



London Borough of Hackney – Decisions taken by the Cabinet on Monday, 24 July 2023

This document outlines the decisions taken by Cabinet on Monday, 24 July 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: 25 July 2023

Last Date for Call-In: 31 July 2023

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

Agenda Item No	Topic	Decision
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Items considered in public

8	FCR S201 2023/24 Overall Financial Position Report - May 2023	<p>RESOLVED:</p> <ol style="list-style-type: none"><li data-bbox="891 948 1951 1011">1. To agree to the purchase of the property detailed in Exempt Appendix 1 - Temporary Accommodation.<li data-bbox="891 1050 2051 1114">2. To delegate authority to the Group Director of Finance and Corporate Resources to settle all the commercial terms of the transaction.<li data-bbox="891 1152 1648 1184">3. To pay the stamp duty (SDLT) due on the purchase.<li data-bbox="891 1222 2063 1350">4. To authorise the Director of Legal, Democratic and Electoral Services to prepare, agree, settle and sign the necessary legal documentation to effect the proposals contained in this report and to enter into any other ancillary legal documentation as required.<li data-bbox="891 1388 1839 1420">5. To agree the Estate Management savings proposal at 2.11 above.
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London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<p>6. To agree the Parking Income proposal at 2.11 above.</p> <p>7. To approve the granting of an Agreement for Lease to SBSK to allow for the works to be completed at Springfield Hydrotherapy Pool leading to the grant of a 15 year lease, at an initial rent of £2,500.00 p.a. subject to an RPI rent review on the 1st April each year.</p> <p>8. To delegate to the Group Director of Finance and Corporate Resources and the Director of Strategic Property Services authority to determine the most cost effective options in terms of disposing of the lease in ways that represent best value on the part of the Council.</p> <p>9. To delegate authority to the Director of Legal, Democratic and Electoral Services to negotiate, sign, settle and complete the contracts and all other relevant and ancillary legal documents arising thereto on behalf of the Council.</p> <p>10. To approve the granting of an Agreement for Lease in respect of 2 Hillman Street, to DWP with the proposed rent free and break clauses to allow continuity of occupation of the building from January 2024.</p> <p>11. To approve the grant of a 10 year lease, at an initial rent of £711,000pa subject to a rent review on the 5th anniversary of the term.</p> <p>12. To delegate to the Group Director of Finance and Corporate Resources and the Director of Strategic Property Services authority to agree to the lease and ensure that it represents best consideration.</p> <p>13. To delegate authority to the Director of Legal, Democratic and Electoral Services</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<p align="center">to complete the lease and all other relevant and ancillary legal documents arising thereto on behalf of the Council.</p> <p align="center">14. To note the overall financial position of the Council as at May 2023 as set out in this report.</p> <p>REASONS FOR DECISION</p> <p>To facilitate financial management and control of the Council's finances.</p> <p>As outlined within the report, there is a significant need to expand the stock of social housing in Hackney and retain as well as increase the provision of temporary accommodation. The Council has a statutory duty to provide interim temporary accommodation to homeless households and it is currently meeting this statutory duty in part by using expensive nightly let and/or spot purchased accommodation. The acquisition of the property detailed in Exempt Appendix 1 increases the provision of this vital accommodation thereby reducing the need to use these more expensive forms of alternative accommodation.</p> <p>With regard to the Springfield proposal, the Hydrotherapy Pool has not been in use for nearly 10 years and this is an opportunity to bring it back into use for the benefit of the Borough. The Pool needs a great deal of money spent on it which SBSK is currently in the process of raising.</p> <p>SBSK have confirmed that they will make the Hydrotherapy Pool available to all residents of Hackney who have a need for the benefits that such a Pool can provide. This will meet the Council's requirement for proportionality and respect for human rights under Article 13 of the Constitution.</p> <p>On the 2 Hillman Street proposal, DWP has served a break notice ending their present lease in January 2024. DWP requires a timely decision from the Council as to whether they will permit</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<p>the granting of a 10 year lease under the terms noted in Appendix 5 or they will look to relocate to another privately owned building.</p> <p>DETAILS OF ALTERNATIVE OPTIONS CONSIDERED AND REJECTED</p> <p>This budget monitoring report is primarily an update on the Council’s financial position.</p> <p>With regards to the property proposal detailed in Exempt Appendix 1, the Benefits and Housing Needs Service is facing a shortage in the supply of Council owned and / or leased accommodation for use as emergency / temporary accommodation, especially within the borough. This has resulted in the increased use of expensive nightly paid accommodation, plus the increasing use of out of borough accommodation. Purchasing the block of flats will be less expensive than the alternatives, which are likely to be largely out of the borough; and allow more residents to be offered temporary accommodation in the borough.</p> <p>With regards to the Springfield proposal, the do nothing option will mean that responsibility for the Hydrotherapy Pool stays within the Adventure Playground lessees who have no funds to bring it back into use and its deterioration will continue, and cost of repair will continue to escalate. The offer from SBSK is currently the only offer to bring the Pool back into use.</p> <p>On the DWP proposal, the Council could consider rejecting this proposal, taking the property back in January 2024, and then marketing the building openly. The DWP would have to relocate to another privately owned building within Hackney. This option has been rejected because the cost of security, business rates and other ancillary costs, excluding marketing costs and re-letting incentives, is estimated at £585,280 per annum. A typical void period of a building of this type and location is estimated at 18-24 months, but the loss of rent could extend much further depending on the rent free negotiated by the incoming tenant.</p>
