



General Purposes Committee

Tuesday, 22 November 2011 at 6.30 pm
Committee Room 4, Brent Town Hall, Forty Lane,
Wembley, HA9 9HD

Membership:

Members

Councillors:

John (Chair)
Butt (Vice-Chair)
Beswick
Brown
Kansagra
Long
Lorber
Matthews
J Moher
Thomas

first alternates

Councillors:

McLennan
Jones
Arnold
Beck
Colwill
Al-Ebadi
Leaman
Sneddon
Chohan
Van Kalwala

second alternates

Councillors:

Mistry
Kabir
Mrs Bacchus
Sneddon
HB Patel
Naheerathan
Castle
Allie
S Choudhary
Aden

For further information contact: Bryony Gibbs, Democratic Services Officer
020 8937 1355, bryony.gibbs@brent.gov.uk

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www.brent.gov.uk/committees

The press and public are welcome to attend this meeting

Agenda

Introductions, if appropriate.

Apologies for absence and clarification of alternate members

Item	Page
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1	Declarations of personal and prejudicial interests	
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Members are invited to declare at this stage of the meeting, any relevant financial or other interest in the items on this agenda.

2	Minutes of the previous meeting	1 - 2
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3	Matters arising (if any)	
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4	Deputations (if any)	
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5	Market Factor Supplement Payment - approved Mental Health Practitioners	3 - 14
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The purpose of this report is to highlight the importance of reinstating the allowance as a Market Factor Supplement Payment for approved mental health practitioners as set out in the business case.

Wards Affected:

All Wards

Contact Officer: Alison Elliott, Director of Adult Social Services

Tel: 020 8937 4230

alison.elliott@brent.gov.uk

6	Review of Polling Districts and Polling Places	15 - 46
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The Electoral Administration Act 2006 and the subsequent Review of Polling Districts and Polling Places Regulations 2006 require each electoral registration authority in England, Scotland and Wales to carry out a review of both its polling district boundaries and its polling places every four years. The first such review took place in 2007. This report informs members of feedback to the Polling District and Polling Stations Review undertaken within Brent this year and asks that a decision be reached on the future electoral arrangements for Brent.

Wards Affected:

Contact Officer: Peter Goss, Democratic Services Manager

7 Appointments to Sub-Committees / Outside Bodies

8 Any Other Urgent Business

Notice of items to be raised under this heading must be given in writing to the Democratic Services Manager or his representative before the meeting in accordance with Standing Order 64.



Please remember to **SWITCH OFF** your mobile phone during the meeting.

- The meeting room is accessible by lift and seats will be provided for members of the public.
- Toilets are available on the second floor.
- Catering facilities can be found on the first floor near The Paul Daisley Hall.
- A public telephone is located in the foyer on the ground floor, opposite the Porters' Lodge

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LONDON BOROUGH OF BRENT

MINUTES OF THE GENERAL PURPOSES COMMITTEE Thursday, 18 August 2011 at 7.00 pm

PRESENT: Councillor John (Chair), Councillor Butt (Vice-Chair) and Councillors Beswick, Kansagra, Long, Lorber and Van Kalwala (alternate for Thomas)

Apologies were received from: Councillors Brown, Matthews, J Moher and Thomas

1. **Declarations of personal and prejudicial interests**

None.

2. **Minutes of the previous meeting**

RESOLVED:-

that the minutes of the previous meeting held on 7 June 2011 be approved as an accurate record of the meeting.

3. **Matters arising (if any)**

None.

4. **Deputations (if any)**

None.

5. **Future Customer Services: delivering change to the council's customer services**

Toni McConville, Director of Customer and Community Engagement introduced the report which set out the changes proposed as part of the One Council Future Customer Services project. The Director advised members that a key element of the changes was the establishment of a new division, Corporate Customer Services, which would bring together the existing One Stop Service and Revenues and Benefits service. There would then be a phased transition of customer contact from within other service areas into Corporate Customer Services. She continued that the first step in the process was the appointment of the Assistant Director for the Corporate Customer Services, hence the report sought the creation of this post, the deletion of the Head of Revenues and Benefits post and the implementation and timetable arrangements as set out in the appendix attached to the report.

Members heard that as the proposals would impact on staffing and structures across the council, an extensive consultation with staff had commenced which was intended to be completed by 10 October 2011. The Director added that a separate consultation process on the wider staffing implications of setting up Corporate Customer Services which also commenced on 3 August 2011 was expected to be completed by 10 October 2011, with implementation by January 2011. In response to Councillor Lorber's enquiry, Toni McConville clarified that in accordance with the council's managing change scheme, three members of staff had been matched with the posts and that there would be no need to seek external applicants unless none of the internal candidates was successful.

RESOLVED:-

- (i) that the implementation timetable as set out in section 4 and Appendix 1, table 1 of the report be agreed;
- (ii) that the job description for Assistant Director of Corporate Customer Services as set out in Appendix 2 be agreed.

6. Appointments to Sub-Committees / Outside Bodies

None.

7. Any Other Urgent Business

None.

The meeting closed at 7.10 pm

A JOHN
Chair



General Purposes Committee 22 November 2011

Report from the Director of Adult Social Services

Market Factor Supplement Payment – Approved Mental Health Practitioners (AMHPs)

1.0 Summary

1.1 The Approved Mental Health Practitioners (AMHPs) had until October received an annual allowance of £1542 (the difference between Inner and Outer London Weighting) in recognition of the additional training and levels of responsibility they undertake in pursuance of the Council's statutory obligations under the Mental Health Act. The Market Factor Supplement is therefore not a new payment but requested in order to re-instate this allowance which was withdrawn as part of the current pay harmonisation. The AMHP role involves working in highly volatile situations with high levels of client-risk and extended/unsocial working hours. The allowance is to retain the nationally-scarce AMHP role within Brent in order to meet Brent's statutory responsibilities and to attract new staff to Brent to meet the increase in statutory work. The allowance had also been considered a due recognition of their commitment to maintaining a service to high standards and of their loyalty to Brent. Other local boroughs pay more and Brent needs to be competitive in order to retain its current AMHP workforce and be able to recruit new staff in order to maintain the service.

1.2 The purpose of this report is to highlight the importance of reinstating the allowance as a Market Factor Supplement Payment as set out in the attached business case (Appendix 1)

2.0 Recommendations

2.1 That the annual allowance of £1542 be reinstated to the Council's AMHPs as a Market Factor Supplement Payment in recognition of the issues summarised below.

3.0 Detail

- 3.1 The loss of the current allowance would have a negative impact on the recruitment and retention of AMHPs. It is likely that a number of the existing staff would either take early retirement, since many staff are close to retirement, or move to other neighbouring boroughs where the pay for AMHPs is higher, e.g. Westminster, Camden, Kensington and Chelsea. As such Brent would incur additional costs in recruiting replacement staff, who for the most part would be inexperienced and newly-qualified, leaving a much less experienced, skilled and legally knowledgeable workforce, which may also be more susceptible to legal challenges arising from their practice.
- 3.2 There is a national shortage of AMHPs due to being a more highly-qualified role requiring considerable experience as a social worker before training as an AMHP. The London Council Survey shows that AMHPs are in the extreme difficulty category for both recruitment and retention. Nationally, the majority of AMHPs are above 45 years and tend to remain in posts and therefore less available in the job market.
- 3.3 Since July 2007 Brent has lost 13 permanent AMHPs and has only been able to recruit two permanent staff, having to use 9 locum staff. This has been extremely costly to the Council with agency rates often 1.5 times the normal salary. Furthermore locums tend to move on rapidly to more lucrative opportunities with other boroughs and are also time-consuming to induct.
- 3.4 There has been an increase in AMHP assessments of 30% nationally since the implementation of the new Mental Health Act (MHA) 4 years ago. Brent has seen a significant increase in MHA assessments and AMHP work, particularly through increased use of Community Treatment Orders, Guardianship and revisions to the Code of Practice, which has led to an increase in Section 2. The loss of existing Brent AMHPs would put at risk the Council's ability to meet its statutory obligations under the MHA.
- 3.5 It is therefore cost effective for Brent to pay the Market Factor Supplement to ensure that the existing experienced AMHP workforce is retained and future recruitment to vacant posts is not jeopardised.

4.0 Financial Implications

- 4.1 The full year cost of the £1542 Supplement for each of the existing 24 AMHPs is £37,008. However there is no net increase for 2011/12 as this has been accommodated within the 2011/12 operational budget.

5.0 Legal Implications

- 5.1 The loss of the existing Allowance and failure to replace with the Market Supplement could lead to the loss of a number of the existing workforce and would potentially impact on the Council's ability to meet its statutory responsibilities under the Mental Health Act.

6.0 Diversity Implications

- 6.1 There are no diversity implications.

7.0 Staffing/Accommodation Implications (if appropriate)

7.1 These are contained in the body of the report.

Background Papers

Market Factor Supplement Business Case - Appendix 1 attached.

Contact Officers

Alison Elliott, Director of Adult Social Care

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Application for a Market Factor Supplement Payment

Department:	Adult Social Community care
Business Unit:	Mental Health
Service Director:	David Dunkley
Application Authorised by:	Alison Elliott
Post(s) for which a payment is required:	Approved Mental Health Professional (AMHP)
Date job description was last reviewed:	2002
Current job evaluated grade of post:	PO3 Spinal Point 40- 43
Annual value of the proposed payment:	£1542
Method of payment (e.g. yearly lump sum, monthly payment, etc.):	Monthly
Date payments will commence:	To be backdated to November 2011

Has this post been advertised previously unsuccessfully?

Yes

[if yes, provide details of number of adverts, applicants, short-listed, appointed]

At least 8 adverts for AMHPs in the last 2 years-often up to 6 vacancies needing to be filled at any one time. Only on one occasion was an AMHP able to be shortlisted (and subsequently appointed) and this person had previously worked in Brent and was returning to work in this borough after a period away.

Otherwise social workers are recruited and we will train them ourselves to be AMHPs. However on 2 rounds of adverts the posts were not able to be filled even by a social worker whom we could have trained-up after 3 years, let alone an AMHP.

There is a national shortage of AMHPs, due to being a more highly-qualified role which requires considerable experience as a social worker before training as an AMHP. Nationally, the majority of AMHPs are above 45 years and tend to remain in posts – they are less available in the job-market.

This is of particular concern as there has been an increase in AMHP assessments of 30% nationally since the new Mental Health Act 2007. In Brent we have seen a significant increase in MH Act assessments and AMHP work -particularly through increased use of Community Treatment Orders, Guardianship and revisions to the Code of Practice which has led to an increase in Section 2. We therefore require more AMHPs to do this work.

The London Council Survey shows that AMHPs are in the extreme difficulty category for both recruitment and retention,

Has this post experienced high turnover over the last twelve months?

Yes

[If yes, attach turnover and any exit interviews details]

Over the last 4 years since July 2007 we have lost 13 permanent AMHPs. We have only been able to recruit 2, one of which was returning from previously having worked with us.

We have had to use 9 locum AMHPs across the last 4 years. This was very costly as the agency rates are often 1 ½ times the normal salary, they tend to move on rapidly to more lucrative opportunities with other boroughs and are time-consuming to induct.

Over the At least 4 permanent AMHPs have left to go to become locums as the pay was better.

Due to this high turnover it would be cost-effective for Brent council to retain the allowance for AMHPs.

Is the Brent salary for this post below the market rate for equivalent jobs?

Yes

(if yes, attach evidence of salary/benefits packages in comparable organisations. If no see next box)

London Borough of Brent – up to £35000

London Borough of Richmond – up to £42,466

London Borough of Hounslow – up to £41,000

London Borough of Hillingdon – up to £40,961

London Borough of Enfield – up to £42,000

London Borough of Harrow – up to £41,610

Neighbouring boroughs pay higher for the substantive posts. Additionally neighbouring boroughs of Westminster, Camden, Kensington and Chelsea pay Inner London Weighting whereas Brent pays OLW. Locum work through agencies is more highly paid in neighbouring boroughs.

The Market Supplement requested is not a new allowance but is being requested in order to re-instate the allowance which has been withdrawn through the current pay harmonisation.

If the Brent salary for this post is comparable with the market for equivalent jobs, what is the basis for paying a supplement?

[e.g. If non-pay benefits/conditions of employment offered by other boroughs are better than those of Brent provide details to support this]

Brent is not comparable with the market for equivalent jobs.

Are there any other posts in the service and/or department which may be affected by the award of the payment?

No

What benefit to the service/department will result from application of the market supplement?

[Include details of any proposals to reduce use of agency staff and overtime payments]

Brent would be able to retain existing AMHPs and more-easily attract new AMHPs. Without the market supplement, Brent would not be able to fulfil its statutory responsibilities and meet the current increase in statutory work.

What are the financial implications of making the payment?

£1542 Market Pay Supplement would be payable for each of the AMHPs (currently 24) – a total of £37,008 on current AMHP staffing level.

It would be cost effective to pay this supplement to ensure that we retain the existing experienced AMHP workforce and improve recruitment to vacant posts. The loss of the allowance will have a negative impact on both recruitment and retention, increasing operational costs as a result since we would need to recruit temporary locum staff to ensure the Council's statutory MHA obligations continue to be met.

We would have to spend more money on recruiting and training staff- who would for the most part be inexperienced and newly-qualified.

We would also have to train more of our existing social workers to become AMHPs, though the current workforce is such that only one person might be ready for training in this role starting in the next academic year (Sept 2012) as there are currently virtually no existing social workers with the required experience or length of employment needed. An AMPH course costs approximately £4,000 and lasts 26 weeks on average due to it being a very comprehensive training programme taking up to half a year with subsequent probationary period for development support during the following year. Backfill in the team would be required for the length of the training which can cost upwards of £18000 as is usually by locums who are more expensive.

Many of the AMHPs are close to retirement - we do not want to lose them prematurely through the loss of the allowance as they are the most experienced- and it would leave a much less experienced, skilled or legally knowledgeable workforce, who may also be more susceptible to legal challenges arising from their practice which would also be costly.

There would also be fewer experienced AMHPs to train-up the AMHP trainees to provide the essential placement facility during training.

What arrangements are proposed for reviewing the payment?

Payment would be reviewed after 18 months.

