young people have complex learning needs that require input from a highly skilled multidisciplinary team and specialist facilities to meet their learning, therapeutic and care needs but with an increasing roll Mandeville will need additional space to deliver a consistently high-quality education and maintain health and safety requirements

The views of Mandeville Special School on the proposal

Mandeville is a well-resourced school built to meet the needs of pupils with severe and profound learning difficulties. Pupils who attend Mandeville come from across the whole of Ealing. The existing Mandeville building was opened in 2008. Subsequent expansions of the nursery block, conversion of classes to respond to the growing number of pupils with profound learning difficulties and provision for 10 classes of pupils with autism and severe learning difficulties has meant that pupil numbers have increased from 86 to 156 over the past 10 years.

The current Mandeville site has reached capacity in terms of places; the proposal for a satellite site at Oldfield offers a different and exciting opportunity to provide an education for some of our Early Years Foundation Stage pupils who have autism and severe learning difficulties. The Oldfield site will allow additional 24 places for pupils who will be educated by Mandeville staff. Once pupils have completed the EYFS they will move to the main Mandeville site and a new intake will start at Oldfield.

Mandeville proposed unit at Oldfield Primary. The proposed building at Oldfield (current EYFS) can be adapted to meet the needs of our children. The intention is for reception children and some year one children to be educated there. The current building will require a limited amount of adaptation to meet our needs. The proposed design is for three classrooms, a small sensory room and small soft play, small mixed-use space and office space for an administrator and teachers. It will also have an area for parents to meet. The outdoor space behind the building offers a small nature area, which is ideal for outdoor learning; landscaping will include a walkway through the trees, which would be of benefit to both schools. The front of the building has existing outdoor learning and play space and will include equipment to promote physical development, and defined spaces for us to extend the curriculum.

Expertise in SEND. Working next to Oldfield Primary School will bring opportunities for both schools. We have a very experienced leadership team at Mandeville and a highly skilled staff team. We have expertise in the SEND curriculum, assessment and approaches. Staff members are qualified trainers in the following: Team Teach; Makaton; yoga; moving and handling; swimming and sports. Our integrated work with the multi-disciplinary team including therapists and the medical profession has strengthened practice for all our staff. Having such a comprehensive skill base at school means we can provide training and outreach to mainstream schools. Being near Oldfield Primary means, their staff can benefit from expertise of the Mandeville staff and in turn, Mandeville staff will widen their knowledge of the EYFS and SEND in mainstream schools, this will enhance our practice.

Extending our community. We have an inclusive approach to learning and recognise the importance of building a school community that celebrates the uniqueness of every child. We believe in acting together to make things better for all. Our overall vision is to influence how young people with special educational needs and disabilities (SEND) can be part of their local community. We welcome this opportunity to be with Oldfield and are keen to explore possibilities of including pupils and parents in the wider community. Our approach is to work with and educate people so that children with SEND can extend their learning beyond school and be part of community life. There is a short distance between Mandeville School and the Oldfield site. The unit at Oldfield will be an integral part of the whole school community. Mandeville parents will have access to all training and support. Parents and children will have the opportunity to join planned special events and will have access to extended learning activities at Mandeville.

The views of Oldfield Primary School on the proposal.

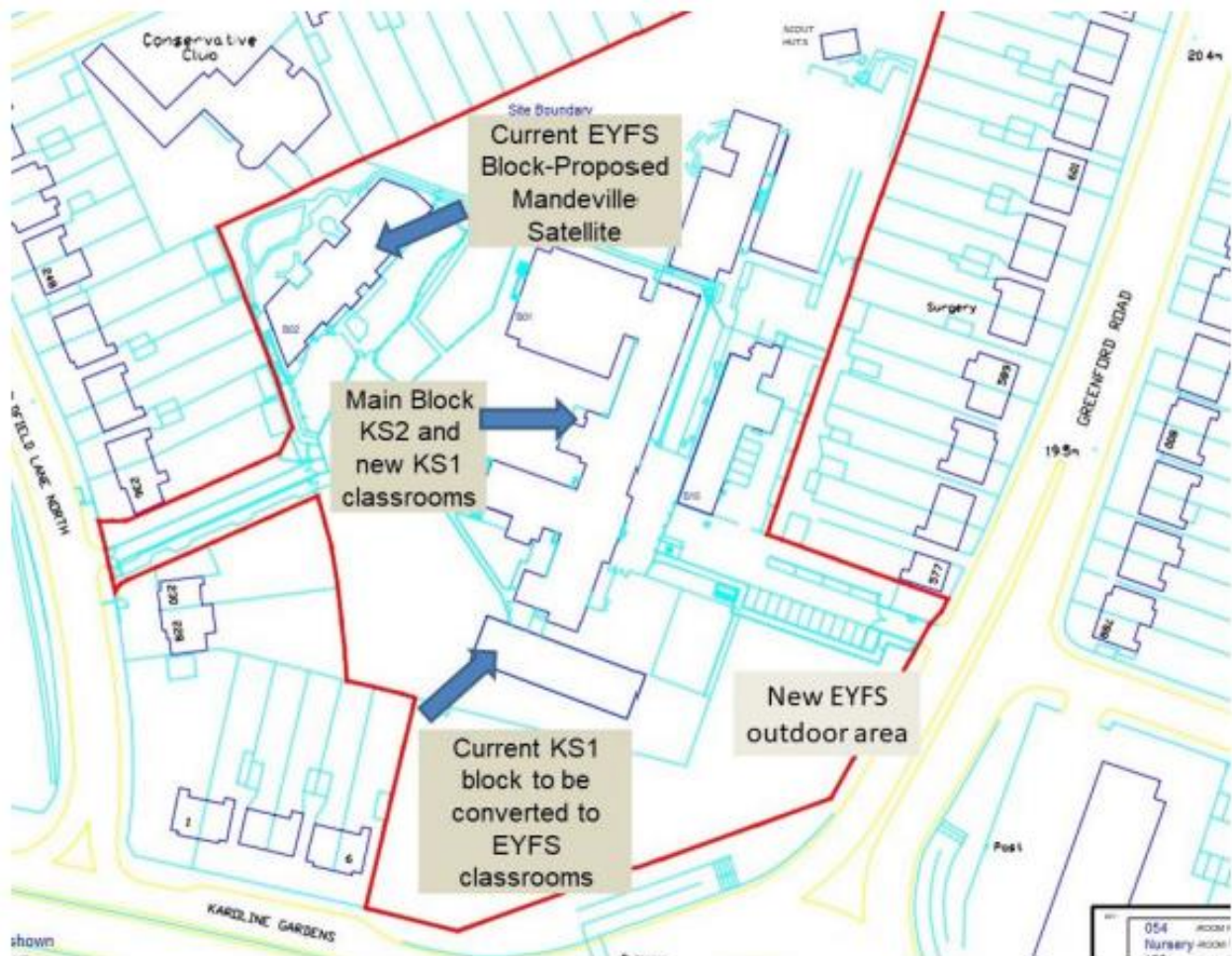
Oldfield is a small school which prides itself on the high level of pastoral provision alongside maintaining high standards. Pupils here show high levels of consideration for their peers, meaning

Mandeville children would receive a warm welcome. Like all schools, Oldfield is seeing an increase in children with special needs entering our mainstream provision. The presence of Mandeville professionals onsite gives us the opportunity to draw on their expertise. Both schools would explore the options of certain staff working and training across both organisations. As Oldfield has spare capacity, we feel we can offer the space to benefit the community as places in Specialist Settings are much needed in Ealing. In addition, this would help our school economise by reducing the upkeep costs for empty classrooms.

