



London Borough of Hackney – Decisions taken by the Cabinet on Monday, 22 May 2023

This document outlines the decisions taken by Cabinet on Monday, 22 May 2023.

Decisions listed below that are Key Decisions will come into force and may then be implemented on the expiry of 5 clear working days unless called-in by at least 5 non-executive members in writing and submitted to the Monitoring Officer.

Date of Publication: 23 May 2023

Last Date for Call-In: 31 May 2023

Contact: Mark Agnew, Governance Officer, governance@hackney.gov.uk, 020 8356 2398

Agenda Item No	Topic	Decision
----------------	-------	----------

Items considered in public

9	FCR S196 Capital Update and Property Disposals And Acquisitions Report	<p>RESOLVED:</p> <ol style="list-style-type: none">1. That the scheme for Finance and Corporate Resources and Housing as set out in section 11 be given approval as follows: Voluntary and Community Sector (VCS) Property Portfolio Works: Resource and spend approval of £14,170k (£2,827k in 2023/24, £3,054k in 2024/25, £2,923 in 2025/26, £2,592k in 2026/27 and £2,774k in 2027/28) is requested to carry out CIPFA recommended remedial works and Fire Risk Assessed compliance works to 21 properties under the leasehold responsibility of the Landlord (Hackney Council).2. That the scheme for Climate, Homes and Economy as set out in section 11 be given approval as follows: Grow Back Greener North Marsh Pavilion: Resource and spend approval of £45k in 2023/24 is requested to fund the improvements to habitat in Hackney Marshes to
---	--	--