**How will you measure the success of any improvements that are put into place?
Who will be responsible for measuring the success?**

We would measure the service's ability respond to our statutory obligations in supplying sufficient numbers of AMHPs to maintain the service.

The Lead Social Worker will review progress regarding retention, maintaining delivery of the statutory responsibilities and the filling of vacancies.

Signed: (Not applicable)

Date: 11/11/11

Job Title: Approved Mental Health Professional (AMHP)

Application for a Market Factor Supplement Payment
Equality Impact Assessment

The impact of the proposed market supplement should be assessed with reference to the relevant target groups:

- Gender
- Disability
- Religion or Belief
- Main Occupational Groups
- Race
- Sexual Orientation
- Age
- Part time staff

Department and Division:	Adult Social Care – Mental health services
Head of Service:	David Dunkley
Officer completing assessment:	Irfan Khan
Details of others involved in the assessment - auditing team/peer review:	John Young/Judy Jones
Date:	11 th November

Brief description of market supplement
Market Supplement would be a monthly allowance equivalent to the difference between the Outer and Inner London Weighting allowances.

Aims
Aim is to reduce turnover in the AMHP role and attract new AMHPs.

Objectives
The objective is to have a fully staff-resourced AMPH service in order to meet Brent Council's statutory requirements and responsibilities under the Mental Health Act.

What is the justification for taking these measures?

Other local boroughs pay more. Brent needs to be competitive in order to retain AMHPs and be able to recruit new staff in order to maintain the service.

AMHPs previously received an allowance due to the additional training and levels of responsibility they undertake as part of their role, usually involving highly volatile situations involving a high level of client-risk and extended-hours work. The allowance had been considered a due recognition of their commitment to maintaining a service to high standards and of their loyalty to Brent.

Are the aims consistent with the council's Comprehensive Equality Policy?

Yes.

Does a third party provide the function or service?

We have to rely on agency cover as we cannot retain or recruit AMHP-qualified staff.

Is there an adverse impact around race/gender/disability/faith/sexual orientation/health etc? Could the proposals affect people differently so that some groups may not have equal and fair access to rewards? What are the reasons for this adverse impact?

None. AMHPs come from all sectors of the community and our aim is to continue to ensure we maintain the current staff levels.

We also may lose current AMHPs from specific sectors that may leave to go to other boroughs or agencies so active recruitment of AMHPs from all sectors of the community is essential.

Describe the evidence (qualitative or quantitative) you have used to make your judgement. Please supply us with the evidence separately by race, gender, disability etc?

AMHPs come from all sectors of the community. Our AMHP service includes people who are male and female, and are from all groups including different cultures and backgrounds, religions, sexualities orientations, ages and disabilities.

How do the proposals take into account what might be different needs across different groups of people?

Not applicable. See above.


<p>Have you conducted consultations/satisfaction surveys with employees?</p> <p>Yes. Current staff have stated that they will leave or retire early if they lose the previous allowance and it is not replaced by a Market Supplement. AMHPs consider they will be impacted if they do not retain the current allowance, as they would experience it as an effectual 'pay loss' of £1542.</p> <p>They also consider they will feel the loss of the allowance would amount to a 'downgrade' as already they will have experienced the public sector's 'no inflationary adjustment', and other boroughs are paying more.</p> <p>This loss is additionally difficult as the previous allowance gave due recognition of the complexity of the task, and of their commitment to Brent. The lure of enhanced pay through locum AMHP work with other boroughs who pay more, would be more pressing</p>
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<p>Have you analysed the result of these consultations/surveys to identify any trends across different groups of people? If not, why was the consultation/survey undertaken?</p> <p>AMHPs across the board feel this way as the Market Supplement application is based on a positive retention, recruitment and -role-recognition issue, not on an equalities issue.</p> <p>.</p>
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<p>If number of responses to consultation/survey has been low, what steps have you taken to ensure a reasonable sample size e.g. taking results over a longer period or conducting surveys over the telephone?</p> <p>Not applicable.</p>
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<p>Who will be responsible for monitoring the impact and success of the scheme?</p> <p>Lead Social Worker</p>
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	<p style="text-align: center;">General Purposes Committee 22 November 2011</p> <p style="text-align: center;">Report from the Democratic Services Manager</p>
<p>FOR ACTION Wards Affected: ALL</p>	
<p style="text-align: center;">Review Of Polling Districts And Polling Places</p>	

1.0 Summary

- 1.1 The Electoral Administration Act 2006 and the subsequent Review of Polling Districts and Polling Places Regulations 2006 require each electoral registration authority in England, Scotland and Wales to carry out a review of both its polling district boundaries and its polling places every four years. The first such review took place in 2007.
- 1.2 This report informs members of feedback to the Polling District and Polling Stations Review undertaken within Brent this year and asks that a decision be reached on the future electoral arrangements for Brent.

2.0 Recommendations

- 2.1 that Atlip Road, 6 Mount Pleasant and those properties in Ealing Road between the corner of Mount Pleasant and the Piccadilly underground line (Hayes Court, Windsor Court and a small number of other properties) be transferred from polling district NAL2 to NAL3 in Alperton ward.
- 2.2 that those properties in Allington Road and Kilburn Lane, currently in polling district HQP3 in Queen's Park ward, be transferred into polling district HQP5.
- 2.3 that polling districts NWC1 and NWC5 in Wembley Central ward, both of which use Copland School as a polling station, be merged into a single district.
- 2.4 that St Andrew and St Francis School replace the Learie Constantine Centre as the polling station for polling district CWG1 in Willesden Green ward.

- 2.5 that consideration be given as to whether polling districts CTO1 and CTO2 in Tokyngton ward be merged.
- 2.6 that polling districts CST5 and CST6 in Stonebridge ward on Hillside be merged and that the Stonebridge Hub be designated polling place for the new polling district.
- 2.7 that a new polling district be created in Stonebridge ward to include the properties in Abbey Road, Agate Close, Toucan Close and Twyford Abbey Road.
- 2.8 to note that an alternative to the Neasden Library building in polling district CDU1 in Dudden Hill ward may be required.
- 2.9 that the polling places approved at this meeting be adopted for the Greater London Authority and London Mayor elections in May 2012.
- 2.10 that in the event of any polling station becoming unavailable before the May 2012 elections, authority be delegated to the Democratic Services Manager to make any further changes required to the polling places and stations for these elections in consultation with the leaders of the three political groups on the Council.

3.0 Detail

- 3.1 The Electoral Administration Act 2006 and the subsequent Review of Polling Districts and Polling Places Regulations 2006 require each electoral registration authority in England, Scotland and Wales to carry out a review of both its polling district boundaries and its polling places every four years. Members are asked to make a decision on new electoral arrangements in time for any changes to be incorporated into the Revised Register for Brent being published on 1 December 2011.

- 3.2 Polling districts, polling places and polling stations may be defined as follows:

A **polling district** is a geographical sub-division of an electoral area, i.e. a UK Parliamentary constituency, a European Parliamentary electoral region, a ward or an electoral division.

A **polling place** is a geographical area in which a polling station is located. However, as there is no legal definition of what a polling place is, the geographical area could be defined as tightly as a particular building or as widely as the entire polling district. Most commonly in Brent, it has been defined as the premises inside which voting takes place.

A **polling station** is the actual area where the process of voting takes place, and must be located within the polling place designated for the particular polling district.

- 3.3 The Council was obliged to give notice of the review and to consult with interested parties, including organisations with a particular interest and expertise in advising on access to buildings for people with different types of disability.

- 3.4 Notice of the consultation was sent to all members of the Council and to local political parties. In addition, Brent Association for Disabled People was invited to submit comments on the Council's existing electoral arrangements and, if they wished, to suggest alternatives. The consultation period ran from 1 August to 30 September 2011.
- 3.5 As part of the review, the Returning Officer for Brent was also obliged to prepare a report on arrangements for the authority. Following consultation with and visits to each existing polling station location, he has completed his report and his recommendations have been posted on the Council's website at <http://www.brent.gov.uk/home.nsf/News/LBB-1462>
- 3.6 The Returning Officer's report noted a growing disparity in the size of polling districts ranging from 371 to 3939 electors as at 1 June 2011. Moreover Brent has a larger than average number of polling stations per elector in comparison with other London boroughs. Appendix A shows the ratio of electors per polling station for all London boroughs.
- 3.7 His report made recommendations for some of the smaller districts and indeed larger ones which are beginning to outgrow the capacity of the polling station location. A summary of the Returning Officer's proposals and comments received during the consultation period follow.

3.8 **Alperton Ward**

While the existing polling stations are considered suitable, polling district NAL2 currently has 3970 electors. It is considered prudent to transfer the following properties into the neighbouring district NAL3 whose electors vote at Alperton Community School:

Atlip Road (186 properties)

6 Mount Pleasant (1 property)

Those properties in Ealing Road between the corner of Mount Pleasant and the Piccadilly underground line (Hayes Court, Windsor Court and a small number of other properties (81 properties)

Although electors will have to cross Ealing Road to reach their new polling station, no elector will have further to travel as a result of the change.

No comments have been received in response to this proposal from the Returning Officer and it is recommended that it be put into effect.

3.9 **Barnhill Ward**

The current electoral arrangements for Barnhill ward are considered to be satisfactory and no changes to boundaries or polling stations are being proposed. No comments about the ward were received during the consultation.

3.10 **Brondesbury Park Ward**

The current electoral arrangements for Brondesbury Park ward are considered to be satisfactory and no changes to boundaries or polling stations are being proposed. No comments about the ward were received during the consultation.

3.11 **Dollis Hill Ward**

The current electoral arrangements for Dollis Hill ward are considered to be satisfactory and no changes to boundaries or polling stations are being proposed. No comments about the ward were received during the consultation.

3.12 **Dudden Hill Ward**

The current electoral arrangements are considered to be for the most part satisfactory. The Returning Officer's statement commented on the relatively small sizes of districts CDU2 and CDU3 whose polling stations are a temporary hut at St Catherine's Church, at the corner of Dudden Hill Lane and Tanfield Avenue, and Northview School. Turnout tends to be low at the school which may be the result of its location.

The Returning Officer suggested that these two districts might be merged. One of the ward Councillors, Councillor Hirani, has however argued for the retention of the existing arrangements. He has written that "to remove any [polling stations] would introduce a further barrier to democratic participation. We should be encouraging people to vote in elections and removing any polling stations in areas would have the reverse effect."

Clearly any alteration that would deter electors from voting should be avoided and members may feel that the present arrangement should remain.

Neasden Library has been used as a polling station in CDU1 polling district in recent elections. If the building is not available for use at future elections, the option is a temporary hut will be situated adjacent to the library building.

3.13 **Fryent Ward**

The current electoral arrangements for Fryent ward are considered to be satisfactory and no changes to boundaries or polling stations are being proposed. Councillor Jim Moher, a ward councillor, has responded to the consultation agreeing that the existing arrangements are suitable.

3.14 **Harlesden Ward**

The current electoral arrangements for Harlesden ward are considered to be satisfactory and no changes to boundaries or polling stations are being proposed. No comments about the ward were received during the consultation.

3.15 **Kensal Green Ward**

The current electoral arrangements for Kensal Green ward are considered to be satisfactory and no changes to boundaries or polling stations are being

proposed. No comments about the ward were received during the consultation.

3.16 **Kenton Ward**

The current electoral arrangements for Kenton ward are considered to be satisfactory and no changes to boundaries or polling stations are being proposed. No comments about the ward were received during the consultation.

3.17 **Kilburn Ward**

The current electoral arrangements for Kilburn ward are considered to be satisfactory and no changes to boundaries or polling stations are being proposed. No comments about the ward were received during the consultation.

3.18 **Mapesbury Ward**

The current electoral arrangements for Mapesbury ward are considered to be satisfactory and no changes to boundaries or polling stations are being proposed. No comments about the ward were received during the consultation.

3.19 **Northwick Park Ward**

The current electoral arrangements for Northwick Park ward are considered to be satisfactory and no changes to boundaries or polling stations are being proposed. Councillor Baker has stated that he believes the current boundaries and polling station locations are suitable.

3.20 **Preston Ward**

The current electoral arrangements for Preston ward are considered to be satisfactory and no changes to boundaries to polling stations or boundaries are being proposed. No comments about the ward were received during the consultation.

3.21 **Queen's Park Ward**

The current electoral arrangements are considered to be satisfactory. The Returning Officer suggested that polling districts HQP3 (polling station Kensal Rise School) and HQP5 (Moberley Sports Centre) could be merged. The merger has been supported by the Acting Returning Officer for Hampstead and Kilburn constituency, which includes the wards of Brondesbury Park, Kilburn and Queen's Park, who is of the view that polling district sizes in Brent are in many cases too small.

A local resident has counter-proposed that the districts should remain separate except that those properties in Allington Road and Kilburn Lane, currently in HQP3, be transferred into HQP5. Voting at Moberley would be more convenient for electors in these two roads who currently pass Moberley on their way to their own polling station. This suggestion is considered to be

a more suitable arrangement and is being recommended to members in preference to the Returning Officer's original proposal.

The same resident has also proposed reinstating Mapes House on Winchester Avenue as a polling station for electors living near that location. While those electors are undoubtedly having to travel further to vote, the current polling station, Salusbury School on Salusbury Road, being in the centre of the district, is suitably located for all electors. Mapes House was not entirely suitable as a polling station because of problems with accessibility for wheelchair users as well as being at the northern end of the district. While undoubtedly convenient for electors in the vicinity of Mapes House, it would clearly be less so for other electors benefitting from the more central location of Salusbury School.

3.22 Queensbury Ward

The current electoral arrangements for Queensbury ward are considered to be satisfactory and no changes to boundaries to polling stations or boundaries are being proposed.

The ward councillors have referred to the ongoing building works at the Village School in Grove Park (polling district NQY6). The school has however confirmed that accessible accommodation will be available for use as a polling station until the new school is built.

3.23 Stonebridge Ward

Two proposals are being made for this ward. Councillor Long and a member of the public have asked that Stonebridge Hub be used instead of Stonebridge Primary school on Shakespeare Avenue. The Hub is willing for their premises to be used as a polling station and the school would no longer need to close on polling days.