Oldfield would remain a separate mainstream school. The most important thing to emphasise is that although Oldfield and the Mandeville satellite will share the same site, they will in effect be 2 different schools. Mandeville children will not be attending lessons at Oldfield or sharing the playground. Oldfield will be catering for mainstream children of a range of abilities and teach its current curriculum. The SEND unit will be run by a member of Mandeville's senior leadership team while Oldfield will be managed by Mr McCormack and his team.

The benefits of working in partnership. As Mandeville has been judged as an outstanding school by Ofsted, the benefits for Oldfield are clear in terms of support the partnership would offer. Like all schools, Oldfield is seeing an increase in children with special needs coming into our mainstream provision. The presence of Mandeville professionals onsite gives us the opportunity to draw on their expertise. Oldfield would also like to explore the options of certain staff working across both organisations as well as offering Teacher Training across both schools.

Upgrade of facilities for Oldfield. With Ealing Council funding the project, Oldfield would benefit from a renewal of certain parts of the existing building such as the new year 1 and 2 classrooms and the new EYFS block. The new area for EYFS would provide a much larger outside area with upgraded play equipment. It would back directly onto small, raised beds and an enclosed field. Contained within a square space, the children will be able to mix more freely than present. Year 1 and 2 would benefit from an outside enclosed grass area and shade that they do not currently have. The new KS1 classrooms, leading directly onto this garden could utilise the space to enrich learning. It would also offer the opportunity for children who need more transition time into year 1, to access more physical and play based learning at times. The council will also be developing the nature area behind the current EYFS block. This would be timetabled for use by both Mandeville and Oldfield. In addition, certain Oldfield students who may have more complex needs, could by arrangement, use Mandeville's sensory room.



Enhancing Oldfield as a community. As Oldfield has a smaller number of students, we feel that there is an opportunity to bring the different age groups into a more cohesive unit rather than EYFS being the opposite side of a large playground. Nursery and Reception children would be part of the main school and could interact more freely with older children. Likewise, the KS1 children would be closer to KS2 children which would allow greater interaction. On certain occasions, children from both Mandeville and Oldfield could come together for special occasions such as non-uniform days and productions. Pupils would come to know children with special needs and appreciate the diversity in our community.

More effective use of resources. Next year OPS will have 4 spare classrooms as a result of consolidating into a 45 per year group entry. This is without a reduction in its official intake so it is likely with the projections for Greenford Northolt and Perivale (GNP) central that there could be further downward pressure on numbers which is being experienced by all schools. The fact that Oldfield would be able to relinquish the upkeep of one of the buildings, would reduce expenditure on maintaining empty classrooms. This could save up to 25% of these costs as we would employ fewer cleaners, use less energy and could make saving by sharing premises staff. This would mean that Oldfield would be able to direct more resources into the children's teaching and learning rather than "on-costs"

Consultation Process

Who are we consulting? We are consulting parents / carers, pupils, staff, associated professionals, and other interested parties.

How to have your say. Detailed information on the expansion proposals can be accessed on

Mandeville and Oldfield websites

Please return any comments to the school by midday on Monday 23rd January 2023. Boxes for comments will be placed in both schools' office reception area. Alternatively, please post to:

*Mandeville School Expansion at Oldfield Primary School
Horsenden Lane North, Greenford, Middlesex UB6 OPA*

Or

*Mandeville School Expansion at Oldfield Primary School
Oldfield Lane North, Greenford, Middlesex UB6 8PR*

What happens next?

- **5 December 2022 consultation starts.**
- Consultation Meetings - **Dates to confirmed on School Websites**
- **23 January 2023** deadline for responses to the consultation Governors of both schools consider consultation responses and decide whether to proceed. Update for parents on progress.
- **February 2023** Ealing Cabinet decides to publish a Statutory Notice for the Proposal
- **February / March 2023** statutory notice published in local paper
- **March / April 2023** Ealing Council Cabinet will determine the proposal
- Preparations begin for **September 2023** implementation.

Please take time to complete the attached questionnaire so that we can get your feedback. For us to collate your responses, please return the questionnaire to school by midday on Monday 23rd January 2023.

Alternatively, you can fill out the online questionnaire in the link below:

<https://forms.gle/EXCAfjZXjui8UH3F9>

Yours faithfully,

Tom Lindsay
Education Planning Adviser
Ealing Council

James McCormack
Head teacher
Oldfield Primary School

Denise Feasey
Head teacher
Mandeville School

Mandeville Special School Expansion on a satellite site at Oldfield Primary School Feedback Form

Please indicate your views on the proposal to expand Mandeville School by up to 24 pupils from September 2023 by ticking the most appropriate box.

An expansion at of Mandeville at Oldfield Primary would mean we could:	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Don't know
Improve Special Educational Needs (SEN) facilities for children:						
Help meet the growing demand for this type of provision:						
Support both Oldfield Primary and Mandeville school by working together:						

To what extent do you support the proposed expansion of Mandeville School on the Oldfield Primary Site?

- Completely
 Very much
 Moderately
 Slightly
 Not at all
 Don't know / Can't say

Please add other comments on the proposal (continue overleaf if necessary):

For your views to be counted, you must provide your full name and address. Only one response per person will be accepted. We will not pass on your personal information to a third party. Your views will be treated as strictly confidential.

Name: _____

Address _____

Postcode _____

I am a:

- Parent/Carer Member of Staff Local Resident
 Governor at School Prospective Parent Other, specify

Please return the questionnaire to school by midday on Monday 23rd January 2023. Boxes for completed forms will be placed in both schools' office reception area. Alternatively, please post to:

Mandeville School, Horsenden Lane North, Greenford, Middlesex UB6 OPA

Or

Oldfield Primary School, Oldfield Lane North, Greenford, Middlesex UB6 8PR

Appendix D - Statutory Notice for expansion of Mandeville School and opening a satellite site at Oldfield Primary School

London Borough of Ealing Statutory Notice for a proposal to increase the capacity of Mandeville School and to open a satellite site at Oldfield Primary School with effect from 1st September 2024

Notice is given in accordance with section 19(1) of the Education and Inspections Act 2006 and the School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013/3110 that London Borough of Ealing intends to make prescribed alterations to Mandeville School, Horsenden Lane North, Greenford, Middlesex, UB6 0PA from 1st September 2023.

The London Borough of Ealing proposes to make the following changes to Mandeville Maintained Special School from September 2024:

- 1: increase the capacity of the school to 168 places;
- 2: open a satellite site from September 2024 at Oldfield Primary School (Oldfield Lane North, Greenford UB6 8PR) to enable the school to accommodate the larger intake.