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>increase biodiversity around the North Marsh.</p> <p>Rewild London River Lea Biodiversity Improvement Project: Resource and spend approval of £63k in 2023/24 is required to fund the increasing biodiversity across Hackney in line with the emerging Local Nature Recovery Plan, creating more wild areas across all parks and green spaces.</p> <p>Hackney Wick and Fish Island Public Realm Framework: Resource and spend approval of £70k in 2023/24 is requested to appoint an experienced landscape-led consultant team to develop a Public Realm Framework for Hackney Wick and Fish Island (HWFI) which sets out a vision for HWFI and an approach to implementing a shortlist of deliverable projects in the area.</p> <p>REASONS FOR DECISION</p> <p>1.The decisions required are necessary in order that the schemes within the Council’s approved Capital programme can be delivered and to approve the property proposals as set out in this report.</p> <p>2. In most cases, resources have already been allocated to the schemes as part of the budget setting exercise but spending approval is required in order for the scheme to proceed. Where, however, resources have not previously been allocated, resource approval is requested in this report.</p> <p>3. To facilitate financial management and control of the Council's finances.</p>
10	CE S190 Education Sufficiency and Estate Strategy - falling rolls	<p>RESOLVED:</p> <p>That Cabinet approve that informal consultations are carried out on the:</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<ol style="list-style-type: none"> 1. Proposed closure of De Beauvoir Primary School from September 2024. 2. Proposed closure of Randal Cremer Primary School from September 2024. 3. Proposed merger/amalgamation of Colvestone Primary School and Princess May Primary School, onto the Princess May site from September 2024. 4. Proposed merger/amalgamation of Baden Powell Primary School and Nightingale Primary School, onto the Nightingale site from September 2024. <p>REASONS FOR DECISIONS</p> <p>1. Summary Following years of growth, the number of primary aged children joining Hackney primary schools has been in steady decline since 2014/15, a trend observed across London, and most prevalent in inner-London boroughs. Pupil numbers are forecast to continue falling until at least 2028.</p> <p>School funding is primarily determined by the number of children on roll, and falling rolls equates to reduced funding to deliver education across the borough. While primary schools' rolls are falling but the number of schools remains unchanged, there is effectively less financial resource per school/child.</p> <p>The Council has a statutory duty to ensure there are a sufficient number of school places for pupils and that places are planned effectively. Published Admission Numbers (PANs) reflect the maximum number of pupils schools can accommodate in each year group: this is derived from dividing the whole school PAN by the number of years within the school. Reductions to PANs have been implemented across several schools in recent years, however, they have not kept pace with falling numbers, leaving the surplus well above viable levels.</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>The Council monitors surplus reception places, a key measure of demand, and aims to maintain a 5-10% surplus across all Hackney primary schools. In 2023, the reception vacancy rate in Hackney was 21%. Without taking action, surplus reception places are forecast to rise above 25% by 2029.</p> <p>Allowing surplus places to remain above 20% through inaction would directly and negatively impact the financial viability of many Hackney schools, which will have an impact on education. This is because schools with less income have less money for staff salaries, for extra curricular activities, for equipment, to pay bills and carry out maintenance work. The quality of education and classroom support offered for children in these schools would deteriorate in time, as the affected schools would have to deplete surplus funds or go into deficit to maintain their current education offer.</p> <p>The proposals outlined in this report begin to address the issue of falling rolls. The Hackney Education team will continue to work together with our schools to review and adjust future plans in line with the priorities outlined in the Education Sufficiency and Estates Strategy to bring surplus places to within a sustainable range.</p> <p>2. Demand for reception places 2.1 Historical and current demand In 2007 a surge in demand for reception places began to occur in Hackney, a trend replicated across other London boroughs. In response to this, LAs created additional places, at speed, either through new provision or by implementing bulge classes in existing schools.</p> <p>In addition, outside of Hackney Council’s control, the Department for Education (DfE) approved the opening of four new free schools/academies, creating a further 290 unplanned reception places: The Olive School (Sep 2013), Hackney New Primary School (2015), Halley House School (Sep 2015), and Mossbourne Riverside Academy (2015). The current number and type</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>of Hackney schools can be viewed in appendix A.</p> <p>After the surge in demand for reception places between 2007/08 and 2014/15, demand has decreased, with the most recent years seeing drops of over 100 children each year. (Figure 1).</p> <p>This London-wide decrease in the demand for reception places has resulted in LAs (including Hackney) having to take action to reduce the high levels of surplus reception places to more manageable levels.</p> <p>Historically, LAs have sought to maintain a level of 5% - 10% surplus reception places against the total number of places available to accommodate in-year arrivals. However, as rolls have reduced, surplus reception rates have far exceeded the target level.</p> <p>Figure 2 below shows the high level of surplus reception places throughout the borough at the latest school place census (January 2023), ranging from no vacancies to 39% vacant reception places in the individual planning areas (PAs).</p> <p>Nine out of the fourteen planning areas (PAs) had a reception place surplus of 20% or more. Four of the fourteen planning areas had a surplus of 10% or below, covering the areas of Stoke Newington, Lower Clapton, Hackney Central and London Fields.</p> <p>2.2 Projected demand for reception places Hackney commissions the Greater London Authority to provide an annual 1 school rolls projection output based on January school census data in the year that the projections are produced.</p> <p>For the 2024/25 academic year, the projected number of surplus places is predicted to fall to 18% as a result of the PAN reductions scheduled to come into effect from September 2023.</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>However, the projections go on to show a year on year rise in surplus places until 2027 due to fewer projected children and no further school organisation changes being proposed. Between 2027 and the end of the projection period (2031), the surplus is projected to stagnate at 25-26%.</p> <p>Projections become less robust the further forward the data projects. This risk is mitigated by ensuring that the number of reception applications are routinely monitored against current projections data. It is clear that further action must be taken to reduce surplus places. The next set of projections based on January 2023 census data is expected by the end of May 2023 and is likely to reflect a further decline in demand for reception places.</p> <p>2.3 Factors driving the reduction in reception demand Demand for reception places depends upon a range of factors including parental perceptions of schools in a given area, parental choice, birth rates, migration and the ability to afford to live in an area.</p> <p>The reasons for Hackney’s declining numbers are multifaceted, but include a combination of falling birth rates, changes to welfare benefits, the housing crisis, increases in the cost of living, the withdrawal of the right of entry and freedom of movement from EU nationals (Brexit) and as a result of families leaving London during the Covid-19 pandemic.</p> <p>Many of these factors remain outside the Council’s control and are no fault of the schools or their current leadership. A report on Managing Surplus School Places in London (2023) published by London Councils in January 2023 provides some wider context and independent analysis of the issue.</p> <p>3. Reducing the surplus through managing published admissions numbers (PANs) For the reception intakes in 2019, 2022 and 2023 a total of 375 reception places were removed through reducing PANs, with the result that the projected surplus is likely to reduce to 18% in</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>the 2024/25 academic year.</p> <p>Hackney Council has the authority to reduce school PANs at all community schools (ie. 38 out of 58 primary schools), and to recommend PAN reductions at the remaining 20 academies, free or faith schools. The final decision to reduce PAN at these schools rests with their governing body or academy trust.</p> <p>Reducing a school’s PAN (e.g. from 60 to 30) allows governors and school leaders to plan for and employ fewer staff knowing they will only need one teacher for each year group.</p> <p>However, while PAN reductions directly reduce the number of surplus places, they are not a long term solution because the size of the school building remains unchanged. The unused space (eg. empty classrooms) that PAN reductions create in schools must still be maintained, heated etc, and this draws on resources that could be more directly used to educate and support children.</p> <p>The Council continues to consider reducing PANs wherever possible at schools significantly affected by falling rolls. Further details of PAN reductions are available in appendix B.</p> <p>Diocese Of the 58 primary schools in Hackney, 11 are faith based Roman Catholic or Church of England primaries (19%). The 2021 Census data found that 30.7% of Hackney residents identify as Christian. It is important that we retain an appropriate mix of faith-based schools to reflect the needs and beliefs of our communities.</p> <p>While the Council is not the decision maker regarding PAN reductions at faith schools, it should be noted that the relevant dioceses have taken steps to reduce their combined published admission numbers to reflect changes in Hackney’s population.</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>Each Roman Catholic primary school has moved to one form of entry, thereby reducing their total PAN by 60, from 180 to 120. For September 2023 starters, there were 157 applications for 120 places.</p> <p>In spite of most Church schools being one form of entry, the Church of England primary schools have reduced their overall PAN by 15, with a further 30 places removed temporarily via an informal cap. This reduces places from 285 to 240. For September 2023 starters, there were 284 applications for 240 places.</p> <p>The Council will continue to work within a collaborative process and take a graduated approach in partnership with both dioceses.</p> <p>4. The impact of falling rolls and surplus places The impact of fewer children starting reception in individual schools creates challenges for school leaders and needs to be managed both individually and collectively.</p> <p>This impacts disproportionately with oversubscribed schools being unaffected while others are now facing serious financial pressure after year-on-year declines to their roll. This impacts on the efficient running of schools, financial stability and education outcomes as outlined below.</p> <p>4.1 School income and deficit School funding is primarily determined by the number of children on roll and falling rolls equates to reduced funding to deliver education across the borough. While primary schools' rolls are falling but the number of schools in Hackney remains unchanged, there are effectively less financial resources per school/child.</p> <p>Figure 3 shows the falling number of children in Hackney primary schools, down by 1,776 between 2018 and 2023. This reduced borough-wide roll means that in 2022/23, Hackney receives circa £11.5m less Dedicated Schools Grant (DSG) Schools Block funding based on</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>2022/23 per pupil 3 funding rates, compared with 2018/19.</p> <p>In accordance with DfE funding regulations, the majority of school funding must be allocated on the basis of pupil numbers. The impact of surplus places can be significant to a school's overall budget and financial viability.</p> <p>In the 2022/23 academic year, for every surplus place that a maintained primary school carries, it loses on average £6,484 per pupil, meaning that a 33% surplus equates to approximately £64,840 in lost potential income per class while there is no change to the number of year groups or class teachers.</p> <p>High levels of surplus places results directly in a reduction in income, which can lead to deficit budgets. Falling rolls is a major theme that runs through the budget planning considerations of many schools in financial difficulty. A number of schools are currently managing small year group sizes that prove to be uneconomical and require adopting a more flexible approach to resourcing i.e. vertical grouping (children from different years groups taught together) and capping of PAN.</p> <p>To manage and balance budgets, many Hackney school leaders have had to make efficiencies and innovations, which include reducing costs and exploring opportunities to increase income, for example, by hiring out facilities. However, in many cases these options have already been taken and budgets are still under pressure before they must deal with the financial impact of surplus school places.</p> <p>Whilst federations can provide some financial support through economies of scale, our current data in relation to budget deficits suggests that it does not protect schools sufficiently. Deficit budgets of course directly contribute to a school's lack of viability.</p> <p>It is key that schools experiencing falling rolls produce realistic 3-year budget plans (in</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>accordance with DfE requirements for all schools) and deficit recovery plans (if necessary), and consider their options regarding future financial viability. These options could include staffing restructures, reducing costs, amalgamating with (an)other school(s) and potentially closure.</p> <p>4.2 School performance and outcomes While school performance and Ofsted grading often helps to strengthen demand and protects a school from falling rolls, this isn't the case for Hackney, as 94.7% of primary schools in the borough are rated good or outstanding.</p> <p>Managing school performance in the context of falling rolls requires governors and school leaders to make difficult decisions affecting changes to provision for existing pupils. eg. around restructuring the staffing complement or the removal of important enrichment provision or wrap-around provision such as after school clubs to balance reducing budgets.</p> <p>What has been done already? Further detail provided within the report. In summary, the Council and school leaders have:</p> <ul style="list-style-type: none"> • reduced the admission number at schools that don't fill up. • combined different year groups to keep schools financially viable. • reduced their staffing resources to balance budgets. <p>The Council has no control over the factors causing a reduction in school aged children.</p> <p>The Council must now start looking at schools that have been hardest-hit by falling pupil numbers and budget pressures and consider school closures or mergers.</p> <p>4.3 Schools with excess physical space and large sites Reduced budgets impact on schools' ability to set aside sufficient budget to deal with day to day repair and maintenance issues as resources must be prioritised to deal with staffing and</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>delivery of education.</p> <p>This can have a significant impact on larger school buildings and sites with fewer pupils which will have higher premises costs. Underinvestment in the premises will create longer term issues and increased need for capital funding to deal with a lack of maintenance.</p> <p>Many schools who have had their PANs reduced or capped still have larger buildings and sites to maintain, while having a significantly smaller budget.</p> <p>4.4 Roll instability Surplus places make it easier for families to move their children from school to school, as so many have vacancies. These unplanned transfers between schools present significant challenges for schools, as high levels of mobility can be unsettling for schools, and may require significant additional resources to properly induct and support new starters.</p> <p>School admissions regulations protect parental preference, meaning that regardless of whether the new school is in a position financially to meet the joining child’s needs, they are obliged to admit.</p> <p>4.5 Quality of education offer Schools with reduced budgets have less income for support staff such as teaching assistants and learning mentors, who provide important support for pupils through academic and pastoral interventions. Specialist teachers with expertise in physical education, languages or art become too expensive, meaning primary class teachers who may not be skilled or trained in these areas have to teach these subjects themselves. It is also common in small schools to see leaders double up on roles, such as headteachers taking on the SENCO responsibility.</p> <p>As budget pressure becomes greater, and class sizes drop below 50%, schools must also consider the option of vertically grouped classes to avoid going into deficit. This involves a</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>sufficiently experienced and able teacher being employed to teach children from across two year groups in the same classroom. Vertical grouping brings increased complexity in day to day management and organisation and increased workload for the teacher. The challenges of recruiting and retaining skilled and experienced teachers in London can make schools under grave financial pressure less attractive.</p> <p>In addition, limited budgets mean that occasional but important work to maintain the quality of experience at school is not taken forward in a timely manner e.g. the computers used by staff and children become increasingly obsolete and need replacement, sometimes across the whole school at once due to their original purchase being made in bulk.</p> <p>5. Impact of new housing and regeneration There are proposed areas for regeneration and new housing across the borough and in some of the areas close to the schools covered in this report. However, despite the extensive council and family housing planned, the expected initial child yield is low and thus would not impact on school place demand in the short to medium term, and there would remain enough school places to accommodate need. Projections obtained annually from the Greater London Authority take into account proposed new developments that have attained planning permission.</p> <p>Adopted in July 2020, the Hackney Local Plan 2033 (LP33), requires that all new development in the borough have regard to existing social infrastructure, which includes the provision of education facilities. Within LP33, policy LP8 states that ‘where proposed development is expected to place pressure on existing social infrastructure by increasing demand, these developments will be expected to contribute towards the provision of additional social infrastructure to meet needs, either through on-site provision or through contributions towards providing additional capacity off-site.</p> <p>The Infrastructure Delivery Plan, which informed the policies within LP33, notes that while the borough’s population is expected to increase to 321,000 by 2033 42,000 higher than in 2018),</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>that the age mix of the borough is anticipated to shift towards the older community with the growth in over 65s being four times greater than the growth in the school age population, ages 0-15.</p> <p>Since 2011, the Council's in-house building programme has delivered more than 1,000 new homes, prioritising homes for Council social rent. Between 2018 and 2022, we started, completed or received planning permission for 1,984 homes – more than half being genuinely affordable. Over the next few years, we'll also complete 1,146 homes, including 255 social rent homes and 136 shared ownership homes, on the existing programmes of council homes.</p> <p>This means that between 2022 to 2026, we'll start building, and support partners to build, 1,000 new homes for social rent through a mix of methods. In this context, the Mayor and Cabinet agreed, in December 2022, a direct programme of 400 additional new homes on sites we've identified via our HRA asset base; 75% of which are proposed for Council social rent.</p> <p>While there are variances across the different housing tenures, across the Councils programme as a whole, just over 70% of the homes delivered have been 1 and 2 bed homes; with just under 30% comprising a mix of 3 and 4 bed family sized homes. This is broadly consistent with policy LP14 as outlined in LP33, which, depending on the tenure of housing, requires all new developments to comprise a mix of family sized homes, ranging from 15 to 36%. Despite Hackney building new homes the numbers will be insufficient to have any significant impact on the proposals in this report for schools in scope for closure or amalgamation.</p> <p>Options for reducing surplus places A review of schools with falling rolls has been undertaken to identify how excess places can be removed from Hackney's school estate from September 2024. A range of options, outlined below can be implemented to achieve this in addition to the PAN reductions already outlined in this report</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>5.1 Merger / Amalgamation An amalgamation can only be achieved by closing one or more schools and providing spaces for displaced children in another ‘host’ school. This option would involve the host school retaining its original DfE school number as it is not technically considered a new school. However, following the amalgamation process, governors have the option to rename the school to create a new identity for the merged schools.</p> <p>Historically, an amalgamation would have involved the closure of multiple schools and the creation of one new school. However, under current legislation, this option would fall under the ‘free school presumption’ meaning that the Local Authority is unable to open a new school, but instead are placed under a duty to seek proposers for a free school/academy.</p> <p>5.2 Closure The DfE advises that school closure decisions should be taken when there is no demand for the school in the medium to long term and there are sufficient places elsewhere to accommodate displaced children.</p> <p>A school closure would see a school cease to exist as a statutory entity with all displaced children taking places in other local schools. School closures can take the form of a full and immediate closure, whereby all children on roll are supported to find places in other local schools, or the closure can be ‘staggered’. Full and immediate closures are recommended in this report.</p> <p>A staggered closure option would cease the admission of children into reception each year until all remaining children have worked their way through to year 6, at which time the school would close. While this may be a less disruptive option for some families, it significantly increases the financial burden and further damages the quality of education at the school as pupils do not benefit from the mixing of year groups they would usually experience.</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>6. Options review process to identify schools at risk Following approval of the School Estates Strategy by Cabinet in February 2022, the Council developed the framework outlined below to include objective measures impacting on a school's viability, using available key data to identify the schools most at risk from falling rolls.</p> <p>Criterion A - was the starting point for review: Schools were reviewed based on meeting one of the following three criteria:</p> <ul style="list-style-type: none"> • 25% or greater surplus reception places; • 25% or greater surplus physical capacity; • budget deficit in the top 10 schools raising most financial concern. <p>Criterion B - The list created from the above criteria A was then refined to include:</p> <ul style="list-style-type: none"> • schools meeting more than one of the initial three criteria, or • schools with greater than 45% surplus reception places. • Additional schools falling outside these criteria were also considered where they are located geographically near a shortlisted school and identified as a potential partner for amalgamation. <p>Criterion C - The list created from the above B criteria was further refined:</p> <ul style="list-style-type: none"> • The list of schools derived from the above quantitative data driven criteria were then reviewed for further data and qualitative considerations. • The community schools were reviewed based on: locality and geographic partnership options [walking distances], suitability of site to host an amalgamation and finally overall school effectiveness and quality of education, as indicated by current Ofsted grading, trajectory of pupil outcome data and local reporting. <p>Finally, a feasibility review of the options created from the above criteria was completed, this included:</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision																	
		<ul style="list-style-type: none"> • Number check on projected school pupil numbers and check if all pupils would fit in the proposed amalgamated school for September 2024. • If closures were proposed, a review of nearby schools with surplus places was completed to ensure alternative options were available nearby. • Community impact and children centre locations. • The impact of local area plans, such as whether new neighbourhoods and new-build estates will create significantly more need for school places in that area in the future. <p>The proposals that have been included in this report are a direct result of the application of that options review process.</p> <p>7. Individual school data for the 6 school proposed for closure/merger</p> <p>7.1 De Beauvoir Primary school - Closure proposal</p> <p>7.1.1 Background</p> <p>De Beauvoir Primary School is a 1 form entry school in the south-west of Hackney. The school was graded good when inspected in January 2022. The school sees positive outcomes in primary assessments 2022.</p> <p>Prior to 2018, the school had a PAN of 60. This was reduced to 30 from September 2019. From September 2021, the school has been operating a capped PAN of 15, which is unprecedented for Hackney.</p> <p>The January 2023 census recorded 13 reception children on roll for a capped PAN of 15 places (official PAN is 30). There were a total of 10 offers made on national offer day for children to join the school in September 2023.</p> <p>7.1.2 Financial position</p> <table border="1" data-bbox="842 1337 2092 1417"> <thead> <tr> <th data-bbox="842 1337 1057 1417">Financial Year</th> <th data-bbox="1057 1337 1272 1417">2018-19</th> <th data-bbox="1272 1337 1518 1417">2019-20</th> <th data-bbox="1518 1337 1720 1417">2020-21</th> <th data-bbox="1720 1337 1921 1417">2021-22</th> <th data-bbox="1921 1337 2092 1417">2022-23</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>						Financial Year	2018-19	2019-20	2020-21	2021-22	2022-23						
Financial Year	2018-19	2019-20	2020-21	2021-22	2022-23														