Secondly, there are new properties around Toucan Close and Agate Close in polling district CST6. The current polling station for electors in these properties, Stonebridge Primary School, is more than 2 miles away. A church hall has been identified as a suitable alternative polling place. This venue in Brentmead Gardens, while actually in the London Borough of Ealing, is less than half a mile away from the properties under consideration. The Returning Officer at Ealing Council has been consulted and has no objection to the venue's use by Brent.

A third proposal mooted by the Returning Officer was the merger of polling districts CST5 and CST6 whose respective polling districts, Bridge Park and currently Stonebridge Primary School, are not far apart. Moreover CST5 has less than 700 electors and a merger would be reasonable in terms of the number of electors. No comments have been received in response to this proposal and it is proposed that the merger proceed.

3.24 Sudbury Ward

The current electoral arrangements for Sudbury ward are considered to be satisfactory and no changes to boundaries to polling stations or boundaries

are being proposed. No comments about the ward were received during the consultation.

3.25 Tokyngton Ward

The Returning Officer has proposed the merger of polling districts CTO1 and CTO2. CTO1 includes Danes and Empire Courts and will now include the new student accommodation being built at the College of North West London. While the current electorate numbers just 430 electors, the area is slightly cut off from the rest of the ward by the stadium and surrounding businesses.

It was considered by the Returning Officer that a merger with CTO2, whose electors vote at St Joseph's Social Club, would not be unreasonable for electors as the distance to the club would be 0.8 miles. However a ward councillor, Councillor Butt, has asked that the districts remain separate on the grounds that residents in CTO1 are unlikely to travel to St Joseph's Social Club and that they will effectively be deterred from voting.

Given the presence of the new student accommodation and the wish to encourage voting by young people whom research shows vote in smaller numbers, members may wish to retain the existing arrangement.

3.26 Welsh Harp Ward

The Returning Officer suggested the break-up of polling district CWH1, whose electors currently vote at a temporary hut in Mallard Way, by moving streets into CWH2 and CWH3.

Councillor Kataria, writing of behalf of the Welsh Harp councillors, has requested that the current arrangement should remain and that the suggested break up of CWH1 not proceed. CWH1 is a viable district with just under 1200 electors and electors have long been accustomed to voting at Mallard Way. In view of this, no change is proposed for this ward.

3.27 Wembley Central Ward

The Returning Officer has proposed the merger of polling districts NWC1 and NWC5, both of which have a polling station at Copland School. The division serves no useful purpose and removing it would achieve a net reduction of one polling station in the ward.

No comments have been received in response to this proposal and it is recommended that the two districts be merged.

3.28 Willesden Green Ward

The current boundaries in this ward are considered to be suitable. The Returning Officer reported that feedback after previous elections had favoured the use of St Andrew and St Francis School be used instead of the Learie Constantine in view of the former's more central location for electors. It is recommended that this change be approved.

No comments have been received in response to this proposal.

4.0 Financial Implications

- 4.1 The cost of Council elections and by elections is met by the local authority. For all other elections, funding is provided either by the government or the Greater London Authority.
- 4.2 The total cost for the hire of premises at this year's referendum was almost £43,000. Temporary huts averaged out at £1020 each. In addition each polling station obviously has to be staffed by at least two persons and, in the case of huts, power, toilet facilities and ramps have to be provided. The total costs associated with the provision of polling stations in 2011 amounted to a little under £207,000, the average cost per polling station being £1335.50.
- 4.3 The recommendations in this report propose a net reduction of two polling districts which will create an estimated saving of around £2,700 at current prices in the cost of elections in the authority.

5.0 Legal Implications

- 5.1 The review referred to in this report is a legal requirement placed on the authority by the Electoral Administration Act 2006 and the Review of Polling Districts and Polling Places 2006.

6.0 Diversity Implications

- 6.1 The purpose of the review is to ensure that no elector is discouraged from voting because of any inconvenience placed in his or her way by the choice of polling station location in their area.

7.0 Staffing/Accommodation Implications (if appropriate)

- 7.1 None specific.

Background Papers

Documents submitted during the consultation period of the Review of Polling Places and Polling Districts.

Contact Officer

Sean O'Sullivan, Electoral Services Manager

Tel: (020) 8937 1370

E-mail: s.osullivan@brent.gov.uk

Peter Goss
Democratic Services Manager

APPENDIX A

RATIO OF POLLING STATIONS TO ELECTORATE IN LONDON

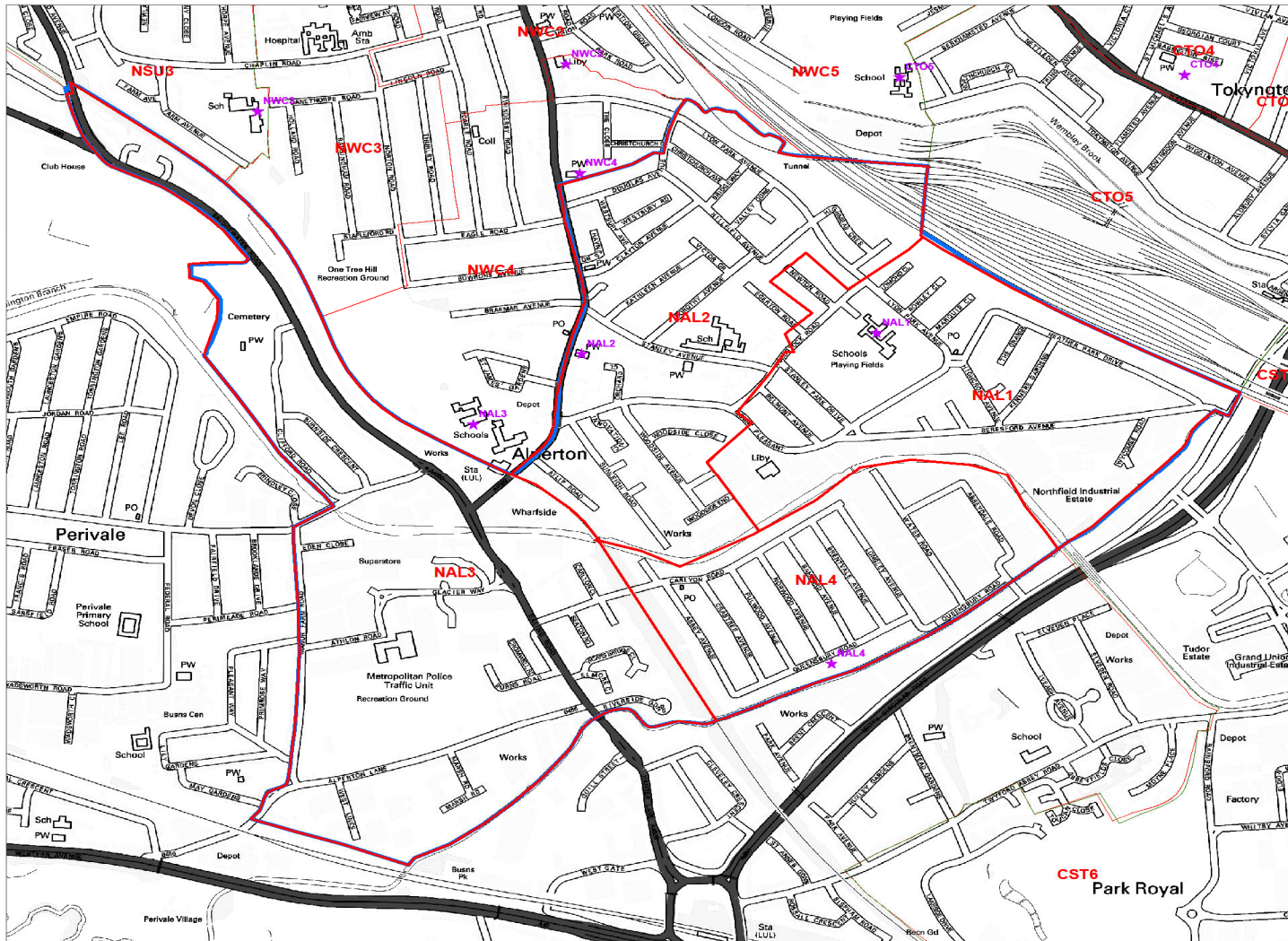
London Borough	Electorate	No of polling stations	No of temporary huts used as polling stations	Electors per polling station	Rank
Barking & Dagenham	120,716	127	0	951	1
Barnet	226,581	160	10	1416	19
Bexley	172,086	122	10	1411	17
Brent	200,094	164	17	1220	7
Bromley	234,899	185	2	1270	9
Camden	148,155	84	0	1764	31
City of London	6,502	4	0	1626	27
Croydon	247,915	147	6	1687	29
Ealing	228,133	171	17	1334	15
Enfield	205,157	175	7	1172	3
Greenwich	163,388	124	10	1318	11
Hackney	147,904	78	0	1896	33
Hammersmith & Fulham	123,635	93	1	1329	13
Haringey	164,112	101	10	1625	26
Harrow	169,474	120	0	1412	18
Havering	180,074	132	0	1364	16
Hillingdon	192,921	154	1	1252	8
Hounslow	176,906	109	15	1623	25
Islington	139,814	95	0	1472	22
Kensington & Chelsea	104,021	96	4	1084	2
Kingston upon Thames	113,564	94	5	1208	5
Lambeth	206,892	121	0	1710	30
Lewisham	181,185	109	6	1662	28
Merton	141,710	117	1	1211	6
Newham	188,497	125	0	1508	24
Redbridge	194,191	135	2	1438	21
Richmond upon Thames	134,222	90	4	1491	23
Southwark	189,882	107	1	1775	32
Sutton	136,487	95	0	1437	20
Tower Hamlets	156,661	119	3	1316	10
Waltham Forest	174,281	131	0	1330	14
Wandsworth	225,920	171	0	1321	12
Westminster	141,643	120	0	1180	4
Totals	5,537,622	3,975	132	1393	


Source: Figures collated by the government to calculate funding for local authorities conducting the 2011 referendum

Appendix B

Alperton

Page 24






**BRENT
COUNCIL**

NAL 1 - Lyon Park Infants School, Vincent Road, Wembley
 NAL 2 - Alperton Baptist Church Hall, Between 155-157 Ealing Road, Wembley
 NAL 3 - Alperton Community School (Annexe), Ealing Road, Wembley
 NAL 4 - Abbey Estate Community Centre, Queensbury Road, Alperton

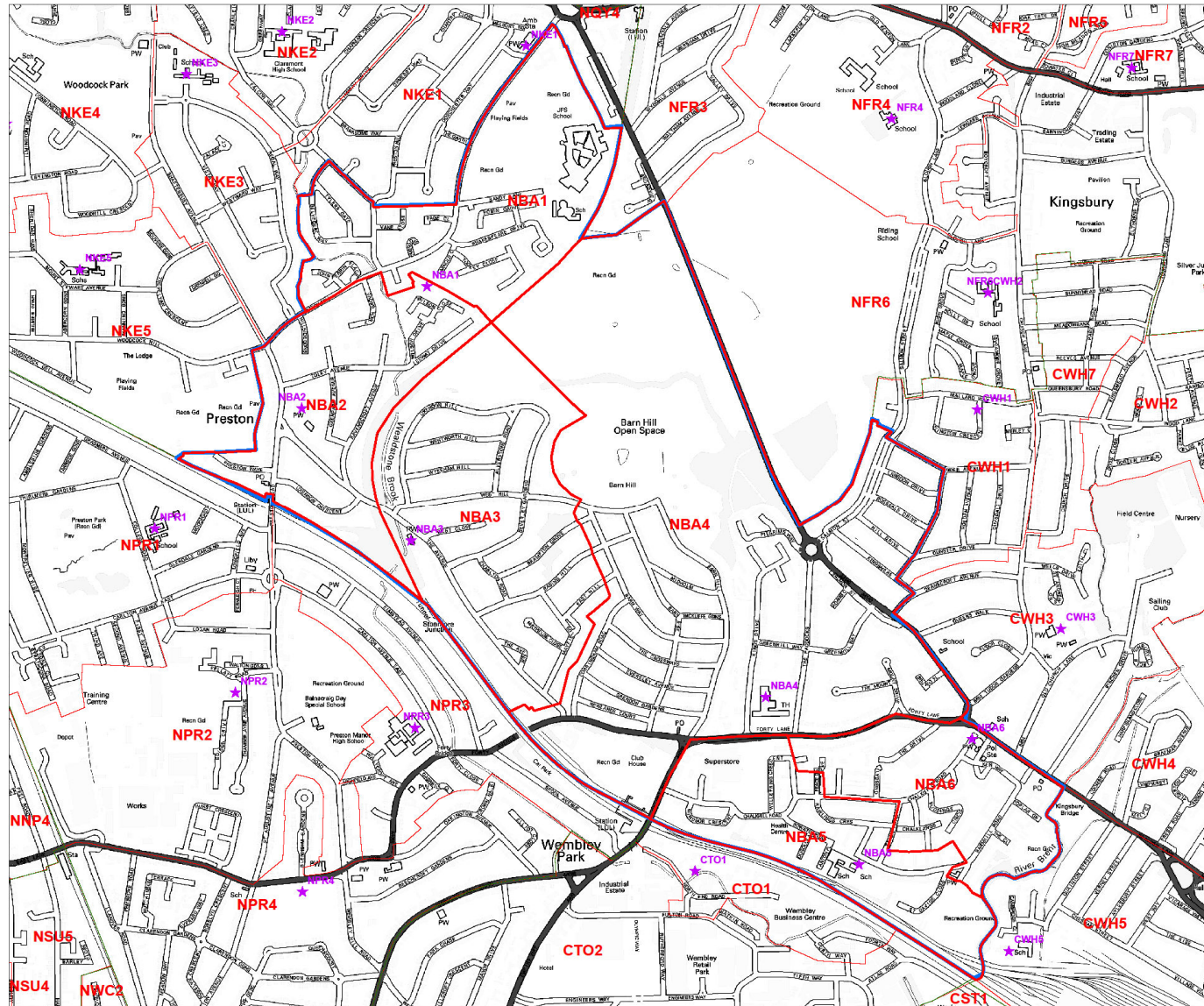
Legend

- ★ Polling Places
- Alperton Polling Districts
- Alperton Ward



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- NBA1 - Preston & Mall Youth & Community Centre, The Mall, Kenton (near Arnold Close)
- NBA2 - Harrow and Wembley Progressive, Synagogue Hall, 326 Preston Road, Wembley
- NBA3 - The Parish Hall, Church of The Ascension, The Avenue, Wembley
- NBA4 - Brent Town Hall, Forty Lane, Wembley
- NBA5 - Chalkhill Primary School, Barnhill Road, Wembley
- NBA6 - English Martyrs Church Hall, Chalkhill Road, Wembley