Mandeville has a borough wide catchment and provides education for pupils who may have severe learning difficulties or profound and multiple learning difficulties, many of whom also have a diagnosis of Autistic Spectrum Disorder (ASD). Mandeville School has a planned capacity of 135 pupils. The increase to 168 places would be phased over two years ending in 2025. In order to accommodate the larger intake, it is proposed to provide a satellite site for the school in an existing building at Oldfield Primary School, Oldfield Lane North, Greenford UB6 8PR. This would enable the relocation of all Mandeville School's R/Y1 pupils with Severe Learning Difficulties (SLD)/Autism Spectrum Disorder (ASD) to that site. The proposed expansion will require investment in the existing buildings on the Oldfield Primary School site with a cost estimated at £1.5 million. Funding will be from the Council's Capital Programme for SEN places. The implementation of the provision is anticipated to assist with containing costs within the High Needs SEN budget.

It is not anticipated that the proposed changes to Mandeville Maintained Special School will have any impact on other educational facilities within the local area. The proposal has been made to accommodate increased demand for places. Admissions to Mandeville Maintained Special School will continue to be coordinated by the Local Authority, based on the needs set out in a pupil's Education, Health and Care Plan.

OBJECTIONS AND COMMENTS ON THESE PROPOSALS

This notice is an extract from the complete proposal. Copies of the complete proposal can be obtained from: Laurence Field, Programme Manager, Perceval House 3/SE/2, 14/16 Uxbridge Road, Ealing W5 2HL, by emailing FieldL@ealing.gov.uk, or from the website https://www.ealing.gov.uk/info/201042/current_consultations.

Within four weeks (by 28th June 2023) from the date of publication of these proposals, any person may object to or make comments on the proposal by sending them to Laurence Field Programme Manager, Perceval House 3/SE/2, 14/16 Uxbridge Road, Ealing W5 2HL, or emailing FieldL@ealing.gov.uk.

Signed:



Robert South, Strategic Director Children's Services
Publication Date: 31st May 2023



Appendix E – Phase 1 Works for Mandeville School at Oldfield Primary Financial Implications

Ref.	Item	£
1	Recommended tender for acceptance: MP Building Ltd	799,420.96
2	Building Control Fees	2,250.00
3	CDM Advisor Fees	2,230.00
4	Scope and Validation Fees	18,100.00
5	Design & PM Consultant Fees	113,517.78
6	Asbestos Surveys and Removal	950.00
7	Other Surveys	2,000.00
8	Loose FF&E	7,000.00
9	ICT Equipment	10,500.00
10	Sensory Equipment	25,000.00
11	ESTIMATED TOTAL COST [exc. VAT]	980,968.74

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By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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Full Equalities Analysis Assessment

1. Proposal Summary Information

EAA Title	Determination of Statutory Proposals for St Ann's School
Please describe your proposal?	Scheme : The expansion of St Ann's special School to 128 students aged 11 to 19 including Sixth Form.
Is it HR Related?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Corporate Purpose	Cabinet

1. What is the ~~Initiative/Function/Policy/Project~~ Scheme (pick one) looking to achieve? Who will be affected?

The proposal under consideration is the expansion of St Ann's special School to 128 students aged 11 to 19 including Sixth Form. Cabinet is asked to consider responses to the initial consultation and decide whether to determine the proposal. The report sets out the decision making criteria which should be considered in line with Department for Education guidance;

The key stakeholders include parents of current pupils at the school, parents of future pupils at the school and local residents will be affected, so potentially all of the protected groups will be affected.

2. What will the impact of you proposal be?

The impact of the proposal is to form part of the plan to provide sufficient school places to serve the community. The school would move to having up to 128 students in total.

2. Impact on Groups having a Protected Characteristic

Full Equalities Analysis Assessment

AGE: <i>A person of a particular age or being within an age group.</i>
State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact
The proposal to provide sufficient secondary special school places to serve the local community has a positive impact on those who are of school age. If there are insufficient school places in an area then not all children of a particular age will be able to have the option of attending school as close as possible to their homes unless there is an expansion of school provision. If there are not sufficient school places in an area then there is inequality between those of the same age living in the same area as some children will be offered places further away.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
Policy for expansion of schools reflects the need to expand special schools in areas where birth rates have increased, so that children have the opportunity to attend school near to their homes.

DISABILITY: <i>A person has a disability if s/he has a physical or mental impairment which has a substantial and long term adverse effect on their ability to carry out normal day to day activities¹.</i>
State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact
In expanding school provision, any extensions or adaptations to school buildings seek to improve access for those with physical disabilities. In expanding school provision in an area of need, the aim is that there are sufficient school places available for the whole community including those who may have a disability themselves, those whose parent/carer may have a disability or those who have caring responsibilities towards a disable person. This proposal has a neutral effect.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
Ensure that school policy continues to ensure that people with protected characteristics are considered and fair policies developed. Ensure regular review of policies is undertaken.

GENDER REASSIGNMENT: <i>This is the process of transitioning from one sex to another. This includes persons who consider themselves to be trans, transgender and transsexual.</i>
State whether the impact is positive, negative, a combination of both, or neutral:

¹ Due regard to meeting the needs of people with disabilities involves taking steps to take account of their disabilities and may involve making reasonable adjustments and prioritizing certain groups of disabled people on the basis that they are particularly affected by the proposal.

Full Equalities Analysis Assessment

Describe the Impact
Neutral effect identified in terms of the above recommendations. The expansion of schools and provision of education facilities is for the benefit of the whole community, taking into account those who attend the schools, their parents/carers, their families, staff members at the schools and local residents.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
Ensure that school policy continues to ensure that people with protected characteristics are considered and fair policies developed. Ensure regular review of policies is undertaken.

RACE: A group of people defined by their colour, nationality (including citizenship), ethnic or national origins or race.
State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact
The effect of the expansion of nursery, primary, secondary and SEN school places in response to increased demand in an area should have a positive impact in advancing equality of opportunity between persons of any race. The expansion of school places to reflect local demand aims to provide all borough residents with the possibility for them/their children to attend school near their homes regardless of their race so that children and parents have the option of being educated within their local communities. This proposal has a neutral effect.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
Ensure that school policy continues to ensure that people with protected characteristics are considered and fair policies developed. Ensure regular review of policies is undertaken.

RELIGION & BELIEF: Religion means any religion. Belief includes religious and philosophical beliefs including lack of belief (for example, Atheism). Generally, a belief should affect a person's life choices or the way you live for it to be included.
--

Full Equalities Analysis Assessment

State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact
<p>The effect of the expansion of primary school places in response to increased demand in an area should have a positive impact in advancing equality of opportunity between persons of any religion or belief. The expansion of school places to reflect local demand aims to provide all borough residents with the possibility for them/their children to attend school near their homes regardless of their religion or belief so that children and parents have the option of being educated within their local communities.</p> <p>This proposal has a neutral effect.</p>
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
<p>Ensure that school policy continues to ensure that people with protected characteristics are considered and fair policies developed. Ensure regular review of policies is undertaken.</p>

SEX: <i>Someone being a man or a woman.</i>
State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact
<p>St Ann's School will admit children and young people with a Statement of Educational Need or with an Education, Health and Care Plan and does not discriminate based on gender so the impact is considered neutral.</p> <p>This proposal has a neutral effect.</p>
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
<p>Ensure that school policy continues to ensure that people with protected characteristics are considered and fair policies developed. Ensure regular review of policies is undertaken.</p>

SEXUAL ORIENTATION: <i>A person's sexual attraction towards his or her own sex, the opposite sex or to both sexes.</i>
State whether the impact is positive, negative, a combination of both, or neutral:

Full Equalities Analysis Assessment

Describe the Impact
No differential impact on people based on sexual orientation, so neutral impact identified.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
Ensure that school policy continues to ensure that people with protected characteristics are considered and fair policies developed. Ensure regular review of policies is undertaken.