9	CED S226 Equality Plan - Consultation Draft	RESOLVED:

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<p>To approve:</p> <ul style="list-style-type: none"> • Appendix 1: an initial set of equality objectives at summary level, describing the objectives, why they are being proposed and an outline of key actions (a designed version will be used in consultation and engagement) • Appendix 2: the anti-racism action plan • Appendix 3: the LGBTQIA framework <p>REASONS FOR DECISION</p> <p>In November 2022 Hackney adopted a new Strategic Plan at Cabinet and Council. An equality plan is needed to support the ambitions of the strategic plan and political priorities and consider these ambitions through an equality prism. The new Equality Plan will replace the existing Single Equality Scheme 2018-2022 and so we are at a key point of change in policy which requires consultation and engagement. It is, furthermore, a statutory duty to publish equality objectives, and consult on them. The new Plan includes a set of new issues that have, to date, generated a lot of community interest. Further engagement will help ensure our responses meet community aspiration and need. Consultation and engagement on the Equality Plan is therefore in part a legal requirement but also responds to community interest and builds on past practice.</p> <p>The aim is to consult and engage residents on the Draft Equality Plan during August, September and October and to take back a final plan for agreement by Council on 29th November.</p> <p>Before this begins, the Draft Equality Plan, the anti-racism action plan and the LGBTQIA framework are being presented here for approval by Cabinet as a consultation and engagement draft.</p> <p>DETAILS OF ALTERNATIVE OPTIONS CONSIDERED AND REJECTED</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<p>Option 1 - only do what is statutorily required and develop draft objectives and consult on these without developing the more detailed plans that flow from these objectives. This has been rejected because tackling inequality is a complex process that needs to be underpinned by a broad cross cutting plan which has been developed by a range of stakeholders.</p> <p>Option 2- develop a full equality plan and consult rather than undertaking a more detailed engagement exercise This has been rejected because:</p> <ul style="list-style-type: none"> • We are unlikely to reach beyond those most likely to respond to consultation documents and to reach the residents most impacted by inequality, if we only consult • The Council is committed to putting residents first and co-designing solutions with residents because we want to develop the right responses; to tackle inequality effectively, we need to engage residents with lived experience who can share their insight into what is driving inequality and what needs to change. • As outlined in paragraph 1.4, trust and confidence in the Council is low for some groups including black and global majority residents and social housing tenants. These are groups who face greater inequality and can be poorly served by statutory services. We need to adopt an engaging approach that builds trust and confidence. • Tackling inequality is an issue that attracts public interest and scrutiny from a wide range of stakeholders and we want to create the right engagement to respond to this interest and invite ideas
10	<p>CED S195 Hackney a Place for Everyone – Voluntary and Community Sector Grants Programme Updates and Recommendations 2023/24</p>	<p>RESOLVED:</p> <p>Cabinet to :</p> <ol style="list-style-type: none"> 1. Approve the allocation of Community Infrastructure Grant £79,200 across the four organisations as outlined in Appendix 1. 2. Delegate to the Head of Policy and Strategic Delivery decisions in regards to

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<p>£25,000 carried over development funding for capacity building and training for Community Infrastructure organisations.</p> <p>3. Note the awards of project-based grants to organisations, including those funded through a budget that in previous years has been deployed for one-off commissioning of youth activity by the Children and Families Service and Healthier Hackney grants in Appendix 2. Approval of these grants was delegated by Cabinet in January 2023 to the Head of Policy and Strategic Delivery.</p> <p>4. Delegate to the Head of Policy and Strategic Delivery decisions in regards £20,000 to the development of advice services in the north of the borough and £25,000 for advice services to develop a convening role for the advice system as set out in 4.5 below</p> <p>5. Approve a grant of £40,000 to London Community Credit Union in addition to the £40,000 set aside from last year’s grant budget, as part of the package of support established with partner Councils Newham and Tower Hamlets</p> <p>REASONS FOR DECISION</p> <p>The recommendation to launch a VCS grants programme was agreed by Cabinet on 23 January 2023 based on the budget for 2023/234. Cabinet is asked to agree the recommended awards for the Community Infrastructure Grants and delegated authority for £20,000 of grant budget for the development of advice provision in the north of the borough. This is a key decision of the Council as it affects two or more wards and is related to Council spend.