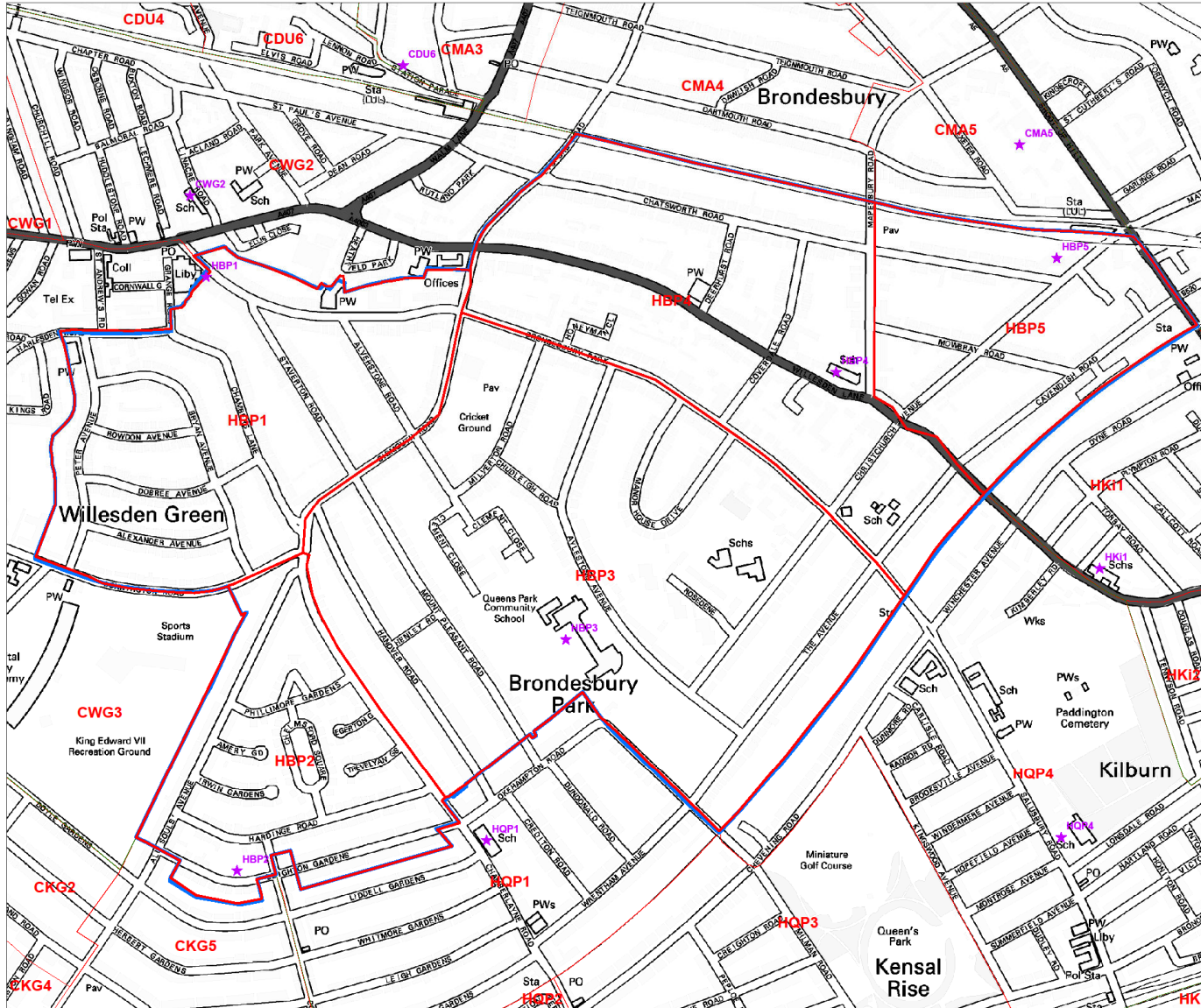
Legend

- ★ Polling Places
- ▭ Barnhill Polling Districts
- ▭ Barnhill Ward



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Brondesbury Park



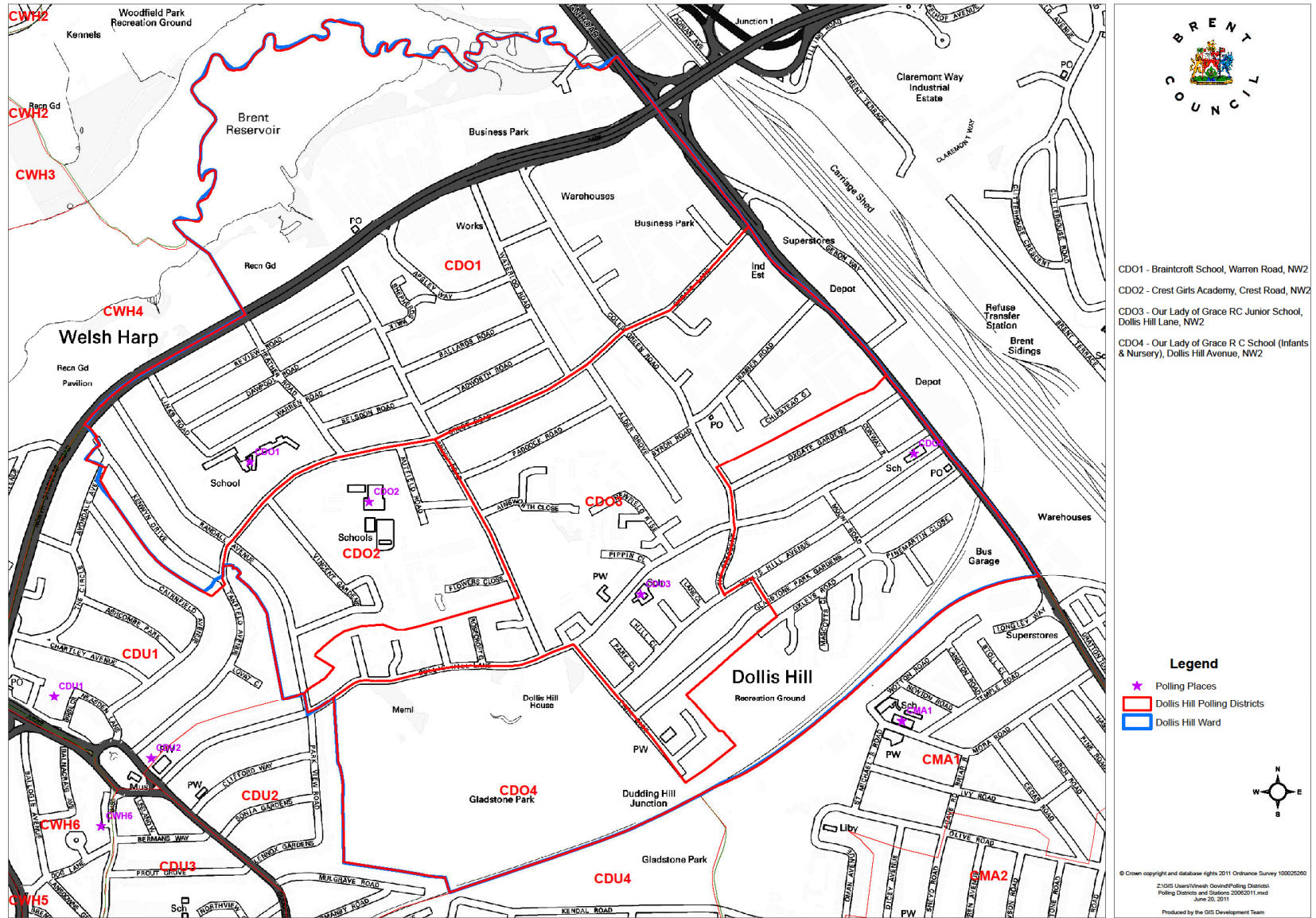
- HBP2 - Stember Hall Scouts Hut, Leighton Gardens, NW10
- HBP3 - Queens Park Community School, Aylestone Avenue entrance NW6 7BQ
- HBP4 - North West London Jewish School, 180 Willesden Lane, NW6
- HBP5 - Community Centre, Landau House, Chnstchurch Avenue entrance
- HBP1 - Willesden Green Library, (entrance via Car Park of Brondesbury Park), NW10 2SF


Legend

- ★ Polling Places
- Brondesbury Park Polling Districts
- Brondesbury Park Ward



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



BRENT COUNCIL

CDO1 - Braintcroft School, Warren Road, NW2
 CDO2 - Crest Girls Academy, Crest Road, NW2
 CDO3 - Our Lady of Grace RC Junior School, Dollis Hill Lane, NW2
 CDO4 - Our Lady of Grace R C School (Infants & Nursery), Dollis Hill Avenue, NW2

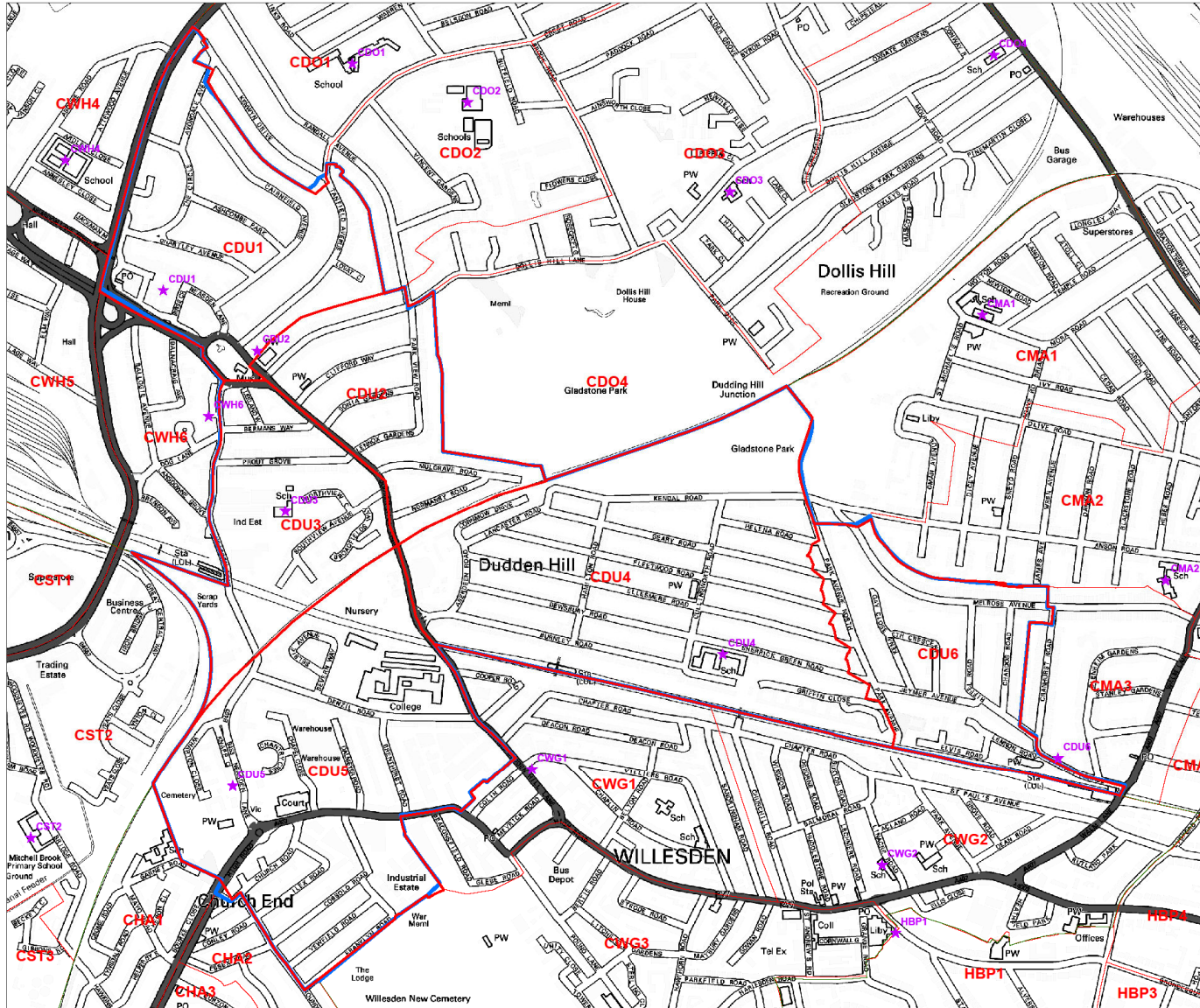
Legend

- ★ Polling Places
- Red Outline Dollis Hill Polling Districts
- Blue Outline Dollis Hill Ward


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Dudden Hill



- CDU1 - Neasden Library Plus, 277 Neasden Lane, NW10 1QJ
- CDU2 - St Catherine's Memorial Hall, Dudden Hill Lane, NW10
- CDU3 - Northview School, Northview Crescent, NW10
- CDU4 - Gladstone Park School, Sherrick Green Road, NW10
- CDU5 - Hut in Car Park, St Mary's Willesden Parish Church Centre, Neasden Lane, NW10
- CDU6 - Hut opposite Cassandra Court, NW2 4NX