PREGNANCY & MATERNITY: <i>Description: Pregnancy: Being pregnant. Maternity: The period after giving birth - linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.</i>
State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact
Positive impact of expanding schools in that when there are insufficient special school places available in an area parents/ carers may have to travel further to schools and in some cases. Avoids potential negative impact of parents who are pregnant or in maternity being in this situation when there is a lack of school places.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
Policy for expansion of schools reflects the need to expand special schools in areas where birth rates have increased, so that children have the opportunity to attend school near to their homes.

MARRIAGE & CIVIL PARTNERSHIP: *Marriage: A union between a man and a woman.*

Full Equalities Analysis Assessment

or of the same sex, which is legally recognised in the UK as a marriage

Civil partnership: Civil partners must be treated the same as married couples on a range of legal matters.

State whether the impact is positive, negative, a combination of both, or neutral:

Describe the Impact

No differential impact on people based on marriage and civil partnership so neutral impact identified.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

Ensure that school policy continues to ensure that people with protected characteristics are considered and fair policies developed. Ensure regular review of policies is undertaken..

3. Human Rights²

4a. Does your proposal impact on Human Rights as defined by the Human Rights Act 1998?

Yes No

4b. Does your proposal impact on the rights of children as defined by the UN Convention on the Rights of the Child?

Yes No

4c. Does your proposal impact on the rights of persons with disabilities as defined by the UN Convention on the rights of persons with disabilities?

Yes No

The proposal links to article 28 (right to education) as defined by the UN Convention on the Rights of a Child, that "all children have the right to a primary education". The proposal to expand school places seeks to ensure that children are able to be offered school places near to where they live, within their local communities.

² For further guidance please refer to the Human Rights & URNC Guidance on the Council Equalities [web page](#).

Full Equalities Analysis Assessment

4. Conclusion

The proposals will not disadvantage any equality groups or sub-groups;

4a. What evidence, data sources and intelligence did you use to assess the potential impact/effect of your proposal? Please note the systems/processes you used to collect the data that has helped inform your proposal. Please list the file paths and/or relevant web links to the information you have described.

Information summarized in the Cabinet report and previous update reports most recently in October 2016.

http://ealing.cmis.uk.com/ealing/Committees/tabid/62/ctl/ViewCMIS_CommitteeDetails/mid/381/id/3/Default.aspx

The information shows that there is a need to expand school places and, if this is not done, that there would be insufficient school places available which could potentially breach Article 28. There would not be direct discrimination because of this as the admissions code of practice ensures fairness but, for example, if a parent/carer applied for a school place late then their child would be less likely to secure a school place near to their home.

5. Action Planning: *(What are the next steps for the proposal please list i.e. what it comes into effect, when migrating actions³ will take place, how you will measure impact etc.)*

Action	Outcomes	Success Measures	Timescales/ Milestones	Lead Officer (Contact Details)

Additional Comments:

No mitigating actions to be taken.

³ Linked to the protected characteristics above

Full Equalities Analysis Assessment

6. Sign off: (All EAA's must be signed off once completed)

Completing Officer Sign Off:	Service Director Sign Off:	HR related proposal (Signed off by directorate HR officer)
Signed:  Name (Block Capitals): L Field Date: 15 th June 2023	Signed:  Name (Block Capitals): T Quinn Date: 15 th June 2023	Signed: Name (Block Capitals): Date:
For EA's relating to Cabinet decisions: received by Committee Section for publication by (date):		

Appendix 1: *Legal obligations under Section 149 of the Equality Act 2010:*

- As a public authority we must have due regard to the need to:
 - a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
 - The protected characteristics are: AGE, DISABILITY, GENDER REASSIGNMENT, RACE, RELIGION & BELIEF, SEX, SEXUAL ORIENTATION, PREGNANCY & MATERNITY, MARRIAGE & CIVIL PARTNERSHIP
 - Having due regard to advancing equality of opportunity between those who share a protected characteristic and those who do not, involves considering the need to:
 - a) Remove or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
 - b) Take steps to meet the needs of persons who share a relevant characteristic that are different from the needs of the persons who do not share it.
 - c) Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
 - Having due regard to fostering good relations between persons who share a relevant protected characteristic and persons who do not, involves showing that you are tackling prejudice and promoting understanding.
- Complying with the duties may involve treating some people more favourably than others; but this should not be taken as permitting conduct that would be otherwise prohibited under the Act.

Full Equalities Analysis Assessment

1. Proposal Summary Information

EAA Title	Determination of Statutory Proposals for Mandeville School at Oldfield Primary
Please describe your proposal?	Scheme : The expansion of Mandeville special School to 168 students and the opening of a satellite site at Oldfield Primary school
Is it HR Related?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Corporate Purpose	Cabinet

1. What is the ~~Initiative/Function/Policy/Project~~ Scheme (pick one) looking to achieve? Who will be affected?

The proposal under consideration is the expansion of Mandeville special School to 168 students and the opening of a satellite site at Oldfield Primary School. Cabinet is asked to consider responses to the consultation and decide whether to determine the proposal. The report sets out the decision making criteria which should be considered in line with Department for Education guidance;

The key stakeholders include parents of current pupils at the school, parents of future pupils at the school and local residents will be affected, so potentially all of the protected groups will be affected.

2. What will the impact of you proposal be?

The impact of the proposal is to form part of the plan to provide sufficient school places to serve the community. The school would move to having up to 168 students in total.

Full Equalities Analysis Assessment

2. Impact on Groups having a Protected Characteristic

AGE: *A person of a particular age or being within an age group.*

State whether the impact is positive, negative, a combination of both, or neutral:

Describe the Impact

The proposal to provide sufficient primary special school places to serve the community has a positive impact on those who are of school age. If there are insufficient school places in an area then not all children of a particular age will be able to have the option of attending school as close as possible to their homes unless there is an expansion of school provision. If there are not sufficient school places in an area then there is inequality between those of the same age living in the same area as some children will be offered places further away.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

Policy for expansion of schools reflects the need to expand special schools in areas where birth rates have increased, so that children have the opportunity to attend school near to their homes.

DISABILITY: *A person has a disability if s/he has a physical or mental impairment which has a substantial and long term adverse effect on their ability to carry out normal day to day activities¹.*

State whether the impact is positive, negative, a combination of both, or neutral:

Describe the Impact

In expanding school provision, any extensions or adaptations to school buildings seek to improve access for those with physical disabilities. In expanding school provision in an area of need, the aim is that there are sufficient school places available for the whole community including those who may have a disability themselves, those whose parent/carer may have a disability or those who have caring responsibilities towards a disable person.

This proposal has a neutral effect.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

Ensure that school policy continues to ensure that people with protected characteristics are considered and fair policies developed. Ensure regular review of policies is undertaken.

¹ Due regard to meeting the needs of people with disabilities involves taking steps to take account of their disabilities and may involve making reasonable adjustments and prioritizing certain groups of disabled people on the basis that they are particularly affected by the proposal.