</p> <p>From our learning so far we know that there are much more effective and impactful ways to invest in the voluntary and community sector than the traditional approaches to grant making and to commissioning. This traditional approach is transactional and arms-length and assumes</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<p>complex challenges can be addressed through short term, separate projects and measurable outputs.</p> <p>The future of the grants programme is being shaped by the Council's experience of working with the sector during the pandemic and Cost of Living Crisis, the knowledge we have gained from working with our advice providers, and the change and transformation we are trying to achieve as a Council. We do not intend to change the objectives of the grant programme and the two main aims are still relevant, if not more so given the Council's new Strategic Plan:</p> <ul style="list-style-type: none"> • promoting prosperity and wellbeing with targeted, positive action when needed • building strong, cohesive communities that are part of the solution <p><i>Community Infrastructure Grants</i></p> <p>Although we stepped down our response to the pandemic our residents and their families continue to face instability in the context of the cost of living crisis, the continued rising inequalities, complexity of need and limited access to preventive help due to scarce resources. The Community Infrastructure grants will enable the continued collaboration and facilitation of relationships between partners across the system in Hackney. This continues to be vital in helping to establish connections between services to support residents and their families to access information and help in communities across the borough.</p> <p>Last year we awarded funding to 20 organisations for both geographical, place-based activity as well as community focused e.g. black-led community infrastructure. This ensured that the Council protected a group of organisations that can be able players in the system and can help us meet our priorities for Hackney. To ensure that community led organisations can develop and thrive further work will be undertaken with them to meet any development needs that they identify in order to provide the support that their residents need. £25,000 has been set aside for this activity from the grants budget.</p> <p>This year we are increasing the number of Community Infrastructure organisations to 24 in</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<p>order to extend provision of holistic, place-based and person-centred, strengths-based approaches to working with empowering residents to take an active role in supporting one another. Over the past year we have been working with our Community Infrastructure partners to proactively strengthen direct relationships with the Council and health services to improve access to the services and support that residents they are working with need.</p> <p>The two system convenors working in Policy and Strategic Delivery have been out in communities engaging with these partners and key services on the ground and are able to use their knowledge of direct work with residents to test and learn about new ways of working together with community infrastructure organisations, food banks, advice providers, Resident Participation, Children and Family Hubs, Neighbourhoods, Kings Park Moving Together, Public Health and Adult Social Care. Continuing to build on these relationships and acting in an enabling role to broker relationships and enable shared learning across boundaries is helping to break down barriers between services and communities. This is helping to unlock potential and resources to strengthen preventative and holistic approaches on the ground, particularly for the residents and communities whose lack of trust in the state can alienate them from support until things get worse and interventions are more expensive and less effective.</p> <p>The assessment process had two stages and involved officers from the Policy and Strategic Delivery Team as well as colleagues from Public Health, Children’s and Education, Adult Social Care and the VCS. An initial application enabled organisations to articulate if and how they worked with residents to support them in ways that went beyond their core service and mission. The assessment focused on key qualities and characteristics of organisations such as reach and expertise working with marginalised communities and a track record of collaboration and partnership, reflecting what is needed to be a participant in a healthy system. Evidence was presented that showed how irrespective of the organisations’ focus and mission they understood the importance of working with the whole person and their families in order to provide the support that was needed.</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<p>From the 20 organisations that submitted an application, seven organisations were selected by a group of assessors at a panel meeting to be interviewed so that further information on the application and their case studies could be gathered. A second panel then considered all of the information submitted and gathered by interview to make final recommendations for awards.</p> <p>In regards to awards for Community Infrastructure organisations, rather than allocate amounts just according to the merits of each application, the Council brought a collaborative approach to how to distribute the available funding in discussion with the organisations that were successful last year. This has ensured that the funding allocated can respond to the individual circumstances and aspirations of the organisation and their approach to delivery e.g. organisational capacity, their existing networks and partnerships, training needs etc.