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision					
		Brought Forward Balance	-73,473.57	-212,875.50	-125,557	82,566 *	140,418
<p>*De Beauvoir school received the sum of £154,132, in support of the directed PAN reduction in the financial year 2021-22.</p> <p>7.1.3 Reason for proposed closure Due to sustained falling rolls over several years, the school will not be financially viable in the future. Despite a capped PAN of 15, the school has been unable to fill all the places. A total of 10 children were offered places to join reception in September 2023 on national offer day.</p> <p>At the January 2023 census, De Beauvoir recorded 13 children in Reception (a surplus of 17 places, or 57%) and 115 children across all year groups (a surplus of 185 places, or 62%).</p> <p>Based on the number of children on roll, 73% of the intended capacity of the school building is unused.</p> <p>The school remains financially viable through vertically grouping of all year groups. This is not a model of school organisation that is encouraged or sustainable as it brings increased complexity in day to day management and organisation and brings increased workload for teachers and leaders who often need to pick up multiple roles.</p> <p>Should De Beauvoir close, there are several nearby schools (all of which have been graded 'Good' or Outstanding' by Ofsted) that also have low rolls that children can transfer to. These schools include Holy Trinity, Princess May and St Matthias - all 16 minutes or less walk away and 0.52 miles and under. If a decision is made to progress with a closure, further information and support for families affected will be provided from the admissions team throughout the process.</p>							

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>7.1.4 Impact and equalities If the proposal is agreed, by September 2024, De Beauvoir Primary School is projected to have approximately 95 pupils who will need to find an alternative school. There is a high incidence of need at the school with Education Health and Care Plans (EHCP) numbers at De Beauvoir of 10 [which is 9%], and pupils on free school meals (FSM) [67%], both above the Hackney average [Spring 2023 Census, reception to year 6]. The school has 20 staff members [including classroom teachers, head teacher, other support staff, teaching assistants]. Additional support to enable a smooth transition will be offered to affected pupils who have EHCPs.</p> <p>7.2 Colvestone Primary School & Princess May Primary School - Amalgamation proposal 7.2.1 Background Princess May School is currently graded good by Ofsted (October 2017) and has strong Year 2 and 6 outcomes. The school is continuously improving. Colvestone School is also graded good (March 2018) and has strong Year 2 and 6 outcomes. The school was part of the Soaring Skies Federation with Thomas Fairchild school. This was dissolved by its governors in 2021 because, as reported by Ofsted after a monitoring inspection in May 2021, ‘...Thomas Fairchild has not improved quickly enough following the previous inspection in 2020’.</p> <p>Both the executive headteacher and head of school left in August 2022.</p> <p>Subsequently, the school is in a soft partnership with the Blossom Federation until July 2024 to receive leadership and business support. Colvestone is also receiving intensive level support which brings additional school improvement adviser time and funding for curriculum development from Hackney Education as part of its Good to Great Policy due to the changes in leadership.</p> <p>At Colvestone, the January 2023 census recorded 18 reception children on roll for a PAN of 30</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
----------------	-------	----------