Full Equalities Analysis Assessment

GENDER REASSIGNMENT: <i>This is the process of transitioning from one sex to another. This includes persons who consider themselves to be trans, transgender and transsexual.</i>
State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact
Neutral effect identified in terms of the above recommendations. The expansion of schools and provision of education facilities is for the benefit of the whole community, taking into account those who attend the schools, their parents/carers, their families, staff members at the schools and local residents.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
Ensure that school policy continues to ensure that people with protected characteristics are considered and fair policies developed. Ensure regular review of policies is undertaken.

RACE: <i>A group of people defined by their colour, nationality (including citizenship), ethnic or national origins or race.</i>
State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact
The effect of the expansion of nursery, primary, secondary and SEN school places in response to increased demand in an area should have a positive impact in advancing equality of opportunity between persons of any race. The expansion of school places to reflect local demand aims to provide all borough residents with the possibility for them/their children to attend school near their homes regardless of their race so that children and parents have the option of being educated within their local communities.
This proposal has a neutral effect.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
Ensure that school policy continues to ensure that people with protected characteristics are considered and fair policies developed. Ensure regular review of policies is undertaken.

Full Equalities Analysis Assessment

RELIGION & BELIEF: *Religion means any religion. Belief includes religious and philosophical beliefs including lack of belief (for example, Atheism). Generally, a belief should affect a person's life choices or the way you live for it to be included.*

State whether the impact is positive, negative, a combination of both, or neutral:

Describe the Impact

The effect of the expansion of primary school places in response to increased demand in an area should have a positive impact in advancing equality of opportunity between persons of any religion or belief. The expansion of school places to reflect local demand aims to provide all borough residents with the possibility for them/their children to attend school near their homes regardless of their religion or belief so that children and parents have the option of being educated within their local communities.

This proposal has a neutral effect.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

Ensure that school policy continues to ensure that people with protected characteristics are considered and fair policies developed. Ensure regular review of policies is undertaken.

SEX: *Someone being a man or a woman.*

State whether the impact is positive, negative, a combination of both, or neutral:

Describe the Impact

Mandeville School will admit children and young people with a Statement of Educational Need or with an Education, Health and Care Plan and does not differentiate based on gender so the impact is considered neutral.

This proposal has a neutral effect.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

Ensure that school policy continues to ensure that people with protected characteristics are considered and fair policies developed. Ensure regular review of policies is undertaken.

Full Equalities Analysis Assessment

SEXUAL ORIENTATION: <i>A person's sexual attraction towards his or her own sex, the opposite sex or to both sexes.</i>
State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact
No differential impact on people based on sexual orientation, so neutral impact identified.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
Ensure that school policy continues to ensure that people with protected characteristics are considered and fair policies developed. Ensure regular review of policies is undertaken.

PREGNANCY & MATERNITY: <i>Description: Pregnancy: Being pregnant. Maternity: The period after giving birth - linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.</i>
State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact
Positive impact of expanding schools in that when there are insufficient special school places available in an area parents/ carers may have to travel further to schools and in some cases. Avoids potential negative impact of parents who are pregnant or in maternity being in this situation when there is a lack of school places.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
Policy for expansion of schools reflects the need to expand special schools in areas where birth rates have increased, so that children have the opportunity to attend school near to their homes.

Full Equalities Analysis Assessment

MARRIAGE & CIVIL PARTNERSHIP: *Marriage: A union between a man and a woman. or of the same sex, which is legally recognised in the UK as a marriage*
Civil partnership: Civil partners must be treated the same as married couples on a range of legal matters.

State whether the impact is positive, negative, a combination of both, or neutral:

Describe the Impact

No differential impact on people based on marriage and civil partnership so neutral impact identified.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

Ensure that school policy continues to ensure that people with protected characteristics are considered and fair policies developed. Ensure regular review of policies is undertaken..

3. Human Rights²

4a. Does your proposal impact on Human Rights as defined by the Human Rights Act 1998?

Yes No

4b. Does your proposal impact on the rights of children as defined by the UN Convention on the Rights of the Child?

Yes No

4c. Does your proposal impact on the rights of persons with disabilities as defined by the UN Convention on the rights of persons with disabilities?

Yes No

The proposal links to article 28 (right to education) as defined by the UN Convention on the Rights of a Child, that "all children have the right to a primary education". The proposal to expand school places seeks to ensure that children are able to be offered school places near to where they live, within their local communities.

² For further guidance please refer to the Human Rights & URNC Guidance on the Council Equalities [web page](#).

Full Equalities Analysis Assessment

4. Conclusion

The proposals will not disadvantage any equality groups or sub-groups;

4a. What evidence, data sources and intelligence did you use to assess the potential impact/effect of your proposal? Please note the systems/processes you used to collect the data that has helped inform your proposal. Please list the file paths and/or relevant web links to the information you have described.

Information summarized in the Cabinet report and previous update reports most recently in October 2016.

http://ealing.cmis.uk.com/ealing/Committees/tabid/62/ctl/ViewCMIS_CommitteeDetails/mid/381/id/3/Default.aspx

The information shows that there is a need to expand school places and, if this is not done, that there would be insufficient school places available which could potentially breach Article 28. There would not be direct discrimination because of this as the admissions code of practice ensures fairness but, for example, if a parent/carer applied for a school place late then their child would be less likely to secure a school place near to their home.

5. Action Planning: *(What are the next steps for the proposal please list i.e. what it comes into effect, when migrating actions³ will take place, how you will measure impact etc.)*

Action	Outcomes	Success Measures	Timescales/ Milestones	Lead Officer (Contact Details)

Additional Comments:

No mitigating actions to be taken.

³ Linked to the protected characteristics above

Full Equalities Analysis Assessment

6. Sign off: *(All EAA's must be signed off once completed)*

Completing Officer Sign Off:	Service Director Sign Off:	HR related proposal <i>(Signed off by directorate HR officer)</i>
Signed:  Name (Block Capitals): L Field Date: 15 th June 2023	Signed:  Name (Block Capitals): T Quinn Date: 15 th June 2023	Signed: Name (Block Capitals): Date:
For EA's relating to Cabinet decisions: received by Committee Section for publication by (date):		

Appendix 1: *Legal obligations under Section 149 of the Equality Act 2010:*

- As a public authority we must have due regard to the need to:
 - a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
 - The protected characteristics are: AGE, DISABILITY, GENDER REASSIGNMENT, RACE, RELIGION & BELIEF, SEX, SEXUAL ORIENTATION, PREGNANCY & MATERNITY, MARRIAGE & CIVIL PARTNERSHIP
 - Having due regard to advancing equality of opportunity between those who share a protected characteristic and those who do not, involves considering the need to:
 - a) Remove or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
 - b) Take steps to meet the needs of persons who share a relevant characteristic that are different from the needs of the persons who do not share it.
 - c) Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
 - Having due regard to fostering good relations between persons who share a relevant protected characteristic and persons who do not, involves showing that you are tackling prejudice and promoting understanding.
- Complying with the duties may involve treating some people more favourably than others; but this should not be taken as permitting conduct that would be otherwise prohibited under the Act.