</p> <p>Over the past year we have been learning how our funding is enabling Community Infrastructure organisations to learn, adapt and grow so that learning becomes part of the core way that we work together. We have learnt that spending time with organisations helps us to gain a more rounded view of what their services do, what their value is and what good looks like. By adopting this 'shared' approach to evaluation we are also changing the power dynamics that currently inhibit effective partnership working.</p> <p>This takes time, beyond the time frames of traditional grant making and the Community Infrastructure grants are due to run until 2025. Although the ecosystem of VCS support will not be fully protected by this investment it is helping to provide a range of organisations that can work with and protect some of our most vulnerable residents and build an evidence base to attract further statutory and external funding.</p> <p>Our partner organisations are helping to shape the funding approach as collaborators in our own learning. Colleagues from across the Council have volunteered to take on the role of a Relational Lead. These officers are actively engaged with these organisations and are helping the Council to learn about strengths based transformation in communities and for community</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<p>organisations to learn about how the Council works.</p> <p><i>Project based grants including Children and Young People’s and Healthier Hackney grants</i> Applications for project grants opened on 6 February 2023 and closed on 27 March 2023. A total of 155 eligible applications across Project Grants, Children and Young People’s Grants, and Community Chest Grants were received. Applicants were supported via information sessions delivered virtually by the Grants Team as well as via HCVS and were also able to access free application support through HCVS and ELBA. All grants were up to 12 months in duration. Community Chest grants were awarded up to the value of £10,000, Project Grants up to the value of £20,000 and Children & Young People’s grants up to the value of £10,000.</p> <p>Applications were screened for eligibility and due diligence checks were undertaken by the Grants Team. They were then assessed by pairs/small groups of assessors composed of LB Hackney officers and volunteers from the VCS. Assessments were all conducted via an online portal on our grants management system, Blackbaud Grant Making. Assessor scores, comments, and recommendations were moderated via an initial meeting with a representative of the Grants Team, before being discussed at a Grants Panel which included all Assessors. Three separate panels were held for the three grant schemes.</p> <p>A total of 45 grants were awarded. Of these 19 are for the Children and Young People’s Grant (including 4 Healthier Hackney), and 19 are for Project Grants (including 9 Healthier Hackney). Seven Community Chest grants were awarded. We have been able to fund a range of organisations who we have not worked with before, and are reaching a number of user-led grassroots groups. The recommendations were signed off by the Head of Policy & Strategic Delivery as agreed by Cabinet in January 2023.</p> <p><i>Advice Grants</i> In January 2023 Cabinet approved the award of advice grants to 19 partners following an open application process. Two of the previously funded advice providers in the north of the borough</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<p>did not apply for a grant and as there were no other applications from this area of the borough there is subsequently a geographical gap in Council funded provision.</p> <p>Recognising the gap in Council funded advice services it is proposed that some interim annual funding is used to support sufficient coverage in the north of the borough. It is proposed to use up to £20,000 of the remaining £77,826 2023/24 advice budget to achieve this with authority to spend delegated to the Head of Policy and Strategic Delivery.</p> <p>As the system of advice is developed by the Council funded partners there is a need to provide additional capacity that enables the partners to create and utilise spaces for learning and problem-solving that build on relationships and ways of working established through the pandemic and further strengthen relationships of trust and shared purpose between advice partners working directly to support residents. The capacity will bring together advice partners and other organisations within the Community Partnerships Network to facilitate conversations and share knowledge and resources to embed ways of working that effectively improve outcomes for residents, helping to develop an approach to prevention and early help across the lifecourse to reduce escalation of harm and need. It is proposed that £25,000 of the advice budget is set aside to achieve this with authority to spend delegated to the Head of Policy and Strategic Delivery.</p> <p><i>London Community Credit Union (LCCU)</i> LCCU has in previous years received a £40,000 Specialist grant from the grants programme. In March 2022, LCCU arranged a meeting with Finance Directors from Hackney, Newham and Tower Hamlets to discuss their financial pressures caused as a result of the pandemic. During the meeting and in subsequent papers, LCCU presented the emergency financial pressure it faces as a result of the pandemic and the related impact on its loans, interest income and bad debt provisions. The organisation has had significant financial losses, identifying the pandemic as the primary reason for their challenging year, citing the following:</p> <ul style="list-style-type: none"> • Not able to increase its membership,