		<p>places. There were a total of 12 offers made on national offer day for children to join the school in September 2023.</p> <p>At Princess May, the January 2023 census recorded 19 reception children on roll for a PAN of 60 places. There were a total of 29 offers made on national offer day for children to join the school in September 2023.</p> <p>7.2.2 Financial position Colvestone</p> <table border="1"> <thead> <tr> <th data-bbox="842 719 1055 798">Financial Year</th> <th data-bbox="1055 719 1279 794">2018-19</th> <th data-bbox="1279 719 1516 794">2019-20</th> <th data-bbox="1516 719 1740 794">2020-21</th> <th data-bbox="1740 719 1919 794">2021-22</th> <th data-bbox="1919 719 2085 794">2022-23</th> </tr> </thead> <tbody> <tr> <td data-bbox="842 798 1055 911">Brought Forward Balance</td> <td data-bbox="1055 798 1279 911">-300,669.36</td> <td data-bbox="1279 798 1516 911">-475,486.70</td> <td data-bbox="1516 798 1740 911">-664,807</td> <td data-bbox="1740 798 1919 911">-589,966</td> <td data-bbox="1919 798 2085 911">-561,646*</td> </tr> </tbody> </table> <p>*Colvestone was granted £50k from contingency in the financial year 2022-23 to aid the stabilisation of the school post de-federation.</p> <p>Princess May</p> <table border="1"> <thead> <tr> <th data-bbox="842 1082 1055 1160">Financial Year</th> <th data-bbox="1055 1082 1279 1157">2018-19</th> <th data-bbox="1279 1082 1516 1157">2019-20</th> <th data-bbox="1516 1082 1740 1157">2020-21</th> <th data-bbox="1740 1082 1919 1157">2021-22</th> <th data-bbox="1919 1082 2085 1157">2022-23</th> </tr> </thead> <tbody> <tr> <td data-bbox="842 1160 1055 1273">Brought Forward Balance</td> <td data-bbox="1055 1160 1279 1273">361,302.83</td> <td data-bbox="1279 1160 1516 1273">88,584.70</td> <td data-bbox="1516 1160 1740 1273">48,454</td> <td data-bbox="1740 1160 1919 1273">24,947</td> <td data-bbox="1919 1160 2085 1273">29,630</td> </tr> </tbody> </table> <p>7.2.3 Reason for proposed amalgamation At Colvestone, in 2014 Reception was full with no unfilled places and there were 3% unfilled places across all year groups (6 places out of 210). By January 2023 there were 40% unfilled</p>	Financial Year	2018-19	2019-20	2020-21	2021-22	2022-23	Brought Forward Balance	-300,669.36	-475,486.70	-664,807	-589,966	-561,646*	Financial Year	2018-19	2019-20	2020-21	2021-22	2022-23	Brought Forward Balance	361,302.83	88,584.70	48,454	24,947	29,630
Financial Year	2018-19	2019-20	2020-21	2021-22	2022-23																					
Brought Forward Balance	-300,669.36	-475,486.70	-664,807	-589,966	-561,646*																					
Financial Year	2018-19	2019-20	2020-21	2021-22	2022-23																					
Brought Forward Balance	361,302.83	88,584.70	48,454	24,947	29,630																					

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>Reception places (12 places out of 30) and 38% unfilled places (80 places out of 210, or nearly 3 classes) across all year groups.</p> <p>At Princess May, in 2014 there were 2% unfilled Reception places (1 place out of 60) and 6% unfilled places across all year groups (24 places out of 420). By 2022 this had increased to 68% unfilled Reception places (41 places out of 60) and 53% unfilled places (222 places out of 420, or more than 7 classes) across all year groups. This downward trend is forecast to continue. There is a temporary PAN of 30 in operation for Reception, Yr 1, Yr 3, Yr 4 and Yr 5.</p> <p>Other schools within the Blossom Federation were not considered for amalgamation with Colvestone due to the distance between them.</p> <p>Princess May and Colvestone both featured on the list of schools derived from applying the criteria and are both facing the issue of falling rolls. The proposal to amalgamate with Princess May is due to the close proximity of the schools, minimising disruption, but also due to both schools having a high surplus as well as high unused capacity in their buildings. Princess May is 0.3 miles away from Colvestone, which is a 6-minute walk between the two schools. The process of amalgamating the two schools would create a stronger educational establishment.</p> <p>The decision to propose an amalgamation on the Princess May site takes into account the capacity to host the merger. Princess May school is a 2 form entry building with a current net capacity of 420. Based on the number of children on roll, 53% of the intended capacity of the Princess May school building is unused.</p> <p>Colvestone is a 1 form entry school, the capacity of the school is 243 at the latest net capacity assessment (the number of pupils that could be accommodated at the school). Based on the number of children on roll, 47% of the intended capacity of the Colvestone school building is unused. The existing buildings at Colvestone do not have the physical capacity to accommodate pupils from Princess May.</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>7.2.4 Impact and equalities If the proposal is agreed, by September 2024, Colvestone is projected to have approximately 120 pupils who would move to the Princess May site. There is a high incidence of need with EHCP numbers at Colvestone of 10 [which is 8%] and Princess May of 10 [5%], and pupils on FSM at Colvestone of 35% and of 46% at Princess May [Spring 2023 census, reception to year 6]. Additional support to enable a smooth transition will be offered to affected pupils who have EHCPs.</p> <p>Colvestone has 18 staff members and there are 29 staff members at Princess May [including classroom teachers, head teacher, other support staff, teaching assistants].</p> <p>Postcode analysis on average time parents travel to school shows that Colvestone parents travel on average 10 minutes by walking, and travelling to Princess May would make the average travel time 13 minutes to get to school. By comparison, current Princess May families on average travel 14 minutes walking to get to school.</p> <p>7.2.5 Travel to school routes for merger proposals - Impact assessment An analysis of key journeys based on clusters of Colvestone pupil postcodes was completed and mapped on Google Maps to highlight key desire lines for travel to Princess May. These key routes have been used to identify potential impacts on active travel to Princess May Primary School. They include:</p> <ul style="list-style-type: none"> • A proportion of pupils will need to cross the A10 to get to Princess May, with most Colvestone pupils living east of the A10. Approximately half of current Princess May pupils live east of the A10 and already make a similar journey. • A10 is a much less child friendly walking route to school than surrounding quiet residential roads that pupils may have previously used. • Dunn Street may become more heavily used for active travel to school, to avoid walking along the A10, this road has narrow and inconsistent pavements.

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<ul style="list-style-type: none"> • Downs Park Road between Amhurst Road and St Mark’s Rise may become more heavily used for active travel to school. <p>The following measures are proposed to mitigate the above impacts:</p> <ul style="list-style-type: none"> • An assessment of safe crossing points with which we engage Transport for London, as the strategic transport authority with responsibility for the A10. TfL are planning a new crossing across the A10 at Sandringham Road as part of the Cycleway 23 route, along with restrictions to vehicle movements from Sandringham Road onto the A10 that will make it easier to cross Sandringham Road as well. • Completion of the Cycleway 23 route connecting Lea Bridge to Dalston • The Council has committed to implement a low traffic neighbourhood east of the A10, which will reduce traffic, and improve walking and cycling routes in the area. • Monitor footfall on Dunn Street and conduct a footway inspection to consider pavement improvements if needed. • Monitor recent traffic scheme at the junction of Downs Park Road and St Mark’s Rise, which improved the westbound cycle lane. • Additional public realm improvements on Princess May Road and Barrett’s Grove considering the higher number of children using them following the amalgamation. <p>In addition to the mitigations outlined above, pupils of Princess May Primary school already benefit from a School Streets scheme, which was permanently implemented in 2022 to reduce traffic congestion around the school estate at the beginning and end of the school day, thereby improving road safety. Additionally, as a matter of course, the Council will continue to undertake a rolling programme of traffic monitoring in the area, to ensure that any existing and new measures remain appropriate.</p> <p>7.3 Baden Powell Primary School & Nightingale Primary School - Amalgamation proposal 7.3.1 Background Nightingale Primary School is currently graded Good by Ofsted (November 2017). It has strong</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
----------------	-------	----------