Appendix J Mandeville Schools Satellite Site at Oldfield Primary School

Expansion onto an additional site ('or satellite sites')

Where proposers seek to expand onto an additional site, they will need to ensure that the new provision is genuinely a change to an existing school and not in reality the establishment of a new school.

Judgements about whether a proposal represents a genuine expansion will need to be taken on a case-by-case basis, but proposers and decision makers will need to consider this non-exhaustive list of factors which are intended to expose the extent to which the new site is integrated with the existing site, and the extent to which it will serve the same community as the existing site. The more integration, the more likely the change is an expansion.

The relevant information in relation to the factors is shown beneath each factor.

- What is the rationale for this approach and this particular site?

All of Ealing's special schools have expanded their number on roll over the last 10 years to meet demand for places from children with an Education Health and Care Plan for special education needs.

The proposal for expansion of Mandeville Special School through a satellite site at Oldfield Primary School has been prompted by a further significant rise in pupils born in the last 5 years seeking special school places in the borough. There has been a rise in pupils with severe learning difficulties or profound and multiple learning difficulties, many of whom also have a diagnosis of Autistic Spectrum Disorder (ASD).

Primary phase numbers in the area have reduced over recent years and Oldfield Primary will have spare classroom accommodation as a result of consolidating into a 45 per year group entry from September 2023.

Oldfield Primary is less than 1.5 miles from the Mandeville School main site.

The site has existing education planning use and no planning permission for the building works is required as there is no new build work.

Stakeholder consultation about the proposals was run by the schools, supported by the Local Authority between 5th December 22 and 23rd January 2023. 60 responses were received in total. 83.1% (53 of 59 respondents to the question: "To what extent do you support the proposed expansion of Mandeville School on the Oldfield Primary Site?") either moderately agreed, agreed or strongly supported the proposals. Details are included in appendix C.

- Admission and curriculum arrangements –

Admissions to Mandeville Special School will continue to be coordinated by the Local Authority based on the needs set out in pupil's Education, Health and Care Plan.

- How will the new site be used (e.g. which age groups/pupils will it serve)?

The new site will be used for Reception /Year 1 pupils with Severe Learning Difficulties (SLD)/Autism Spectrum Disorder (ASD). Profound and Multiple Learning Difficulties (PMLD) and complex medical need pupils will still use the main Mandeville site from Reception.

- What will the admission arrangements be?

Admissions to Mandeville Special School will continue to be coordinated by the Local Authority based on the needs set out in pupil's Education, Health and Care Plan.

- Will there be movement of pupils between sites?

There will be movement of pupils between sites although the satellite site will be fully equipped to deliver the educational requirements of the Reception/Year 1 pupils based at the site.

- Governance and administration

The new site be governed by the same governing body and senior leadership team, with an office for administration of the site, within the overall school administration team.

- How will whole school activities be managed?

There is a short distance between Mandeville School and the Oldfield site. The unit at Oldfield will be an integral part of the whole school community. Mandeville parents will have access to all training and support. Parents and children will have the opportunity to join planned special events and will have access to extended learning activities at Mandeville.

- Will staff be employed on contracts to work on both sites? How frequently will they do so?

- What governance, leadership and management arrangements will be put in place to oversee the new site (e.g. will the new site be governed by the same governing body and the same school leadership team)?

The new site will be governed by the same governing body and the same school leadership team.

- Physical characteristics of the school.

The main site, 1.4 miles away on Horsenden Lane North, consists of modern specialist facilities dating from 2008 and 2015, with a combined gross internal area of approximately 4,826m². The proposed satellite accommodation comprises of modern early years and foundation stage accommodation dating from 2010 with a gross internal area of approximately 479m².

- How will facilities across the 2 sites be used (e.g. sharing of the facilities and resources available at the 2 sites, such as playing fields)?

The intention is for reception children and some year one children to be educated at the Oldfield site. The site will have three classrooms, a small sensory room and soft play, mixed-use space and office space, along with outdoor learning and play and a nature space. There is a short distance between Mandeville School and the Oldfield site. The unit at Oldfield will be an integral part of the whole school community. Mandeville parents will have access to all training and support. Parents and children

will have the opportunity to join planned special events and will have access to extended learning activities at Mandeville.

- Is the new site in an area that is easily accessible to the community that the current school serves?

The new site is 1.4 miles from the main site and is easily accessible to the community that the current school serves.

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Report for:
ACTION

Item Number:

Contains Confidential or Exempt Information	Yes (in part) Appendix A is exempt by virtue of paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972
Title	Public Sector Decarbonisation Scheme Phase 3b Contract Award
Responsible Officer(s)	Robert South, Strategic Director Children's Services
Author(s)	Laurence Field, Programme Manager FieldL@ealing.gov.uk Pauline Lawrence, Leisure Operations Manager lawrencepa@ealing.gov.uk
Portfolio(s)	Cllr Kamaljit Kaur Nagpal, A Fairer Start Cllr Polly Knewstub, Thriving Communities Cllr Josh Blacker, Healthy Lives Cllr Deirdre Costigan, Deputy Leader and Climate Action
For Consideration By	Cabinet
Date to be Considered	12 th July 2023
Implementation Date if Not Called In	24 th July 2023
Affected Wards	All
Keywords/Index	Public Sector Decarbonisation Scheme (PSDS), climate emergency and ecological strategy (CEES), award contract, schools, leisure centres

Purpose of Report:

This report seeks authority to award the stage 2 installation and construction works contract to deliver the Council's ambitious plan to reach net zero with a circa £15m investment in decarbonising heating systems in seven schools and our three main leisure centres.

1. Recommendations

It is recommended that Cabinet:

- i. Notes, following the earlier report to Cabinet in April 2023, that the Council's bids for Public Sector Decarbonisation Scheme (PSDS) 3b Grant funding of £13.721m were successful.
- ii. Approves the inception of a further £0.657m match funding from the carbon offset fund for the Leisure schemes into the 2023/24 Economy and Sustainability capital programme for Phase 3b of the Public Sector Decarbonisation Scheme, which resolves the funding gap reported to Cabinet in April.
- iii. Authorises the award of the Stage 2 contract for the appointment of the delivery partner for the construction and installation works for the Public Sector Decarbonisation Scheme Phase 3b, for a value up to £15.652m, to Asset Plus

- Energy Performance Limited, following the April 2023 Cabinet decision to award the Stage 1 contract and in line with the approved grant award and proposals set out in Confidential Appendix A.
- iv. Authorises the Strategic Director for Children's Services to finalise the terms of the Stage 2 contract following consultation with the Strategic Director for Economy and Sustainability and the Strategic Director of Resources.
 - v. Delegates authority to the Strategic Director for Children's Services, following consultation with the Strategic Director for Economy and Sustainability, to finalise the list of building works and take any other necessary steps to secure the implementation of the works.

2. Reason for Decisions and Options Considered

2.1. The Ealing Climate and Ecological Emergency Strategy (CEES) sets a date of 2030 to be a net zero carbon borough. A number of funding routes are being used to progress towards this target.

2.2. The Department for Business, Energy and Industrial Strategy (BEIS) launched the Public Sector Decarbonisation Scheme (PSDS) in 2020, delivered by Salix Finance. The Council was successful in significant funding awards in earlier phases and is currently on site with schemes funded by Phase 3a of the scheme.