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<ul style="list-style-type: none"> • Increased loan loss provisions • Reduced volume of loan applications, • Some technology issues around the Credit Union Current Account (CUCA) <p>In response to these challenges LCCU has sought support from the three boroughs it operates in, Tower Hamlets, Newham and Hackney. Discussion between the three boroughs concluded that given the role of credit unions, the financial pressures on residents during the Cost of Living Crisis and that no community based alternatives are available, the loss of the LCCU at this time should be avoided. Following lengthy negotiations all three boroughs have now agreed to provide financial assistance to LCCU and in collective agreement are providing financial support totalling £240,000 (£80,000 each). Cabinet is being asked to agree to the release of £80,000 which was set aside from the Specialist grant that was not released to LCCU in 2022/23 and 2023/24, when the financial position and future of the organisation became unclear.</p> <p>DETAILS OF ALTERNATIVE OPTIONS CONSIDERED AND REJECTED</p> <p>Given the budgetary pressures facing the Council the future of the VCS Grants Programme is regularly reviewed. However consideration has been given to the reductions in public spending through welfare cuts and reduced grants to local government which can lead to increased demands upon the VCS. The unique position of the VCS to respond to the needs of the most vulnerable and disadvantaged residents as well as its ability to deliver added value e.g. through inward investment and volunteering necessitates a grant programme that ensures that the sector can continue to thrive and build resilience to mitigate the impacts of the pandemic and in the face of further budget reductions.</p> <p>Whilst commissioning helps to support the VCS, the investment through the Council’s grants programme helps to maintain a thriving third sector and a wide range of suppliers. Funding the sector through grants ensures that it can identify new needs and new ideas and innovate and</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<p>test new solutions. It enables added value activity that complements direct or procured service delivery and can fund open universal activity. The sector is also able to use grant funding to respond to specific challenges in regards to community cohesion by providing grassroots community based activity that builds cohesion and community action and the support that is needed by our most disadvantaged and vulnerable residents.</p>
11	<p>CHE S227 Main Contractor for Social Housing Decarbonisation Fund (SHDF) 'part grant funded' capital works to Hackney owned homes; and associated actions</p>	<p>RESOLVED:</p> <p>Cabinet is recommended to:</p> <ol style="list-style-type: none"> 1. Accept the Department of Energy Security & Net Zero (DESNZ) grant of c. £4.5 million (together with all of the associated conditions) 2. Approve expenditure of associated match funding for the above grant and add to the Housing Capital Programme. 3. Approve the business case for these works and the procurement strategy to undertake a Direct Award of the Social Housing Decarbonisation Fund (SHDF) works contract to a supplier from an external framework, namely South East Consortium (SEC) or National Housing Maintenance Frameworks. 4. Delegate the contract award for the works for up to £20m to the Group Director, Climate Homes and Economy, following consultation with the Group Director, Finance and Corporate Resources, and the relevant Cabinet Members, Housing Services & Resident Participation, and Insourcing & Customer Services. 5. To note that the report on the contract award for these works will be reported to the Cabinet Procurement and Insourcing Committee (CPIC). 6. To approve that the recharge of cost of these works to leaseholders are waived (a maximum of nine).

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<p>DETAILS OF ALTERNATIVE OPTIONS CONSIDERED AND REJECTED</p> <p>In order to consider options for this procurement exercise, officers considered some key decisions relating to contract types in the context of the wider housing strategy; this report considers these, and explores the various available options.</p> <p>The grant funding has been provisionally secured against 556 homes. These may require work to up to 721 homes to be carried out because of the inclusion of blocks of flats where not all homes are eligible under the bid. While properties have been identified for the fund, this is based on desktop information and the process requires specific surveys to be undertaken to confirm eligibility. It is expected that within this number there are homes which prove to be ineligible. It is also expected that there are homes where it is not readily technically possible to achieve the required standard. Hackney Council have maximised the numbers in the bid to ensure that even after these aspects are taken into account the council can still deliver a meaningful programme of work.</p> <p>The grant fund makes a number of requirements about how the work is delivered. Key to these is the use of a new PAS2035 standard, which is a process for how retrofit works should be delivered to existing homes. This ensures that proper consideration is given to selecting measures which are suitable to the construction, are complimentary with one another, and which achieve the desired energy efficiency standard. There are also rules around monthly reporting to the department, rules on the selection of homes and funding levels, and requirements for risk assessments and other project management procedures to be in place. These are outlined in more detail in a presentation in Appendix 1.