		<p>2022 Year 6 outcomes and has a good curriculum model in place. The school is on an upward trajectory. The January 2023 census recorded 30 reception children on roll for a PAN of 30 places. There were a total of 30 offers made on national offer day for children to join the school in September 2023. The school is not currently impacted by falling rolls consistently, maintaining less than 10% surplus places in recent years.</p> <p>Baden Powell is graded good by Ofsted (October 2018). Its Year 6 outcomes are higher than the national average and it is performing well. The January 2023 census recorded 15 reception children on roll for a PAN of 30 places. There were a total of 13 offers made on national offer day for children to join the school in September 2023.</p> <p>7.3.2 Financial position (Baden Powell)</p> <table border="1" data-bbox="842 821 2085 1013"> <thead> <tr> <th data-bbox="842 821 1055 900">Financial Year</th> <th data-bbox="1055 821 1279 900">2018-19</th> <th data-bbox="1279 821 1514 900">2019-20</th> <th data-bbox="1514 821 1738 900">2020-21</th> <th data-bbox="1738 821 1917 900">2021-22</th> <th data-bbox="1917 821 2085 900">2022-23</th> </tr> </thead> <tbody> <tr> <td data-bbox="842 900 1055 1013">Brought Forward Balance</td> <td data-bbox="1055 900 1279 1013">313,664</td> <td data-bbox="1279 900 1514 1013">257,386</td> <td data-bbox="1514 900 1738 1013">274,666</td> <td data-bbox="1738 900 1917 1013">111,747</td> <td data-bbox="1917 900 2085 1013">31,768</td> </tr> </tbody> </table> <p>7.3.3 Reason for proposed amalgamation</p> <p>Baden Powell Primary School has been affected by falling rolls. In 2014 the school was full to capacity in every year group. By January 2023 there were 50% unfilled Reception places (15 places out of 30) and 23% unfilled places (48 places out of 210, or more than one class) across all year groups. This downward trend is forecast to continue. Baden Powell school was selected for a proposed amalgamation after applying the selection criteria, as one of the schools most affected by the falling rolls.</p> <p>Nightingale has a net capacity of 420 which is the actual physical capacity of the building. With 198 pupils on roll there currently is 53% unused capacity in the building. There is sufficient capacity on the Nightingale site to accommodate the children from Baden Powell. Nightingale</p>	Financial Year	2018-19	2019-20	2020-21	2021-22	2022-23	Brought Forward Balance	313,664	257,386	274,666	111,747	31,768
Financial Year	2018-19	2019-20	2020-21	2021-22	2022-23									
Brought Forward Balance	313,664	257,386	274,666	111,747	31,768									

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>school was selected to host an amalgamation because this school is in a new building which was built for 2FE, and currently operating at 1FE due to the low pupil numbers in the area.</p> <p>7.3.4 Impact and equalities If the proposal is agreed, by September 2024, an estimate of 140 children would move from Baden Powell to Nightingale. There is a high incidence of need at the schools, with the pupils with an EHCP at Baden Powell at 8, [this is 5%], and at Nightingale 22, [this is 11%]. The percentage of pupils on FSM is 51% at Baden Powell and 44% at Nightingale [Spring 2023 census, reception to year 6]. Additional support to enable a smooth transition will be offered to affected pupils who have EHCPs. Staff numbers at Baden Powell are 34 and at Nightingale are 33 [including classroom teachers, head teacher, other support staff, teaching assistants].</p> <p>Postcode analysis on average travel time to school shows that Baden Powell parents travel on average 8 minutes by walking, and travelling to Nightingale would keep the same average walking travel time. By comparison, current Nightingale families on average travel 9 minutes walking to get to school.</p> <p>7.3.5 Travel to school routes for merger proposals - Impact assessment An analysis of key journeys based on clusters of Baden Powell pupil postcodes was completed and mapped on Google Maps to highlight key desire lines for travel to Nightingale. These key routes have been used to identify potential impacts on active travel to Nightingale Primary School. They include:</p> <ul style="list-style-type: none"> • In terms of travel, overall, there appears to be very limited impact, as Nightingale is very close to Baden Powell. It is a 2 minute walk between schools. • For those living south of Hackney Downs the journey will be shorter, and pupils can continue to travel through Hackney Downs to lower exposure to traffic on their journey to school. • The cut-throughs from Charnock Road and Heyworth Road will become increasingly important and utilised (connect Baden Powell to Nightingale).

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
----------------	-------	----------

		<p>Mitigation measures:</p> <ul style="list-style-type: none"> • Potentially child focused improvements to the cut-throughs from Charnock Road and Heyworth Road. • There would be more children using Tiger Way in case of an amalgamation, so additional public realm improvements may be beneficial, including school focused planters, or planters to indicate School Street. <p>7.4 Randal Cremer - Closure proposal</p> <p>7.4.1 Background</p> <p>Randal Cremer is currently graded good by Ofsted (March 2020). The school has managed well despite the impact falling rolls has had on leadership capacity. Assessment data in 2022 was low. The school is currently receiving focussed support from Hackney Education as part of the Good to Great policy.</p> <p>The January 2023 census recorded 29 reception children on roll for a PAN of 45 places. There were a total of 16 offers made on national offer day for children to join the school in September 2023.</p> <p>7.4.2 Financial position (Baden Powell)</p> <table border="1" data-bbox="842 1098 2085 1289"> <thead> <tr> <th>Financial Year</th> <th>2018-19</th> <th>2019-20</th> <th>2020-21</th> <th>2021-22</th> <th>2022-23</th> </tr> </thead> <tbody> <tr> <td>Brought Forward Balance</td> <td>37,601</td> <td>42,574</td> <td>179,035</td> <td>273,791</td> <td>310,032</td> </tr> </tbody> </table> <p>7.4.3 Reason for closure proposal</p> <p>Randal Cremer Primary School has been severely affected by falling rolls. In 2014 there were 3% unfilled Reception places (2 places out of 60) and 4% unfilled places (15 places out of 420)</p>	Financial Year	2018-19	2019-20	2020-21	2021-22	2022-23	Brought Forward Balance	37,601	42,574	179,035	273,791	310,032
Financial Year	2018-19	2019-20	2020-21	2021-22	2022-23									
Brought Forward Balance	37,601	42,574	179,035	273,791	310,032									

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>across all year groups. By January 2023 the surplus had increased to 36% unfilled Reception places (16 places out of 45) and 40% unfilled places (163 places out of 405, or more than 5 classes) across all year groups. Based on the number of children on roll, 41% of the intended capacity of the Randal Cremer school building is unused.</p> <p>7.4.4 Consideration of an amalgamation with other nearby schools Options were considered for amalgamation, but there was no local school located close enough [walking distance] with the required surplus to take all of the pupils. However, there are sufficient schools nearby with surplus places that could accommodate the pupils from Randal Cremer. Hoxton Garden, Sebright, St Monica’s and St John the Baptist are likely destination schools - they are all under 0.45 miles away from Randal Cremer as the crow flies [all under 13 minutes walking] and all Ofsted rated Good or Outstanding.</p> <p>If a decision is made to progress with a closure, further information and support for families affected will be provided from the admissions team throughout the process</p> <p>7.4.5 Impact and equalities If the proposal is agreed, by September 2024, Randal Cremer Primary School is projected to have around 200 pupils who will need to find an alternative school. The school has 56 staff members [including classroom teachers, head teachers, other support staff, teaching assistants]. There is a high incidence of need at the school with EHCP numbers at Randal Cremer of 14 [6%], and the percentage of pupils on FSM at 51% [Spring 2023 Census, reception to year 6]. Additional support to enable a smooth transition will be offered to affected pupils who have EHCPs.</p> <p>7.5 Air Quality review Air quality as measured by average Nitrogen dioxide (NO₂) at the six school sites in Hackney was reviewed. For 2021 all of the diffusion tubes located near these schools were well below the Hackney air quality objective of 40 (µg/m³), as seen in table below.</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision																								
		<table border="1"> <thead> <tr> <th data-bbox="835 448 1420 528">Site name</th> <th data-bbox="1420 448 1789 528">2021 NO₂ annual concentration (µg/m³)</th> <th data-bbox="1789 448 2036 528">Pollutants monitored</th> </tr> </thead> <tbody> <tr> <td data-bbox="835 528 1420 568">Randal Cremer Primary School</td> <td data-bbox="1420 528 1789 568">20</td> <td data-bbox="1789 528 2036 568">NO2</td> </tr> <tr> <td data-bbox="835 568 1420 608">Nightingale Primary School</td> <td data-bbox="1420 568 1789 608">19</td> <td data-bbox="1789 568 2036 608">NO2</td> </tr> <tr> <td data-bbox="835 608 1420 647">Baden-Powell Primary School</td> <td data-bbox="1420 608 1789 647">18</td> <td data-bbox="1789 608 2036 647">NO2</td> </tr> <tr> <td data-bbox="835 647 1420 687">De Beavior primary school</td> <td data-bbox="1420 647 1789 687">20</td> <td data-bbox="1789 647 2036 687">NO2</td> </tr> <tr> <td data-bbox="835 687 1420 727">Colvestone Primary School</td> <td data-bbox="1420 687 1789 727">23</td> <td data-bbox="1789 687 2036 727">NO2</td> </tr> <tr> <td data-bbox="835 727 1420 767">Princess May 1</td> <td data-bbox="1420 727 1789 767">23</td> <td data-bbox="1789 727 2036 767">NO2</td> </tr> <tr> <td data-bbox="835 767 1420 807">Princess May 2</td> <td data-bbox="1420 767 1789 807">32</td> <td data-bbox="1789 767 2036 807">NO2</td> </tr> </tbody> </table>	Site name	2021 NO ₂ annual concentration (µg/m ³)	Pollutants monitored	Randal Cremer Primary School	20	NO2	Nightingale Primary School	19	NO2	Baden-Powell Primary School	18	NO2	De Beavior primary school	20	NO2	Colvestone Primary School	23	NO2	Princess May 1	23	NO2	Princess May 2	32	NO2
Site name	2021 NO ₂ annual concentration (µg/m ³)	Pollutants monitored																								
Randal Cremer Primary School	20	NO2																								
Nightingale Primary School	19	NO2																								
Baden-Powell Primary School	18	NO2																								
De Beavior primary school	20	NO2																								
Colvestone Primary School	23	NO2																								
Princess May 1	23	NO2																								
Princess May 2	32	NO2																								
11	CHE S162 Adoption of Climate Action Plan	<p>RESOLVED:</p> <ol style="list-style-type: none"> 1. To approve the final Climate Action Plan attached as Appendix 1 for adoption; 2. To delegate authority to the Group Director for Climate, Homes and Economy to make amendments to the Climate Action Plan as necessary. <p>REASONS FOR DECISION</p> <p>The climate and ecological crisis is having a significant negative impact in Hackney and across the world, through increased extreme weather events, such as flooding and extreme heat, that put communities, ecosystems, and natural resources at risk. Without drastic reductions in emissions, and adaptation to higher rainfall and warmer temperatures, the impacts of climate change will continue to worsen – affecting our lives and those of future generations. In response, the Council declared a climate emergency in 2019, supported by an ambitious vision to rebuild a greener Hackney in the wake of the coronavirus pandemic.</p>																								