2.3. The scheme has been extended to a further phase, Phase 3b, and the Council has been successful in a bid for funding to enable a further seven schools to receive new low carbon heating systems in 2023/24, bid value £3,006,074; and new low carbon heating systems which will remove the use of gas at the Council's three major wet leisure centres, bid value £10,715,176.

2.4. A small proportion of match funding is required for each bid, and this has been agreed with services as detailed in paragraphs 4a and 4b of this report, at £469,570 for the schools and £1,461,161 for the leisure centres.

2.5. The CEES commits the Council to improving its own commercial portfolio (offices, centres, etc.) and managed schools to meet the net zero carbon target by 2030. As noted in the May 2023 CEES Cabinet update report, the delivery of the CEES has been impacted by unprecedented global events. Additionally, underlying assumptions adopted in the development of the strategy included central government commitment to regulatory changes and strategic investment. Neither has been forthcoming to the pace and extent forecast, which makes delivering the strategy far more challenging than previously estimated. Although the impacts of these challenges are recognised, the council must continue its efforts, capitalise on emerging opportunities, and find solutions to mitigate the impact of these challenges on our aim to achieve the 2030 net zero pledge. The PSDS projects contribute towards one of the five CEES thematic objectives, Energy, through Prioritising energy performance (retrofitting). There remains considerable difficulty of planning in relation to short term and one off funding schemes such as PSDS, which also involves a detailed application process and sets very challenging timescales for delivery. There is a need for a long-term sustainable government funding commitment to support a coordinated plan across all council activities towards carbon neutrality by 2030.

2.6. Phase 3b PSDS grants are available for capital energy efficiency and heat decarbonisation projects within public sector non-domestic buildings including central government departments and arm's length bodies in England. It has been confirmed that the retrofit of leisure centres is allowable under the scheme. The scheme allows

Public Sector Bodies including eligible central government departments and their arm's length bodies to apply for a grant to finance up to 100% of the costs of capital energy saving projects that meet the scheme criteria.

2.7. The grant funding award decision was made by Salix Finance, the scheme operator on behalf of BEIS, and the scheme sets a very tight timescale for project delivery which requires that the schemes be complete by March 2024.

2.8 A new cross-departmental Climate Leadership Board been established to further coordinate cross-council working to deliver the CEES and engender a greater climate conscious culture within the council. The PSDS grant applications preceded the formation of the Board but reflect cross-Council collaboration across services within the Climate Change, Thriving Communities and a Fairer Start portfolios.

3. Key Implications

3.1 The Department for Business, Energy & Industrial Strategy and Department for Energy Security and Net Zero advise that Phase 3 of the Public Sector Decarbonisation Scheme is providing £1.425 billion of grant funding over the financial years 2022/23 to 2024/25 to support the aim of reducing emissions from public sector buildings by 75% by 2037, compared to a 2017 baseline, as set out in the Net Zero and Heat and Buildings strategies.

3.2 The Council was successful in securing grant allocations through earlier phases of the scheme, including Phase 3a of the scheme which has provided grant funding for 8 schools and 6 sheltered housing schemes which are currently under way.

3.3 The Departments advise that the second Phase 3 application window, Phase 3b, will provide up to £635 million of funding over the financial years 2023/24 and 2024/25. The application window for Phase 3b closed on 31 October 2022. Applications were submitted by the Council for a further 7 school schemes and 3 leisure centre schemes.

3.4 The delivery timeline set by the operator of the Phase 3b scheme, Salix Finance, is very short and requires public sector bodies to move very quickly to deliver the grant funded schemes by March of the financial year to which they relate. This will require the Council to make approvals decisions very quickly for 2023/24 schemes.

3.5 Cabinet, in April 2023, delegated authority to the Strategic Director Children's Services, following consultation with the Strategic Director for Economy and Sustainability and the Strategic Director of Corporate Resources, to finalise the terms of, and enter into, the Stage 2 contract for appointment of the delivery partner for the construction/installation works. However, following the securing of an additional £0.657m partner funding for the Leisure schemes, which amount requires Cabinet approval to incept into the capital programme, a report is being brought back to Cabinet for decision to incept these funds and approve the appointment of the successful bidder for Stage 2.

3.6 Utilising grant funding to deliver retrofits on the Council's own buildings delivers multiple benefits including:

- Financial savings to residents, leisure centres, schools and the Council through reduced energy and building maintenance costs
- Demonstrating leadership in the borough with carbon and energy saving projects

- Development of local case studies
- Positive changes in staff behaviour at work, which could also lead to positive changes in behaviour outside work
- Reduced cold-related ill health (excess winter deaths and winter hospital admissions)
- The growth of the Green Economy, supporting economic recovery and renewal through the skills agenda so residents can access good quality and secure employment.

Leisure Centres

3.9 The leisure centres application covers the 3 major wet leisure centres; Northolt Leisure Centre, Everyone Active Acton Centre and Dormers Wells Leisure Centre which are critical facilities to the local community. As part of the PSDS application, site surveys have been undertaken across all 3 centres and generated the required technical appraisals to support the application to install new low carbon heating systems which will remove the use of gas on these sites and will replace failed boiler plant, Combined Heat and Power (CHP) and air source Variable Refrigerant Flow (VRF) heat pumps.

3.10 In addition to the leisure facilities, there is also a library on site at Northolt Leisure Centre and the boiler systems also provides residents' heating and hot water (HIU) on the Eastcote Lane District Heat Network. Acton library is co-located at the Acton leisure facility as well as Council office accommodation for the Acton Housing Hub plus Children and Adult services.

3.11 The planned programme proposes a whole building renewal approach to include:

- Heat Pump Systems – heating only systems are to be installed where the demand is just for heating. Where sites also utilise cooling, heat recovery simultaneous cooling and heating systems are to be installed to allow for the recovery of cooling energy that would normally be rejected and use this to offset thermal demands. This is the key strategy for the leisure centres where it is proposed to install water loop systems for two sites and air source for one site.
- Solar thermal – will be applied to all sites (where practicable). The solar thermal will be used to reduce the high temperature demands (eg Dormers Wells Leisure Centre) leaving the heat pumps to supply heat at lower temperatures with enhanced efficiency.
- Insulation – the sites are modern and well-built so no measures have been advised.

Schools

3.12 The proposed schools PSDS 3b projects are related to the Schools High Priority Condition programme in that the installations provide new low carbon heating systems where existing systems have reached, or are reaching, the end of their operational life.

3.13 The schools schemes were reported to Cabinet in December 2022 and include replacement boilers with heat pumps and distribution and emitters, and solar panels.

3.14 The works are programmed where possible to take place during the 6-week school summer holiday period to minimise disruption to school sites. This places particular emphasis on procuring a contractor in advance of the summer holiday period.

4. Financial Implications

The financial implications of the Public Sector Decarbonisation Scheme Phase 3b are anticipated to be as follows:

a) Schools

Total Project value: £3,475,644

Total Grant value: up to £3,006,074 (capital)

Match fund required: £469,570 – from the existing approved Schools Condition Capital Programme funded by the Schools Condition Grant.

b) Leisure Centres

Total Project value: £12,176,337

Total Grant value: £10,715,176 (capital)

Match fund required: £1,461,161 identified from the carbon offset fund.