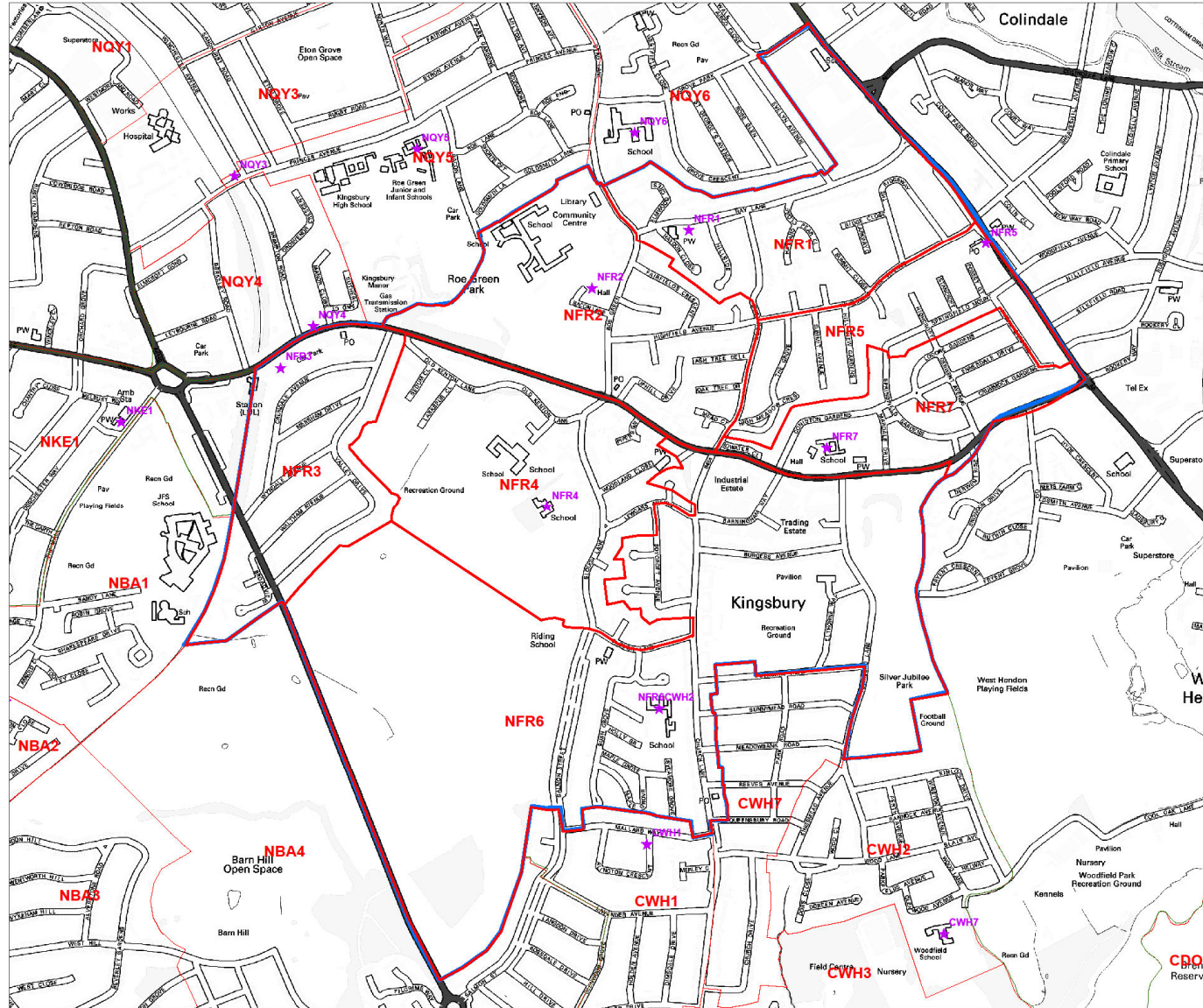
Legend

- ★ Polling Places
- ▭ Dudden Hill Polling Districts
- ▭ Dudden Hill Ward



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 Polling Districts and Districts 2008/2011.mxd
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Fryent



- NFR1 - Father O'Callaghan Centre, Hay Lane, NW9
- NFR2 - Holy Innocents Church Hall, Bacon Lane, NW9
- NFR3 - Hut outside Pizza Hut, 497 Kingsbury Road, NW9
- NFR4 - St Robert Southwell School, Slough Lane, NW9
- NFR5 - Hut outside 205-209 Edgware Road
- NFR6 - Fryent Primary School, Church Lane, NW9
- NFR7 - Oliver Goldsmith Primary School, Coniston Gardens, NW9

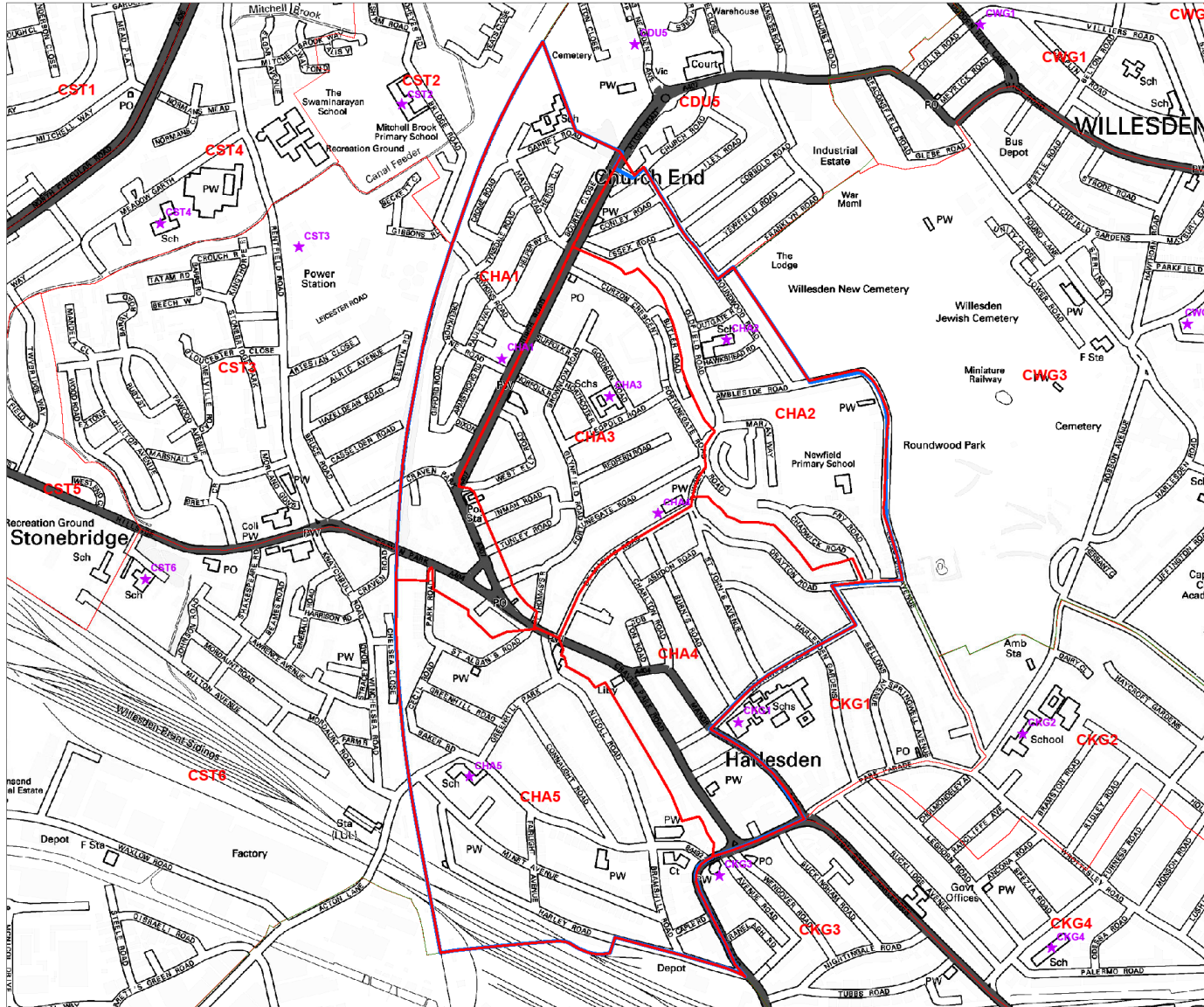
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- ★ Polling Places
- ▭ Fryent Polling Districts
- ▭ Fryent Ward



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Harlesden






BRENT COUNCIL

CHA1 - Church End and Roundwood Unity Centre, 103 Church Road NW10 9EG
 CHA2 - Leopold Primary School, Hawkshead Road, NW10
 CHA3 - St Joseph's RC Primary School, Goodson Road, NW10
 CHA4 - St Matthews Hall, St Mary's Road NW10
 CHA5 - Harlesden Primary School, 101/119 Acton Lane, NW10

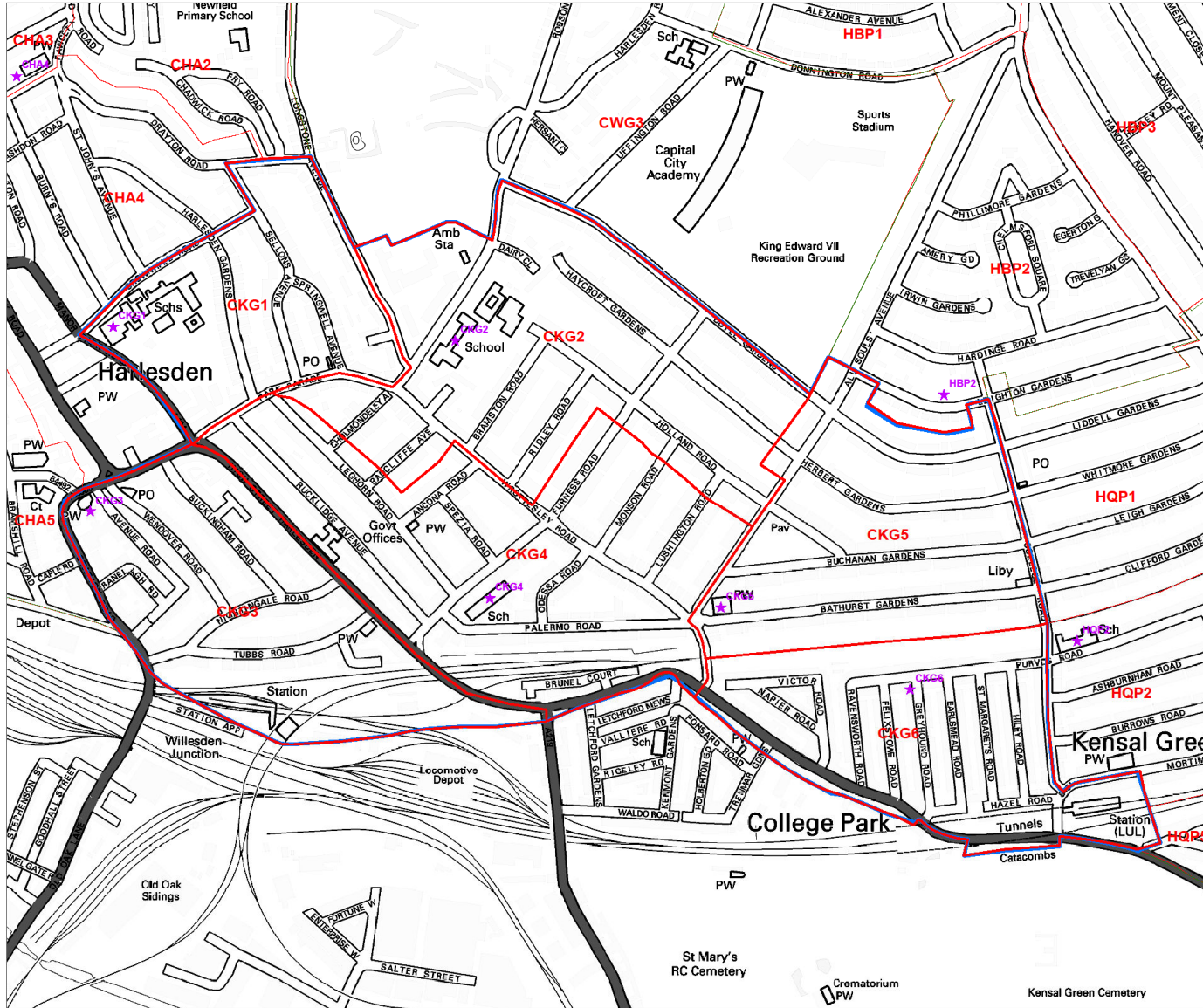
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- ★ Polling Places
- Red outline Harlesden Polling Districts
- Blue outline Harlesden Ward



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Kensal Green






**BRENT
COUNCIL**

CKG1 - John Keble CE Primary School, Crownhill Road entrance, NW10
 CKG2 - Cardinal Hinsley High School, Harlesden Road, NW10
 CKG3 - All Souls' Church Hall, Station Road, NW10
 CKG4 - Furness Primary School, Furness Road, NW10
 CKG5 - St Mark's Church Hall, All Souls Avenue, NW10
 CKG6 - Harlesden Assembly, Willesden District Scouts Council, 29 - 31 Purves Road, NW10 5TG