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>Hackney has made progress in reducing emissions over the last decade. Nevertheless, without faster action, driven by ambitious policies and targets, we won't be able to protect communities and ecosystems from the effects of climate change.</p> <p>Many aspects of the transition are inherently uncertain, hence it is likely that progress may be faster in some sectors than others. Even in the near term there is high uncertainty whether projected emissions savings will advance as anticipated, we therefore need to keep options open while assessing if sufficient groundwork has been put in place to achieve overall borough-wide emissions targets.</p> <p>Hackney Climate Action Plan The Hackney Climate Action Plan (CAP) is the first holistic borough-wide plan to address the climate and ecological crisis, bringing together the various strands into one overall document and as such, is a key marker in consolidating the journey to net zero.</p> <p>The CAP sets out an integrated approach for tackling the climate and ecological crisis. It provides a framework for everyone to take action to reduce emissions and adapt to the climate change that is already occurring, driven by an ambitious vision for a fairer and greener Hackney in 2030. This CAP is designed to set us in the right direction, but it will continue to need to be developed to keep pace with shifts across society, technology and wider policy, including the changing needs of communities, groups and organisations in Hackney.</p> <p>Throughout the CAP, there are four key principles that guide our approach.</p> <ul style="list-style-type: none"> a) <i>Change is possible</i>: Achieving the ambitions of the Paris Agreement, the international treaty that aims to limit global temperature rise to 1.5°C above pre-industrial levels, will require collective action at a rapid pace and large scale. There is still a path to avoid the worst impacts of the climate emergency and still an opportunity to effectively prepare b) <i>Collaboration is key</i>: We can only address the climate emergency by working together

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>to tackle emissions and adapt our Borough to the changes already occurring. There are many opportunities to work collectively to reduce emissions and make our neighbourhoods more resilient.</p> <p>c) <i>Fairness must be at its heart</i>: We must ensure that those who are most vulnerable and affected by the climate emergency get the support they need. Although there are many benefits to taking action on the climate emergency, the risks are not distributed equally. To be effective, climate actions must be designed with attention to who might be most negatively affected, and how.</p> <p>d) <i>Climate leadership is essential</i>: There will be a need for leadership throughout our communities, including from businesses, big institutions such as our hospitals, the voluntary and community sector and residents themselves. Notwithstanding this, the Council can provide the civic leadership for the collective effort needed to tackle the climate emergency in the Borough, helping to bring together different organisations and communities.</p> <p>The CAP sets out the themes, goals and objectives to address the climate emergency across the Borough and aims to:</p> <ul style="list-style-type: none"> • Outline what a greener Hackney could look like by 2030 based on a fair and just transition to net zero; • Build a shared understanding of the problem we face as a Borough – and how we can work together to reduce emissions and adapt to climate change; • Help residents, businesses and other organisations to see their place in a shared response to climate change; • Identify the key actions the Council proposes for the period of the next three years to maintain momentum with its own climate response - detailed in an implementation plan; • Identify areas where local partners can collaborate on key strategic challenges such as financing and policy change; • Confirm proposals for monitoring and Council governance arrangements, as well as steps to support future stakeholder engagement requirements and establish external

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<ul style="list-style-type: none"> governance; and • Use this adopted plan to shape agreements on how to work together to achieve shared goals. <p><i>Revising the draft CAP</i></p> <p>Following the decision by Cabinet on 24 October 2022, a public consultation was carried out to gather feedback on the draft CAP. The revised CAP that has now been produced takes account of the comments and feedback received during this process, noting that a broad range of insight has been gained from the public consultation exercise, much of which will help shape and inform the delivery of the CAP over the next three years.</p> <p>Key insight pointers from the public consultation:</p> <ul style="list-style-type: none"> • SMARTen goals and objectives (see monitoring and reporting section) and provide clarity on the targets/outputs from the Council’s 3 year Implementation Plan (IP), noting the latter was not included in the public version of the draft IP; • Social justice remains central to a fair and just climate response and we must ensure vulnerable and disadvantaged groups are a key focus as their views continue to be under-represented, although they often experience the greatest impacts; • More engagement, including using diverse approaches and including deliberative methods (where appropriate) in respect of specific topic areas and audiences; • Ongoing challenge of engaging Hackney’s wide-ranging business sector meaningfully, both generally and specifically, in the borough’s climate response. Responses to the cross cutting theme of the green economy were also low; • A desire for urgent action by respondents in respect of the climate emergency, coupled with an anxiety about the current speed of action globally; • General comments that acknowledged the existing constraints on the Council in the borough-wide journey to net zero, due to the significant role of other players to enable action and accelerate progress, not least central government in respect of funding, policy and regulation; and

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<ul style="list-style-type: none"> • More detail needed on how net zero will be funded and/or financed, and how progress with the journey to net zero will be monitored and tracked. <p><i>Highlights of comments on specific themes etc</i></p> <ul style="list-style-type: none"> • There was significant agreement with the goals and objectives of the draft CAP: Adaptation (77%), Buildings (77%), Transport (72%), Consumption (76%) and Environmental Quality (78%). The majority of respondents across all the themes stated that they would have a positive impact. Further insight for individual themes below: • Adaptation theme: there is a need for greater recognition of adaptation actions alongside net zero, noting for many people this appears an immediate concern. In particular the impacts of extreme weather - flooding, heat waves and fires and the role of better resilience; • Buildings theme: there are concerns about high financial cost of retrofitting especially for older buildings with significant technical constraints, alongside the demand to adapt existing buildings to extreme weather; • Transport theme: there is strong support to further encourage walking and cycling, including the need for more cycling infrastructure and pedestrianised areas, better access to public transport and reduction in bus journey times through reduced congestion and support for continued improvements in air quality. There were a number of negative concerns noted that included impacts on businesses and income, costs associated with cars, traffic and journey times; • Consumption theme: there is support for improvements to recycling facilities, as well as making it easier to recycle and repair, plus a need for more emphasis in the role of behavioural change in reducing consumption emissions; and • Environmental quality theme: there is support to improve air quality, provide more green space and trees, actions to improve biodiversity, enable better protection of water bodies, as well as the positive role of environmental community groups as a volunteer resource.