As noted above the grants have a match funding requirement. These have been identified within the relevant capital programmes and may be subject to virement approval in accordance with the Financial Regulations of the Council.

5. Legal

5.1 As authorised by Cabinet in December 2022, the Council invited and evaluated proposals for the appointment of a delivery partner to deliver the Public Sector Decarbonisation Scheme to complete energy efficiency upgrades to Ealing Council corporate buildings, under the GLA and Local Partnerships RE:FIT framework agreement (National Framework Agreement for Energy Performance Contracting).

5.2 A mini-competition was carried out by the Council under the RE:FIT Framework Agreement in compliance with the procedures set out in this framework and the Public Contracts Regulations 2015 (as amended), and Cabinet in April 2023 approved the appointment of the successful delivery partner for Stage 1 of the process, comprising of inviting providers on the framework to submit proposals with costings and other terms which would then form the basis of Stage 2 and the associated construction works. Details of the proposals to be delivered by the successful delivery partner are set out in Confidential Appendix A.

6. Value for Money

6.1 All proposals pursued are subject to rigorous value for money (VfM) procedures through the feasibility study and option appraisal process. Providing Cabinet approval is granted, contracts will be awarded in accordance with the framework agreement criteria and the Council's Contract Procedure Rules and Public Contracts Regulations 2015 (as amended).

6.2 During the execution of the projects, regular progress review meetings will be held to ensure the project is being executed to approved budgets and timescales.

7. Sustainability Impact Appraisal

7.1 The Council has committed to treat climate change as a crisis, where a swift, intensive and substantial response is critical to combatting this climate disruption, not dissimilar to the Council's response to the COVID-19 crisis, which most severely affected wards with the highest fuel poverty rates. Climate change presents an opportunity for communities to unite behind a common cause and proactively change their behaviours and built environment, prepare for the future by insulating homes and buildings, switching to low-carbon heating sources, and mitigate ongoing harm to our natural environment.

7.2 In January 2021, Cabinet approved the Ealing Climate and Ecological Emergency Strategy. The grants described in this report give the Council an opportunity to deliver retrofits at scale, under largely grant funded schemes. This forms part of a broader ambition to scale up retrofitting and upskill the local workforce, which will underpin the growth of the green economy.

8. Risk Management

8.1 There are established processes for managing capital projects and risks are identified as part of the project management process. Risk Registers will be prepared for all of the projects, and these will be updated and managed until completion of the projects.

8.2 Salix Finance, as the fund administrator, sets extremely short project delivery timescales, with a completion date set of 31st March 2024. The scope of the proposed projects will be further refined during the detailed design stage, if required to ensure that the scope remains deliverable within the allocated timeframe.

9. Community Safety

None

10. Links to the 3 Priorities for the Borough

The project is linked the Council's key priorities for Ealing:

- Tackling the climate crisis – Both projects contribute directly to the reduction of carbon emissions.
- Creating good jobs – There is extensive potential for job creation in the borough during the scale up phase, bringing highly skilled, technical, and high paying job opportunities, as well as apprenticeships for those looking to upskill or move into the green economy.

11. Equalities, Human Rights and Community Cohesion

An Equalities Analysis Assessment has been carried out for the proposals described in this report.

12. Staffing/Workforce and Accommodation implications:

Officers from the Schools Property, Projects Delivery Unit and Leisure teams will be responsible for monitoring and delivering the outcomes of each project. There is a

provision within the grant funding allocation to ensure that suitably qualified resource will be appointed to provide project management, technical review, and commercial management during the delivery of the contract. The Schools Property, Projects Delivery Unit and Leisure teams will make arrangements to engage the additional resource required to deliver these projects.

12. Property and Assets

12.1 PSDS Phase 3b Council-owned properties were selected for retrofit, with comprehensive input from the Leisure team on the basis that they are managed by the London Borough of Ealing and are not part of any schedule of disposals.

12.2 School assets were selected to receive a decarbonisation plan on the basis that they are managed by the London Borough of Ealing and are not part of any schedule of disposals.

13. Any other implications

None.

14. Consultation

Senior managers and officers from Children's Services and Economy and Sustainability have participated in discussions to identify properties for funding bids. They will continue to be stakeholders throughout the implementation of the schemes.

15. Timetable for Implementation

- The Public Sector Decarbonisation Scheme Phase 3b runs until March 2025.
- 2023/24 projects must be completed by March 2024 to meet grant criteria.
- Stage 2 contract (construction works) implemented July/August 2023
- Undertake the works commencing August/September 2023
- Subsequent phases of the works are sought in line with funding availability/need and undertaken in line with the terms of the Framework, and governance arrangements.

16. Appendices

Confidential Appendix A Part 1 Schools, Part 2 Leisure – Scheme details setting out what will be delivered in Stage 2.

17. Background Information

Report to Cabinet, Children's Services Capital Approvals, 7 December 2022
<https://ealing.moderngov.co.uk/documents/s4009/Childrens%20Services%20Capital%20Approvals.pdf>

Report to Cabinet, Public Sector Decarbonisation Scheme Phase 3b Contract Award, 19 April 2023

Climate and Ecological Emergency Strategy, 2021-2030
https://www.ealing.gov.uk/downloads/download/6005/climate_and_ecological_emergency_strategy

Ealing Council Climate Emergency Declaration, 2 April 2019
<https://ealing.cmis.uk.com/ealing/Meetings/tabid/70/ctl/ViewMeetingPublic/mid/397/Meeting/5004/Committee/2/SelectedTab/Documents/Default.aspx>

Consultation

Name of consultee	Post held	Date sent to consultee	Date response received	Comments appear in paragraph:
Internal				
Cllr Kamaljit Kaur Nagpal	Portfolio Holder, A Fairer Start	15/6/23	15/6/23	Throughout
Robert South	Strategic Director Children' Services	15/6/23	15/6/23	Throughout
Tamara Quinn	Assistant Director Planning, Resources & Service Development	15/6/23	15/6/23	Throughout
Justin Morley	Head of Legal Services (Social Care and Education)	8/6/23		
Kathleen Ennis	Principal Lawyer (Housing and Social Care)	8/6/23		
Jackie Adams	Head of Legal (Commercial)	8/6/23		
Sajal O'Shaughnessy	Lawyer (Legal Contracts)	8/6/23	19/6/23	Throughout
Russell Dyer	Assistant Director, Accountancy	8/6/23		
Stephen Bell	Finance Manager – Children and School Services	8/6/23		
Craig McDowell	Category Lead (People)	8/6/23		
Katherine Ball	Finance Manager - Capital and Projects	8/6/23		
Maria Yaschanka	Net Zero Manager	8/6/23	22/6/23	8,15
Cllr Polly Knewstub	Portfolio Holder, Thriving Communities	15/6/23		
Cllr Josh Blacker	Portfolio Holder, Healthy Lives	15/6/23		
Cllr Deirdre Costigan	Deputy Leader and Climate Action	15/6/23	22/6/23	2

Chris Bunting	Assistant Director, Leisure	8/6/23		
Connor McDonagh	Assistant Director of Economic Growth	15/6/23		

Report History

Decision type:	Urgency item?
Key decision	No
Report no.:	Report author and contact for queries:
	Laurence Field, Programme Manager

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of the Local Government Act 1972.

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