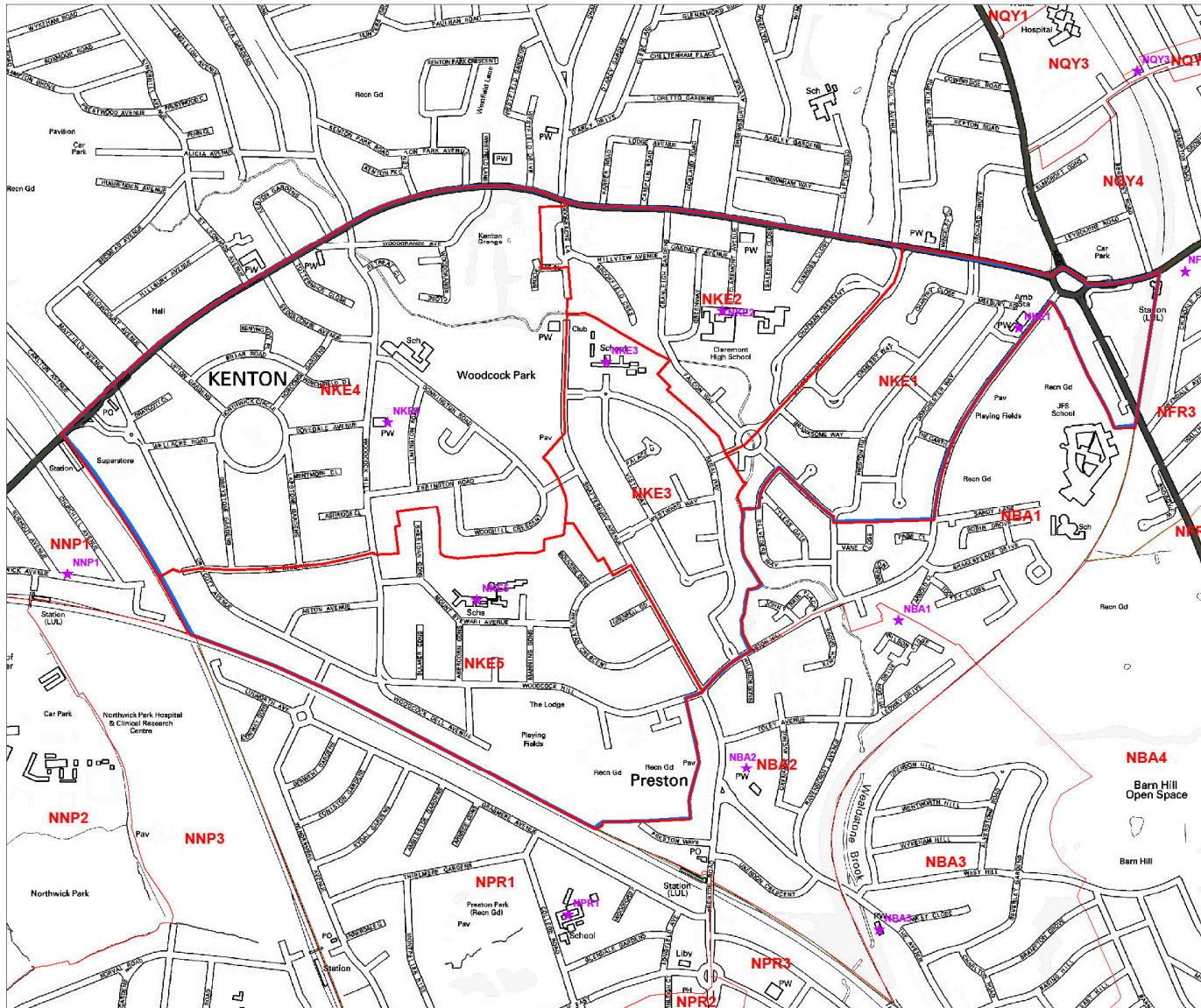
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- ★ Polling Places
- █ Kensal Green Polling Districts
- █ Kensal Green Ward



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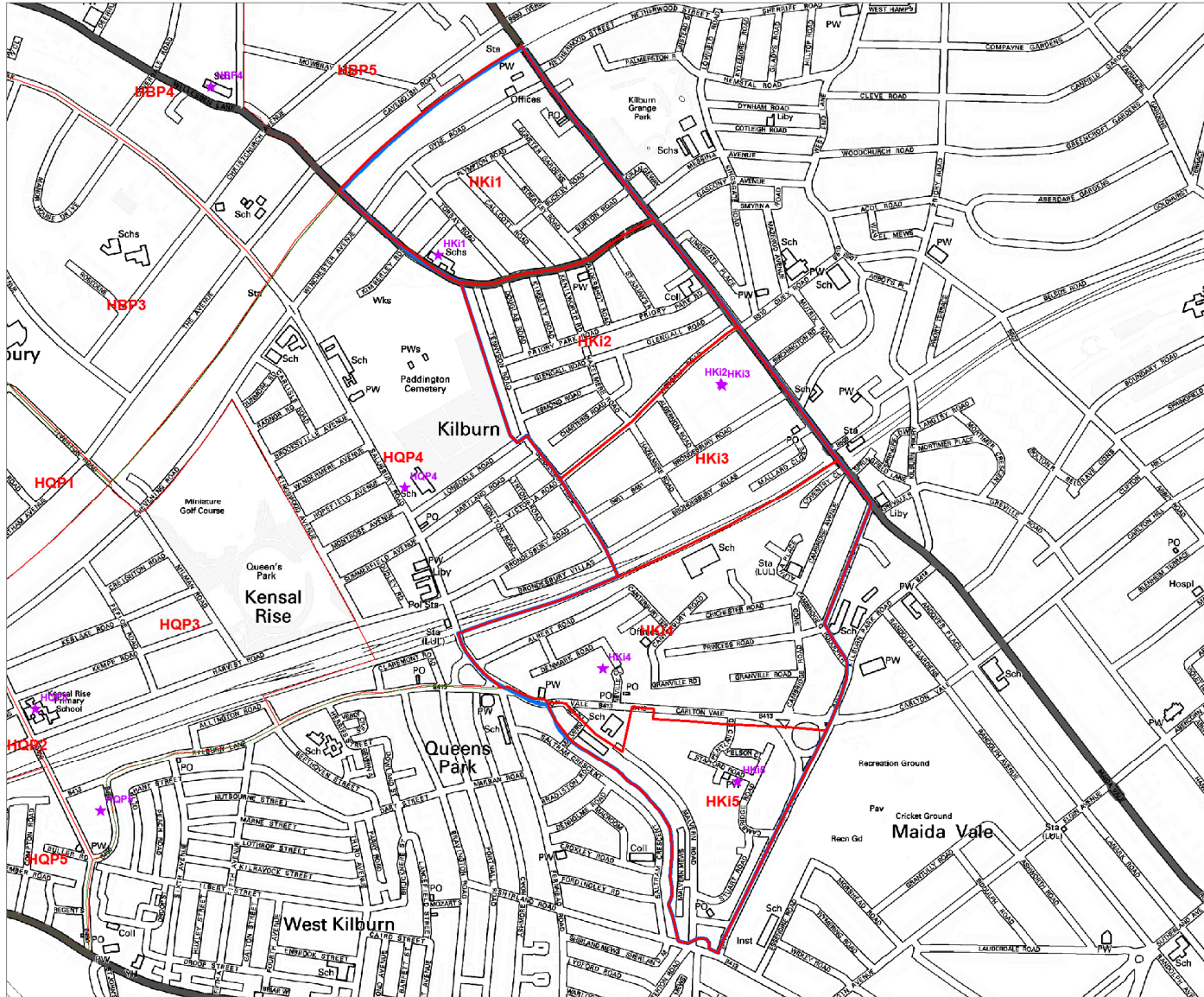
- NKE1 - Lindsay Park Baptist Church Hall, The Mall, Kenton
- NKE2 - Claremont High School, 6th Form Common Room, (access via Greenway), Kenton
- NKE3 - Uxendon Manor Primary School, (Dining Hall), Vista Way, Kenton
- NKE4 - St John's United Reformed Church Hall, Woodcock Hill, Kenton
- NKE5 - Mount Stewart Junior School, Mount Stewart Avenue, Kenton

Legend

- ★ Polling Places
- ▭ Kenton Polling Districts
- ▭ Kenton Ward



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- HK11 - Christchurch (Brondesbury) C of E School, Willesden Lane, NW6
- HK12 - Kilburn Square Housing Co-Operative, Kilburn Square Tower, NW6
- HK13 - Kilburn Square Housing Co-Operative, Kilburn Square Tower, NW6
- HK14 - The OK Club, Neville Close NW6 5BT
- HK15 - Marian Community Centre, (entrance of Cambridge Road), NW6

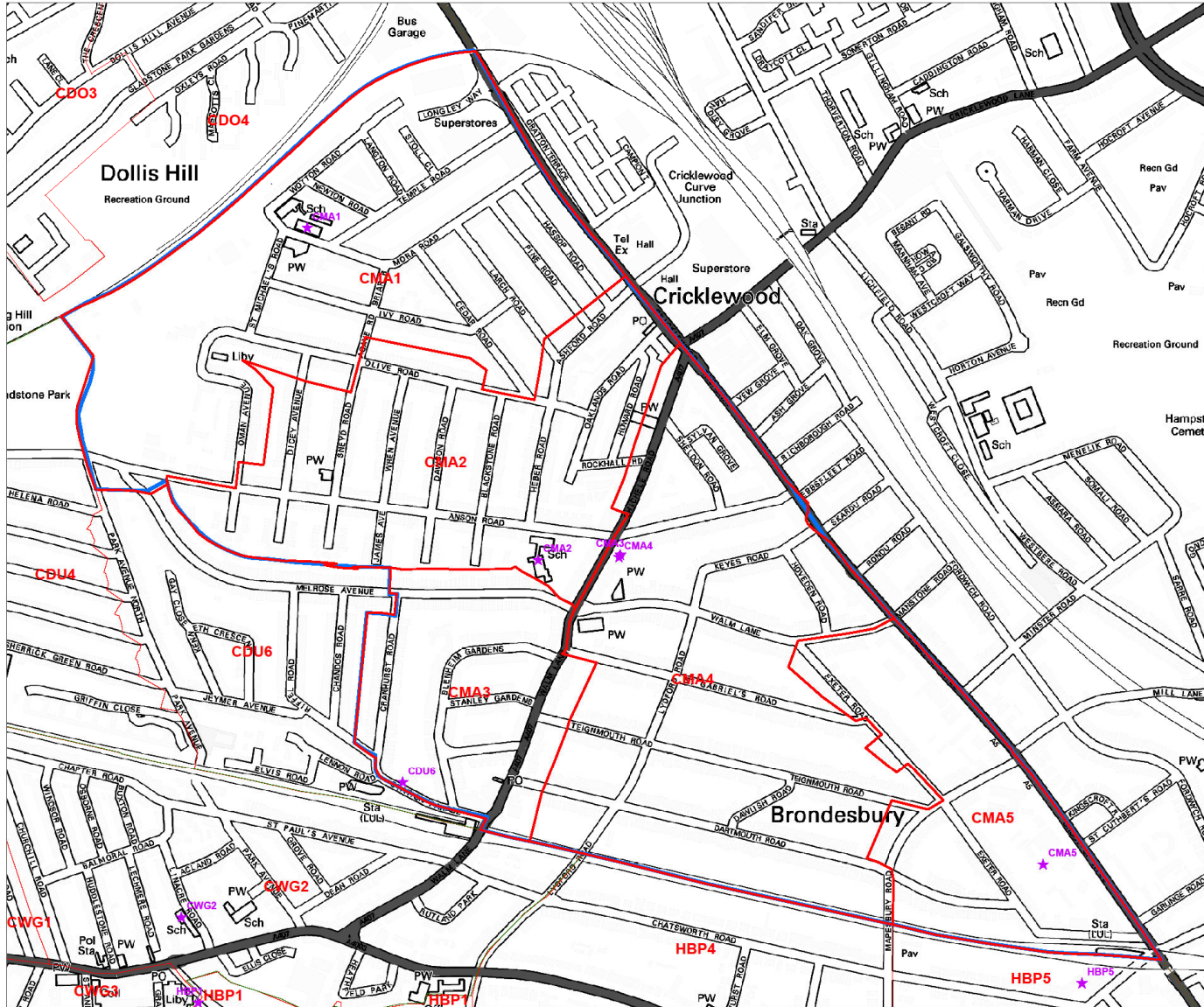
Legend

- Polling Places
- Kilburn Polling Districts
- Kilburn Ward



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Mapesbury



- CMA1 - Mora Primary School, Mora Road, NW2
- CMA2 - Anson Primary School, Anson Road, NW2
- CMA3 - St Gabriels Hall, Chichele Road (near Anson Road, NW2)
- CMA4 - St Gabriels Hall, Chichele Road (near Anson Road, NW2)
- CMA5 - Community Centre, Watling Gardens, Shoot-Up-Hill, NW2

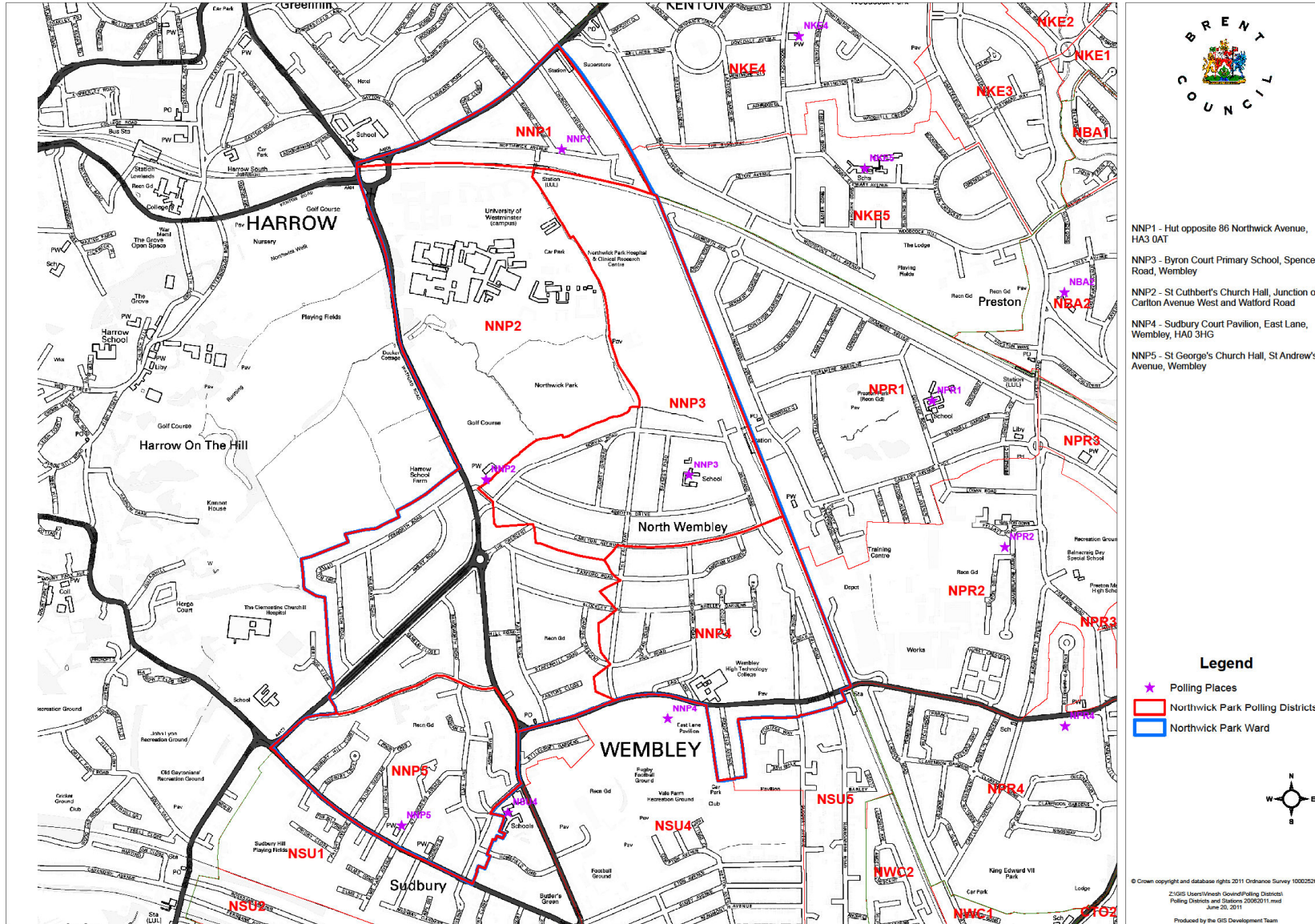
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- ★ Polling Places
- Mapesbury Polling Districts
- Mapesbury Ward