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>A draft consultation report was produced in early February 2023 and a revised CAP was produced, based on a detailed analysis of the consultation responses that included feedback from the public, businesses, community organisations, focus groups with residents on specific issues and pre-engagement with the environmental community of interest. The analysis and actions encompassed:</p> <ul style="list-style-type: none"> • A review of all consultation responses by external consultants and internal officers with key updates incorporated into the revised CAP; • A review of goals (to make them smarter where possible) and the objectives (rewording to make more specific); • Inclusion of a new section per theme of Council specific targets/outputs for the next three years generally drawn from the draft Implementation Plan to make the Council’s own commitments more explicit in the revised CAP; • Updating the social justice sections of the revised CAP based on the Equality Impact Assessment (see Appendix 2); • Updating some of the finance sections with more information about the Council approach to addressing the funding needed to reach net zero amongst others; and • including a more developed section in the revised CAP on monitoring and reporting commitments. <p>Internal review of the revised CAP identified a need for further assessment of the CAP borough-wide goals and objectives. It also included a review of the Council deliverables for the next three years (generally taken from the draft IP). Key changes are:</p> <ul style="list-style-type: none"> • Minor amendments to specific thematic goals; • Inclusion of new objectives to reflect gaps; • Making existing objectives more outward facing, so they are more clearly collective and less about the Council, unless it has sole responsibility; • Better reflecting the fact that the IP should cover the detail of Council activities in the next three years, not the CAP; • Reducing duplication, ambiguity or any unwarranted overlap of objectives, deleting

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>some in the process;</p> <ul style="list-style-type: none"> • Further prioritising based on impact and influence, ensuring three year objectives are the key ones, and taking a more strategic rather than catch all approach that could dilute focus and reduce impact; and • Ensuring Council 3 yr deliverables contained in the CAP are sufficiently robust and clear. <p>There are a number of cross-cutting issues, and in particular, the CAP considers two specific aspects which impact on all the themes. These are the green economy and social justice.</p> <p><i>Green economy</i></p> <p>The transition to net zero in Hackney is creating economic opportunities. A growing green economy means opportunities for businesses already delivering green products and services, and opportunities for new green businesses to emerge. This growth and transition will create job roles in London, mainly in skilled craft work and in managerial and professional jobs but also in the evolving circular economy which is well represented in Hackney.</p> <p>There is a clear need to specifically support individuals whose livelihoods may be affected by the transition because their economic activity is dependent on businesses and services that contribute to climate change. Retraining programmes and new opportunities for jobs, skills and business should be widely available to Hackney’s residents - the green economy as a whole should be diverse and inclusive.</p> <p>The Council’s regeneration programmes and procurement should be used to provide green economic opportunities for residents and business. Together, the Council, businesses and institutions need to address existing skills gaps in the construction industry and with science, technology, engineering or mathematics (STEM) degrees. By working with partners in London’s skills system we can better prepare our residents for the possibilities a growing green economy has to offer, and further, address the lack of diversity among potential entrants into</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>green jobs and the green economy.</p> <p><i>Social justice</i> Climate action in Hackney can reduce inequalities and create benefits such as improved air quality, mental health, and biodiversity enhancement. By ensuring inclusive decision-making, prioritising accessible and affordable solutions, and tackling systemic issues a fairer, more equitable, and inclusive environment will be enabled. Encouraging community engagement, raising awareness, promoting financial viability of sustainable options, and regularly monitoring progress will help ensure climate policies and initiatives remain effective and inclusive for all community members. Key aspects based on responses received during the public consultation are further elaborated on below and apply to all key stakeholders.</p> <ul style="list-style-type: none"> • Ensure inclusive decision-making: Involve diverse communities, including vulnerable and underrepresented groups, in the planning and implementation of climate policies and actions; • Prioritise accessible and affordable solutions: Develop climate initiatives that cater to the needs of low-income, minority, and vulnerable populations, focusing on affordable housing, public transport, and access to green spaces; • Tackle systemic issues: Address the root causes of climate change and social inequalities, such as poverty, racial and class disparities, and hold polluters accountable; • Offer targeted support: Provide resources and assistance to vulnerable groups for climate adaptation, resilience, and mental health support to cope with climate-related stress and anxiety; • Raise awareness and educate: Conduct outreach and educational programmes on climate change, its impacts, and sustainable options for diverse audiences, emphasising the importance of inclusivity; • Foster community engagement: Encourage active participation from various social, economic, and cultural backgrounds in climate initiatives and sustainable practices;

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p><i>Themes, goals and objectives of the Hackney Climate Action Plan</i></p> <p><i>Themes:</i> The Hackney Climate Action Plan sets out the ambitious, science-based changes that we can work towards achieving a reduction in carbon emissions by 2030. All of these changes are organised into five themes: Adaptation, Buildings, Transport, Consumption and Environmental Quality. Within each theme, are a set of ambitious 2030 goals.</p> <p>The themes define the broad areas of focus within the CAP, reflecting the need to reduce emissions, protect the natural environment and build resilience to climate change, alongside wider benefits to responding to climate change, such as the potential to improve public health.</p> <p>Climate action is a complex and systems-wide challenge. To be effective, climate actions must be designed collaboratively, and with attention to who might be affected, and how. Proposals related to the green economy and social justice are part of all areas of climate action. Each theme identifies some of the key issues that need to be addressed to help ensure that climate action in Hackney is just and equitable. The five themes are set out below:</p> <ul style="list-style-type: none"> • Adaptation - ensuring that we are prepared for and resilient to the impacts of the climate emergency, protecting our most vulnerable residents; • Buildings - removing gas boilers, adding solar panels and decreasing energy use in our buildings, reducing fuel poverty; • Transport - reducing emissions from the transport network, improving air quality and helping residents live active and healthy lifestyles; • Consumption - changing what and how we buy, use and sell, creating a new green economy in Hackney; and • Environmental Quality - maximising the potential for biodiversity in our green spaces, reducing pollution and helping local ecosystems thrive. <p><i>Goals:</i> Across the five themes in this document, there are 21 goals which set out the ambitious changes that we collectively need to make by 2030. This will require significant changes in all of our behaviour, infrastructure, business models, and co-operation. These goals are</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>ambitious, borough-wide and aligned, where relevant, with the Paris Agreement. Reaching these goals at a local level doesn't rely on action by a single organisation, they are for everyone: residents, community groups and organisations, businesses and institutions.</p> <p>The borough-wide modelled pathway in Figure 1, illustrates the territorial emissions savings that could be achieved if the 2030 goals of the CAP are delivered, and then continue to remove fossil fuels beyond that date. In this case, there would be a 94% reduction in the Borough's territorial greenhouse gas emissions in 2040, compared to 2010, and a 77% reduction by 2030. This ambitious pace of change is closely aligned with the pace of decarbonisation that the borough needs to achieve to contribute to limiting global warming by 1.5oC, based on current greenhouse gas emissions and Tyndall Centre modelling.</p> <p><i>Objectives:</i> Each goal has a number of key objectives. Objectives are the activities that we will need to work on together to progress towards realising the 2030 goals. They are made up of objectives for all Hackney stakeholders, as well as some specific Council objectives where it would have the lead responsibility. Together, it is intended that the themes, goals and objectives provide a framework that shapes future action planning and decision making for all Hackney stakeholders.</p> <p><i>Council Implementation Plan</i> Sitting alongside the CAP is a Council Implementation Plan (IP), which provides a detailed set of proposed key actions for the Council to undertake (by theme) initially over the next three years and that contribute to delivering the goals and objectives, considering where the Council has direct control and most influence to maintain momentum with its own climate response.</p> <p>The Council's own ability to make carbon reductions is based on what it can control or influence. It is directly responsible for about 5% of local area territorial emissions. However, it has many levers that can be used to deliver wider local action to reduce emissions and prepare local areas for a changing climate particularly through leadership and placemaking.</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>There are a further 25% of territorial emissions that it has strong influence over. For example, from a built environment perspective the Council would be considered to have high influence over new housing and social housing activities. There is also good influence in respect of transport and waste.</p> <p>Much of the remaining non-territorial emissions associated with consumption are where the Council's leverage may be more variable. Many decisions lie with individuals and require behavioural change; consumption emissions are also from a diverse range of sources. Notwithstanding, the Council has prioritised areas where it has strong levers to effect change such as waste, food, procurement, the circular economy, the Council's pension fund, as well as the embodied carbon within its own future developments amongst others.</p> <p>An initial period of three years was selected for the implementation plan to:</p> <ul style="list-style-type: none"> • provide a sharper focus on the key actions needed now to maintain momentum; • help focus on actions that would enable the Council to scale activities for the period post the initial three year plan robustly; and • recognise that the technology and costs associated with net zero actions are changing rapidly and hence deliverability may change markedly over time potentially creating shifting focuses for action in the future. <p>A draft of the implementation plan was included in the appendices for the October 22 Cabinet approval for public consultation. Although this wasn't a formal part of the consultation, a number of detailed comments and suggestions were received, generally from those with a specialist knowledge of the climate and ecological agenda. These have been assessed as part of the consultation responses.</p> <p>Original plans were that the IP should form part of the additional documents for this Cabinet report. There are however a number of more significant revisions needed to the IP, including a</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>further prioritisation of the detailed actions already included for impact, both from a carbon perspective, but also those with significant co-benefits. As a result the IP will form part of the annual report to Full Council in July 23.</p> <p><i>Monitoring and reporting framework</i> A commitment was made in the October 2022 Cabinet report to develop a monitoring and reporting framework and include it as part of the adoption of the CAP. This has been progressed, assessing both Council and borough-wide monitoring and reporting needs. Where there is certainty regarding future monitoring and reporting, this has been included in the revised CAP.</p> <p>Monitoring and reporting is an important tool to assess progress towards net zero, informing decisions that may be needed to update the scale or pace of interventions accordingly. It is widely agreed to be key to credible, long term climate action by:</p> <ul style="list-style-type: none"> • Maintaining transparency and accountability: Monitoring climate action gives councils and other stakeholders the ability to demonstrate progress and quantify the benefits of climate action. This can aid future decision making by indicating where climate action has been most successful, and most challenging and when carbon offsetting has been used for emissions that can't be reduced; • Providing key review points: testing whether what we are doing collectively is having the desired impact on progress, whilst enabling opportunities to revise actions; • Communicating with stakeholders on progress with targets: The Council alone cannot deliver the actions needed to reach net zero and therefore must work in partnership with other organisations and individuals and enable stakeholders to make change happen; and • Building a case to improve delivery and/or secure further funding: Monitoring can help identify where further resources, investment or investigation is needed, and build the evidence base for this – ultimately informing further action planning.