</p> <p><i>Contractor as Retrofit Coordinator:</i> Under PAS2035 it is possible to assign the role of Retrofit Assessor and Coordinator to the contractor. There are some advantages to this approach; it can be faster as the programme is almost entirely delivered within a single organisation, and it</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<p>removes any ambiguity as to design responsibility in the works. However, a disadvantage is that it limits the ability of the council to ensure effective cost controls on the project. The appointment of a separate consultant to survey the condition of the properties and schedule the necessary works to bring the home to an EPC 'C' will offer an independent view to the contractor. In this model the consultant will be responsible for ensuring the selected measures are suitable and achieve the desired outcome; the contractor is responsible for any design work necessary for the selected measures.</p> <p><i>Existing Internal Contract:</i> A review of existing contracts was undertaken but none were suited to the scale and type of the work.</p> <p><i>Direct Procurement:</i> Consideration was given to carrying out a direct two stage procurement exercise. This was rejected as it would not be possible to complete this within the funding timetable.</p> <p><i>DLO for Heating Works:</i> Use of the Direct Labour Organisation (DLO) for heating related works; for most homes it is expected that there can be beneficial improvements to hot water cylinder insulation and heating controls. Detailed examination suggested that this does not fit within the PAS 2035 assessment and coordination process which requires the Client to deliver all the qualifying works to any property via a single Contractor.</p> <p><i>Success Criteria/Key Drivers/Indicators</i> The success criteria / key drivers / indicators for this procurement exercise / contract award are:</p> <ul style="list-style-type: none"> • Improved energy efficiency of up to 556 homes, meeting the required EPC 'C' standard • Ensuring residents benefit from improved thermal comfort and reduced energy bills • Maximising claims on the available grant funding

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<ul style="list-style-type: none"> • Pilot testing retrofit works to the new PAS2035 standard which is likely to be used more widely in future as part of the Net Zero target • The contract will be subject to a range of KPIs similar to that on other capital projects • Ensuring the most inefficient homes benefit from necessary improvements • Delivering high quality work, with low defects rates and achieving high standards of resident satisfaction • Ensure that this contract delivers social value to the local community and contribute to the Council's wider sustainability ambitions <p><i>Whole Life Costing/Budgets</i> The Asset Management Plan (AMP) element of the housing capital programme covers investment in all of the stock and assets managed by Housing Services. The distributed nature of predominantly street properties and estate houses raises added complexities to deliver these works.</p> <p><i>Options Appraisal and Business Case (Reasons for Decision)</i> The proposed option is to select a contractor from a suitable external framework. These are pre-established frameworks which offer a range of appointment terms to contractors who have already gone through a public procurement tendering process to be selected. The council often makes use of such frameworks in appointing contractors; one main limitation of them is that they do not always enable consultation with leaseholders in accordance with Section 20 requirements in the Landlord and Tenant Act. This option will enable the council to enter into contract soon enough to carry out work within the funding window.</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<p>The selection of properties for this bid has focussed on homes. Some smaller blocks have been included. These include 9no. leaseholders. While these 9 homes are not included within the properties to be improved using the grant funding it may be necessary to carry out work to them to ensure that the neighbouring properties in the block can be brought to the EPC 'C' standard. For example it is possible to carry out internal insulation work to a single flat within a block but it is not readily possible to apply external wall insulation to only one flat.</p> <p>Carrying out a Section 20 consultation process would not be possible within the timeframes for this funding bid. This is also a very minor aspect of the work with only 9 leaseholders of a total possible 721 properties. Consequently it is proposed that possible recharges to leaseholders are waived. Note that where leaseholders are included in the funding arrangements, the fund would require that their contributions are capped.</p> <p>The preferred approach will be to use a partnering form of contract in line with the approach used on other council capital projects. This will be proposed as a two year contract, during which time projects can be instructed as 'Task Orders'. Rather than award a single contract for the full value and volume of work, this allows a phased approach and limits the amount of work instructed to a contractor at any one time. Typically task orders are expected to contain works to about 50 homes. This approach enhances the council's ability to manage performance as terms can be established to ensure that successive projects are only issued once a certain standard is demonstrated and maintained.</p> <p>Hackney Council is a member of is the South East Consortium (SEC) which has two potential framework agreements:</p> <p>A Major Refurbishment Lot 1b (+ £1 million): This framework covers multi-trade refurbishment works which are to be delivered by a single contractor. While it is has not been established with the specific intent of retrofit works, the measures typically required to bring a home to an EPC 'C' (e.g. roof and wall insulation, heating upgrades, window renewal) would typically be</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<p>covered by major refurbishment works.