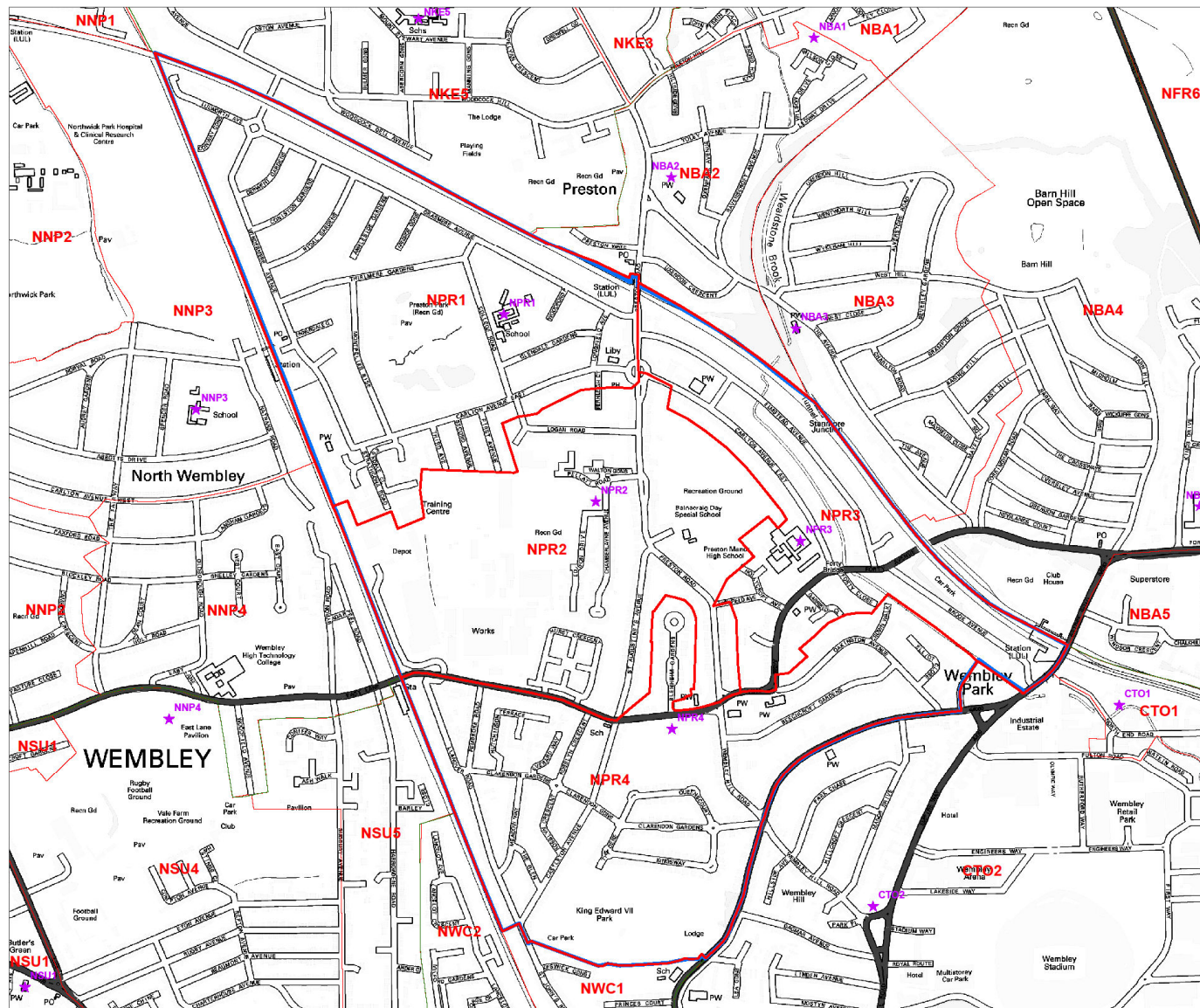



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Northwick Park



- NNP1 - Hut opposite 86 Northwick Avenue, HA3 0AT
- NNP3 - Byron Court Primary School, Spencer Road, Wembley
- NNP2 - St Cuthbert's Church Hall, Junction of Carlton Avenue West and Watford Road
- NNP4 - Sudbury Court Pavilion, East Lane, Wembley, HA0 3HG
- NNP5 - St George's Church Hall, St Andrew's Avenue, Wembley






**BRENT
COUNCIL**

NPR1 - Preston Park Primary School, College Road, Wembley
 NPR2 - Hut on Pellatt Road, off Preston Road, Wembley
 NPR3 - Preston Manor High School, Carlton Avenue East, Wembley
 NPR4 - Wembley Primary School, East Lane, Wembley

Legend

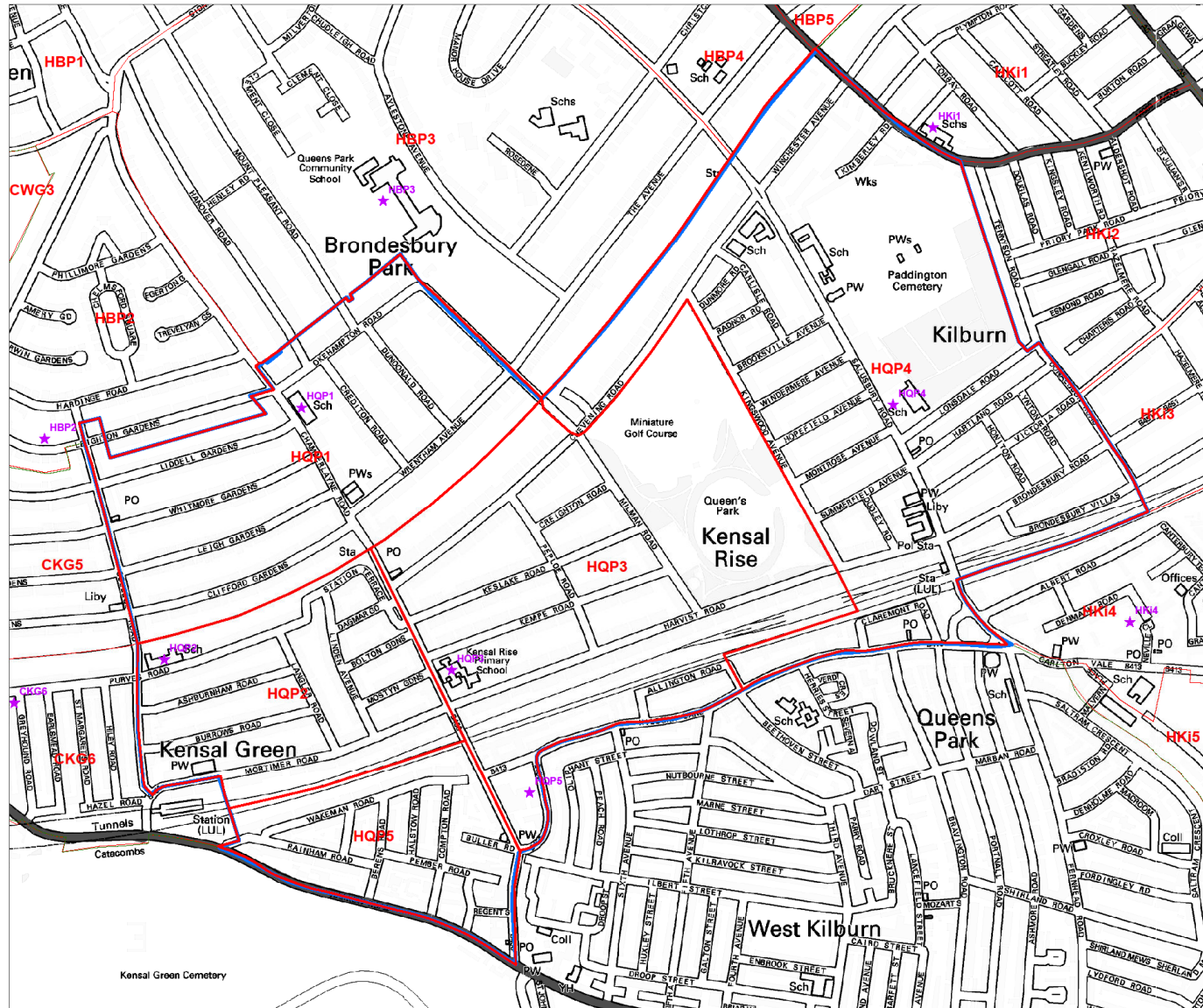
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- ▭ Preston Polling Districts
- ▭ Preston Ward



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Queens Park



- HQP1 - Manor Special School, Okehampton Road, NW10
- HQP2 - Princess Frederica C of E Primary School, College Road, NW10
- HQP3 - Kensal Rise Primary School, Harvist Road, NW6
- HQP4 - Salusbury Primary School, Salusbury Road, NW6
- HQP5 - Moberly Sports & Education Centre, Kilburn Lane, W10

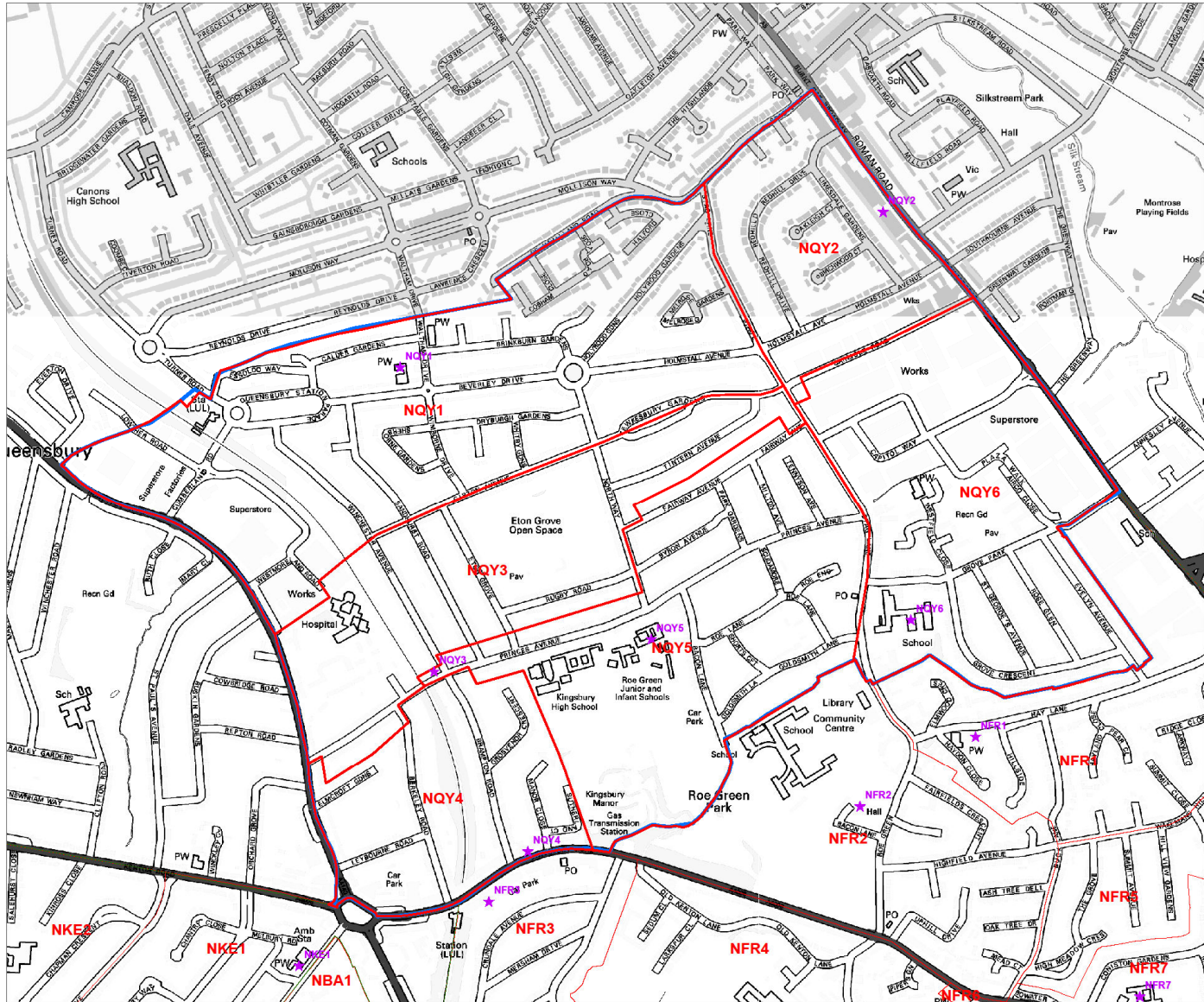
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- ★ Polling Places
- ▭ Queens Park Polling Districts
- ▭ Queens Park Ward