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>The development of a monitoring framework will therefore support the need to measure the reduction in carbon emissions amongst other climate related actions, and track progress towards the 2030 goals of Hackney’s borough-wide CAP, alongside an agreed reporting and review mechanism. For the Council's own obligations, a key principle of the approach is to acknowledge its existing reporting systems for subsidiary plans and strategies, so that the monitoring framework can build upon and complement these, rather than duplicating them.</p> <p><i>Monitoring</i> Monitoring will be completed through a variety of interrelated mechanisms. Further detail can be found in the revised CAP (Appendix 1).</p> <ul style="list-style-type: none"> • Council territorial emissions initially aligning with the UK100 membership scope but expanding over time, using the Local Partnerships GHG accounting tool; • Borough-wide emissions principally initially via The London Energy and Greenhouse Gas Inventory (LEGGI) and Consumption-Based Emissions Accounting Framework (CBEA); • Monitor an agreed set of key performance indicators to track Council and borough-wide progress; and • The Council’s Implementation Plan for its own actions, to support delivery of goals and objectives which reflect its control and influence, supported by: <ul style="list-style-type: none"> ○ More granular monitoring through other established Council plans and strategies; ○ Key performance indicators to track Council progress where required. <p><i>Reviewing</i> The impact on achieving Hackney’s borough-wide emissions targets will be recorded by changes in the borough-wide emissions footprint. This will provide an indication of the overall direction of progress across the Borough and by sector. Reviewing progress with meeting borough-wide and Council targets using a suite of key performance indicators will provide a more detailed assessment helping us to take more timely and evidence-based decisions to:</p> <ul style="list-style-type: none"> • Understand Hackney’s progress towards its net zero target based on current and

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>proposed actions;</p> <ul style="list-style-type: none"> • Understand progress towards its 21 goals and assess where greater action or alternative tactics are require; • Track delivery of actions annually towards Hackney’s borough-wide CAP with SMARTer measures; • Help measure (where possible), the differential impact on different groups in Hackney; • Better understand the success of climate action in delivering wider environmental, social, and economic co-benefits; and • Enable shared learning and information sharing across organisations. <p><i>Reporting</i></p> <p>The Council has made annual reports on its progress with its decarbonisation commitments (for each 12 month period) for the last three years to Full Council in July each year. The next one is scheduled for July 2023. Whilst this has covered key progress at a project level and informed the development of the draft Climate Action Plan, a new format more accessible annual report on the Council’s progress towards its own territorial emissions reduction targets - supported by key performance indicators, will be put in place for July 2024.</p> <p>There are however a number of work streams that will have to be undertaken in the 12 months post CAP adoption in May 2023 to inform some of the above requirements and are set out below.</p> <p><i>Council</i></p> <ul style="list-style-type: none"> • Confirm headline performance indicators and targets to track progress on territorial emissions within the Council's direct control; • Incorporate these headline key performance indicators focused on Council controlled carbon emissions reduction as part of the Council's update of its corporate dashboard so as to provide high level corporate progress monitoring, reflecting the priority given to addressing the climate emergency in the Council's recently updated strategic plan;

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<ul style="list-style-type: none"> • Explore ways to reduce the Council’s Scope 3 emissions; • Review and embed earlier Net Zero Energy Strategy monitoring and reporting requirements into CAP monitoring and reporting requirements; and • Identify next steps as to the role for the Scrutiny Panel and Commissions in governance. <p><i>Borough-wide</i></p> <ul style="list-style-type: none"> • Update the current borough-wide baseline assessment using latest data from 2022 to establish an updated baseline and inform targets with which to track progress against, whilst testing the existing modelled pathway for conformity with net zero ambitions; • Review other data sources for borough-wide emissions including the Office For National Statistics (ONS) on carbon dioxide emissions for local authorities and whether/how to integrate; • Develop options with key partners to establish the headline key performance indicators for tracking progress on carbon reduction associated with the overall CAP, focusing on the relevant borough-wide goals in the CAP. This will be developed collaboratively with external partners to enable a response that is proportionate and where possible relies on existing accessible data sets, noting key partners may have their own performance monitoring mechanisms for their organisations and the intention is not to duplicate that; • Review themes and goals with others, where carbon reduction is not the focus to develop headline key performance indicators; • Consider future options to assess wider social and economic co-benefits of climate actions such as health to inform considerations of social justice and inequalities; and • Assess options with key partners for public reporting of progress on the borough-wide CAP. <p><i>UK100 membership network and net zero target for selected Council territorial emissions</i></p> <p>The Council’s existing target for its own greenhouse emissions requires a 45% reduction by 2030 based on a 2010 baseline and ‘net zero’ by 2040. However, it has also been clear that</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		<p>where it can move faster it will endeavour to do so, regardless of the stated ‘net zero’ targets.</p> <p>In January 2022, the Mayor and Lead Member made a statement to Full Council outlining their ambition to rejoin the UK100 network. This followed earlier work to review ‘net zero’ targets set out within the original Climate Emergency declaration and to bring the Council in closer alignment with key stakeholders across London. This has now been progressed such that the Council now has a revised ‘net zero target’ of 2030 for territorial emissions that fall within the defined scope of UK100 membership requirements. The full detail of the initial territorial emissions scope to be applied in pursuance of the Council’s revised 2030 ‘net zero’ target is to be brought to Full Council in July 2023 as part of the annual decarbonisation report.</p> <p>The Council was previously a member of the UK100 membership network, albeit based on earlier membership requirements which required the Council to sign up to a commitment to ‘use 100% clean energy across the full range of functions by 2050’. UK100 have modified their membership criteria and now require the adoption of a net zero target for Council territorial emissions (within the current UK100 emission scope) by 2030 and boroughwide by 2045 (some five years later than the current Council net zero commitment). In respect of the latter, committing to a boroughwide ‘net zero’ target wider than the Council activities will require further dialogue with stakeholders post adoption.</p>
12	Officer Key Decision CHE S194 Wick Road - Road Safety and Public Realm Scheme	<p>RESOLVED:</p> <p>1. Cabinet is recommended to note this report.</p> <p>REASONS FOR DECISION</p> <p>To stop vehicle waiting and loading on approach and exit to bus stops on Wick Road, reducing delays and overtaking in the oncoming lane when buses are aligning to bus stops.</p> <p>To make the bus journey safer and comfortable for passengers and other road users.</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 22 May 2023

Agenda Item No	Topic	Decision
		To Promote public transport and make buses more reliable.
13	Appointments and Nominations to Outside Bodies	<p>RESOLVED:</p> <ol style="list-style-type: none"> 1. Agree the appointment of the Councillors on behalf of the Council to Outside Bodies on behalf as listed at Appendix 1. 2. Note the appointments made by the Mayor to Outside Bodies on behalf of the Council as listed in Appendix 1.