</p> <p>A Zero Carbon Solutions Delivery Framework (Sept 21): This framework is more specifically established to deliver retrofit works and contractors have been assessed against PAS 2035 requirements to secure a place on the framework.</p> <p>Another suitable framework is the NHMF (National Housing Maintenance Framework NHMF Framework. Similar to the SEC there is a framework for planned maintenance and one for Net Zero works, both of which are likely to be suitable for the works proposed.</p> <p>During this period Housing Services will continue to procure their Main Contractor Framework which offers future potential for an element of the grant funded works to be delivered via this alternative route, if required.</p> <p>The outlined approach potentially allows for a contract to be awarded in autumn 2023, with some works starting in the 2023/24 financial year. There will need to be some allowance in the programme for mobilisation and pre-contract surveys and pricing. While this timetable does mean that there is a risk to delivering 40% of the work in Year 1, this is unavoidable in the circumstances and it will put the council in a good place to maximise delivery in ‘Year 2’.</p> <p>The use of an external framework attracts a fee of up to 1.5%.</p>
12	Proposed alteration to change Our Lady’s Catholic Girls’ school to a co-educational Catholic School, by 1st September 2024.	<p>RESOLVED:</p> <p>That Cabinet approve the proposal put forward by the Governing Body of Our Lady’s Catholic Girls’ School to change from a single sex girls’ school to a co-educational (mixed) school, from September 2024. The proposal is subject to formal approval from the Archbishop of the RC Diocese of Westminster, Hackney Local Authority and the Schools’ Adjudicator.</p> <p>REASONS FOR DECISION</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<p><i>Summary from the Governing Body of Our Lady’s Catholic Girls’ School</i> his proposal has been brought forward by the Governing Body of Our Lady’s Catholic High School and endorsed in principle by Hackney Education. The Governing Body has been aware of the impact of changing demographics on the school’s population over several years. A new Headteacher (Mr English) has been appointed and through his strong leadership, is seeking to strengthen the school’s sustainability and ensure excellent teaching and learning throughout the school.</p> <p>Governors are aware that there is insufficient opportunity for boys in the area to access quality Catholic education, including the brothers of some of the existing students. In addition, there are boys in the area who have to travel further than they would like because there are limited numbers of boys’ places in the area.</p> <p>The school has a PAN (Published Admission Number) of 120 but is not currently filling those places. The number of applications from girls has reduced to well below this level. The school will have 54 vacancies in Year 7 this year. This pattern is expected to continue. Admitting boys from the area would easily be accommodated within the existing PAN without displacing girls. The school will maintain the same PAN of 120.</p> <p>Governors believe that transition to a co-educational school will help maximise resources that support children’s learning, will increase the school’s popularity and that, with careful planning, the transition should address concerns but move forward smoothly, with no loss to the school’s values or Catholic purpose and that the amalgamation will support the school improvement journey, leading to higher outcomes for both boys and girls.</p> <p>The change would be implemented over time, with boys joining the school in Year 7 as they move from primary education. Sixth form provision at Our Lady’s High School is already mixed gender provision.</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<p><i>School performance and outcomes</i> Leaders have designed an ambitious, broad and balanced curriculum. At GCSE, most pupils study the full range of English Baccalaureate subjects. Pupils with special educational needs and/or disabilities complete the same work as other pupils.</p> <p>Overall effectiveness is good; the quality of education and all other areas of the inspection framework are good. Outcomes at GCSE in 2022 fell when compared with pre-pandemic levels, particularly at strong pass. Students are currently making good progress towards their targets in the core subjects. Progress scores are positive in maths and English, and the data suggests that this is likely to improve as students approach final exams.</p> <p>Outcomes at A level in 2022 improved overall but remain below average. The percentage of students who achieved A*-B has increased. BTEC results continue to be strong, equating to an ALPS score of 3.</p> <p><i>Impact and equalities</i> In considering the move from single sex education governors' recognised that some parents have concerns that the gender being introduced will be at a disadvantage, and that pupils already at the school will have to make un-necessary adaptations. Governors and the staff will ensure this is not the case at Our Lady's Catholic High School.</p> <p>A mixed school would also better prepare the school's young people to lead their adult lives in the mixed-gender world they will encounter as adults. This promotes respect, modesty and understanding between genders.</p> <p>As children in primary schools are already taught in mixed environments, it is unlikely that any individual child or vulnerable group will face difficulties. However, some sports and PSHE (Personal, Social, Health, and Economic Education) sessions, as well as changing facilities,</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<p>will remain single sex. Modification to changing facilities, is outlined further below under ‘Property considerations’.</p> <p>The Governing Body has considered equalities issues and concluded that there would be no significant impact for any particular group. They are mindful that some children with additional needs or disabilities may need additional support to understand the proposal and its implications.</p> <p><i>Communication and Engagement</i> <i>Informal Consultation</i></p> <p>The decision to consult on the proposal to admit boys to the school from September 2024 was agreed by governors on 24 March 2023. A consultation period commenced for 4 weeks starting on 26 April 2023 - 26 May 2023.</p> <p>The responses to the informal consultation are summarised below</p> <ul style="list-style-type: none"> • There is a positive response to the proposals. Staff are strongly supportive. The majority of parents, particularly those with boys, welcome the change. Most pupils are supportive. • Some parents have concerns that they would prefer their daughters to attend girls’ schools, but would like boys to attend mixed schools. They recognised that there are a reducing number of single gender schools. Some feel this is a good thing, others feel that it is reducing parental choice. • Parents are clear that the school has been through a lot of change and expect this change to be well managed and carefully monitored. They feel that the leadership of the schools is stronger and that they can approach the Headteacher and senior staff if they have any concerns. • Parents were concerned that if the uniform should change this would be expensive for families, the school have considered this carefully and will provide financial support. • By introducing the change by only changing admissions from Year 7, governors have

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<p>been sensitive to the girls who have places they requested because the school is single sex. No girl whose parent applied to a girls' only school will be expected to be in a mixed class. New Year 7 children will be joining the school from mixed primary classrooms.</p> <ul style="list-style-type: none"> • Although the parents' meetings, and some written responses show there are some parental concerns about the impact of the changes, senior staff and governors have responded to these and committed to monitoring and responding if there are negative impacts, these are not expected. Parents appear confident to raise their concerns and committed to continuing to do so. • Staff and unions have not raised concerns, nor have linked stakeholders. The Westminster Diocese have discussed, and are supportive of, the proposal. • Governors have taken careful consideration of key concerns from parents, and equalities impact considerations, and established a clear process for monitoring the effectiveness of the transition to ensure there is no negative impact from the change and to monitor that values, vision and outcomes improve further to guarantee the best possible Catholic Education for the community. <p>A summary of the informal consultation responses (Appendix 3), frequently asked questions (Appendix 4) and impact assessment (Appendix 7) are included for information.</p> <p><i>Statutory Notice (formal consultation)</i> On the basis of the responses received during the information consultation period, the Governing Body made the decision to issue a statutory notice (Appendix 5) on 5 June 2023. This notice period commenced on 9 June 2023 and ended on 7 July 2023. During this period no representations were received.</p> <p>Dialogue with interested parties continued but no new issues arose, and those raised informally have either been addressed (e.g. provision of probable impact data) or plans are in place to ensure they can be addressed if the proposal is agreed (e.g. provision of suitable toilet and</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		<p>changing room facilities).</p> <p>Nothing has arisen during the Statutory Notice Period that significantly challenges the governors' proposals.</p>
13	Cabinet Response to the Scrutiny Panel Task and Finish Group review of the Council Tax Reduction Scheme	<p>RESOLVED:</p> <ol style="list-style-type: none"> 1. That Cabinet is asked to approve the Executive response, found in Appendix 1, to the Scrutiny Panel Task and Finish Group Review of the Council Tax Reduction Scheme. 2. That Cabinet notes that the Council will be shortly undertaking a consultation exercise with Hackney Residents on the proposal to reduce the maximum contribution to 10% for 2024/2025. <p>REASONS FOR DECISION</p> <p>The Council has recognised the continued impact of the cost of living crisis and welfare reform on some of our poorest communities. Some households with the least financial resources have been hardest hit by government cuts, changes to benefits, and increases in everyday living costs such as food, rent, and utilities. As a result some of our poorest residents are facing financial hardship and have found it difficult to pay contributions towards their Council Tax.</p> <p>Whilst seeking to provide additional financial support to low income households the scope for amending the scheme is constrained by the need to manage ongoing cuts in Central Government funding.</p> <p>The Council's task and finish group have recognised this pressure on the Council and the intention to decrease the minimum contributions from 15% to 10% balances both the increasing financial pressures that our low income households face, against the ongoing cuts in</p>

London Borough of Hackney – Decisions taken by the Cabinet on Monday 24 July 2023

Agenda Item No	Topic	Decision
		government funding. The change will affect working age households only as the Council is legally prevented from making any changes to the scheme for pension age households.