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Queensbury



- NQY1 - Queensbury Methodist Church Building, Beverley Drive, Edgware
- NQY2 - Hut adjacent to Mecca Club, Burnt Oak Broadway, Edgware
- NQY3 - White Cross Hall, St. John Ambulance Building, corner of Winchester & Princes Avenues
- NQY4 - Hut Outside Kingsbury Library Plus, 522-524 Kingsbury Road, NW9 9HE
- NQY5 - Roe Green Primary School, Princes Avenue, NW9
- NQY6 - The Village School (formerly Grove Park), Grove Park NW9 0JY

Legend


- Polling Places
- Queensbury Polling Districts
- Queensbury Ward



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Stonebridge









C O U N C I L

- CST1 - Children's Centre, Rainborough Close, NW10 OTS
- CST2 - Mitchell Brook School, Bridge Road, NW10
- CST3 - Centre for Staff Development, Gwenneth Rickus Building, Brentfield Road, NW10
- CST4 - Brentfield Primary School, 41-43 Meadow Garth, NW10
- CST5 - Bridge Park Community Leisure Centre, Brentfield, NW10 ORG
- CST6 - Stonebridge Primary School, (Shakespeare Avenue Entrance) NW10

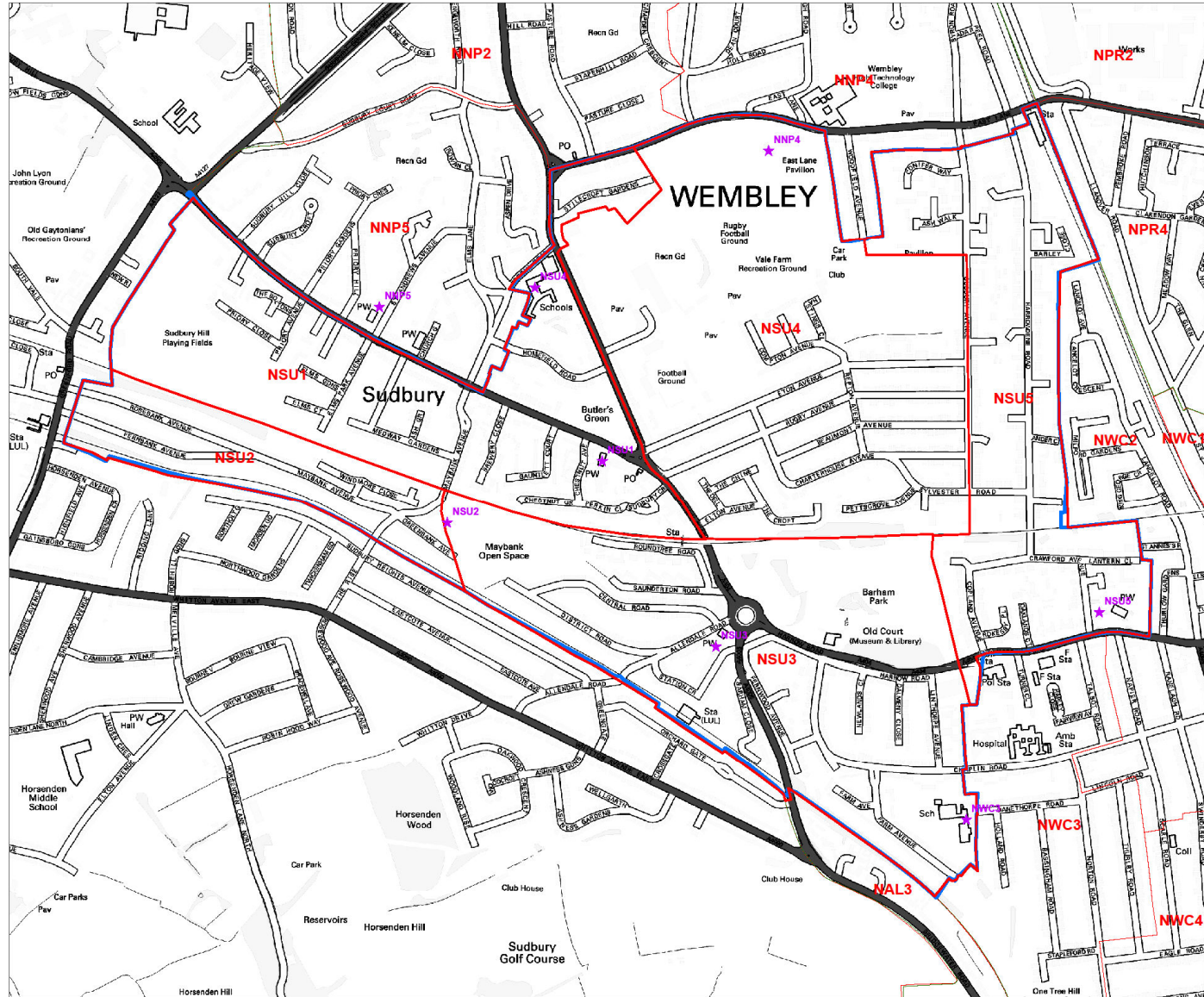
Legend

-  Polling Places
-  Stonebridge Polling Districts
-  Stonebridge Ward



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Sudbury



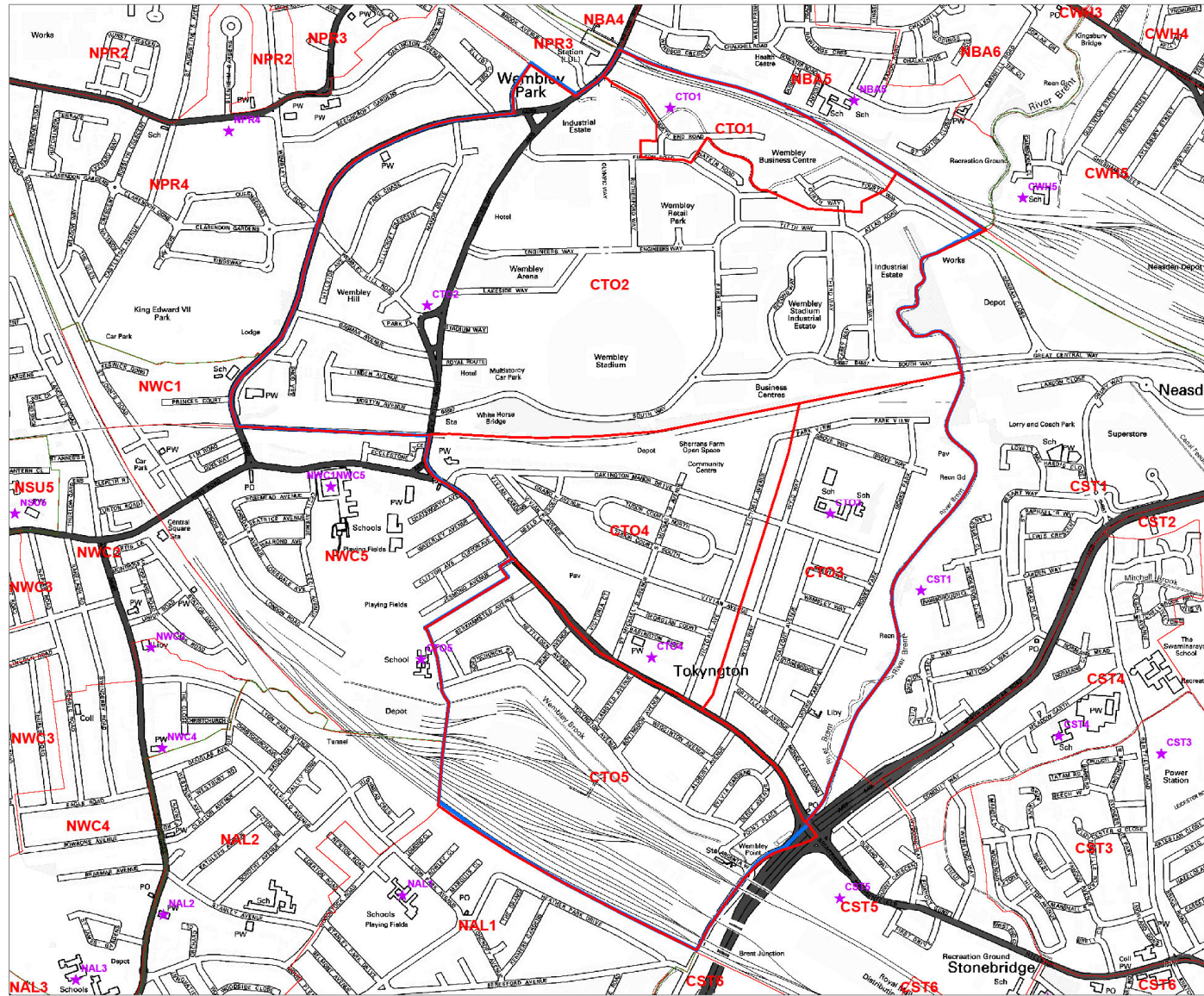
- NSU1 - Sudbury Methodist Church Hall, Harrow Road, Wembley
- NSU2 - LNER Sports & Social Club, Maybank Avenue, Wembley
- NSU3 - Sudbury Baptist Church Hall, Station Approach Entrance, Wembley
- NSU4 - Sudbury Primary School, Watford Road
- NSU5 - Hut opposite St John's Evangelist Church Hall, Crawford Avenue, Wembley


Legend

- Polling Places
- Sudbury Polling Districts
- Sudbury Ward



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BRENT COUNCIL

CTO1 - Hut outside Manager's Office, Danes and Empire Courts, North End Road, Wembley

CTO2 - St Joseph's Social Club, Empire Way, Wembley


CTO3 - Oakington Manor Primary School, Oakington Manor Drive, Wembley

CTO4 - St Michael's Church Hall, Babington Rise, Wembley

CTO5 - Easley Primary School, Tokington Avenue, Wembley

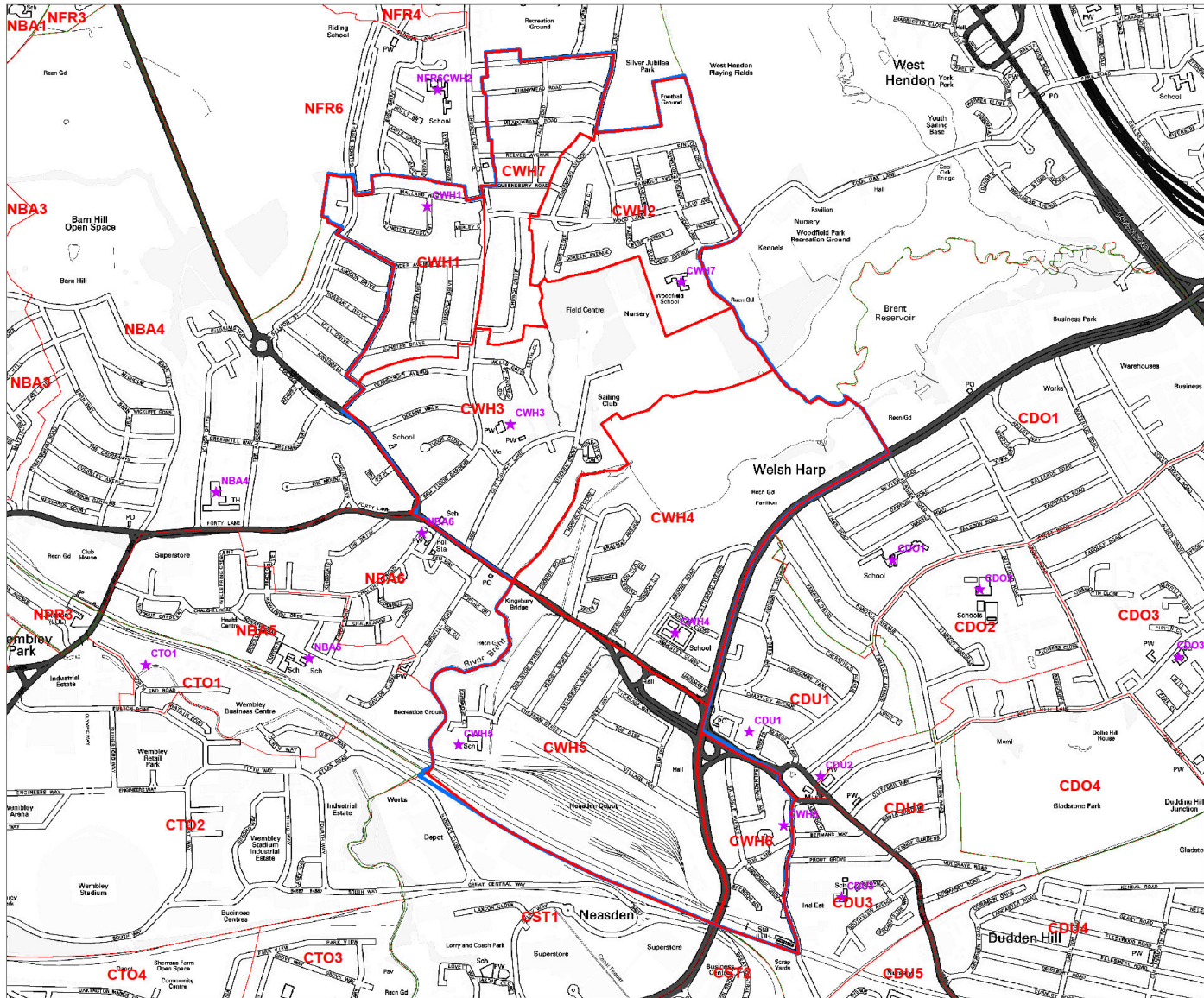
Legend


- ★ Polling Places
- Tokyngton Polling Districts
- Tokyngton Ward



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Welsh Harp






BRENT COUNCIL

CWH1 - Hut between 21 and 23 Mallard Way at junction with Alington Crescent, NW9
 CWH2 - Fryent Primary School, Church Lane
 CWH3 - St Andrew's New Church Hall, Old Church Lane, NW9
 CWH4 - Wykeham Primary School, Aboyne Road, NW10
 CWH5 - St Margaret Clitherow RC JM & I School, Quainton Street, NW10
 CWH6 - Hut on Crispian Close Car park, off Neasden Lane, NW10
 CWH7 - Woodfield School, Room 9, Glenwood Avenue, NW9

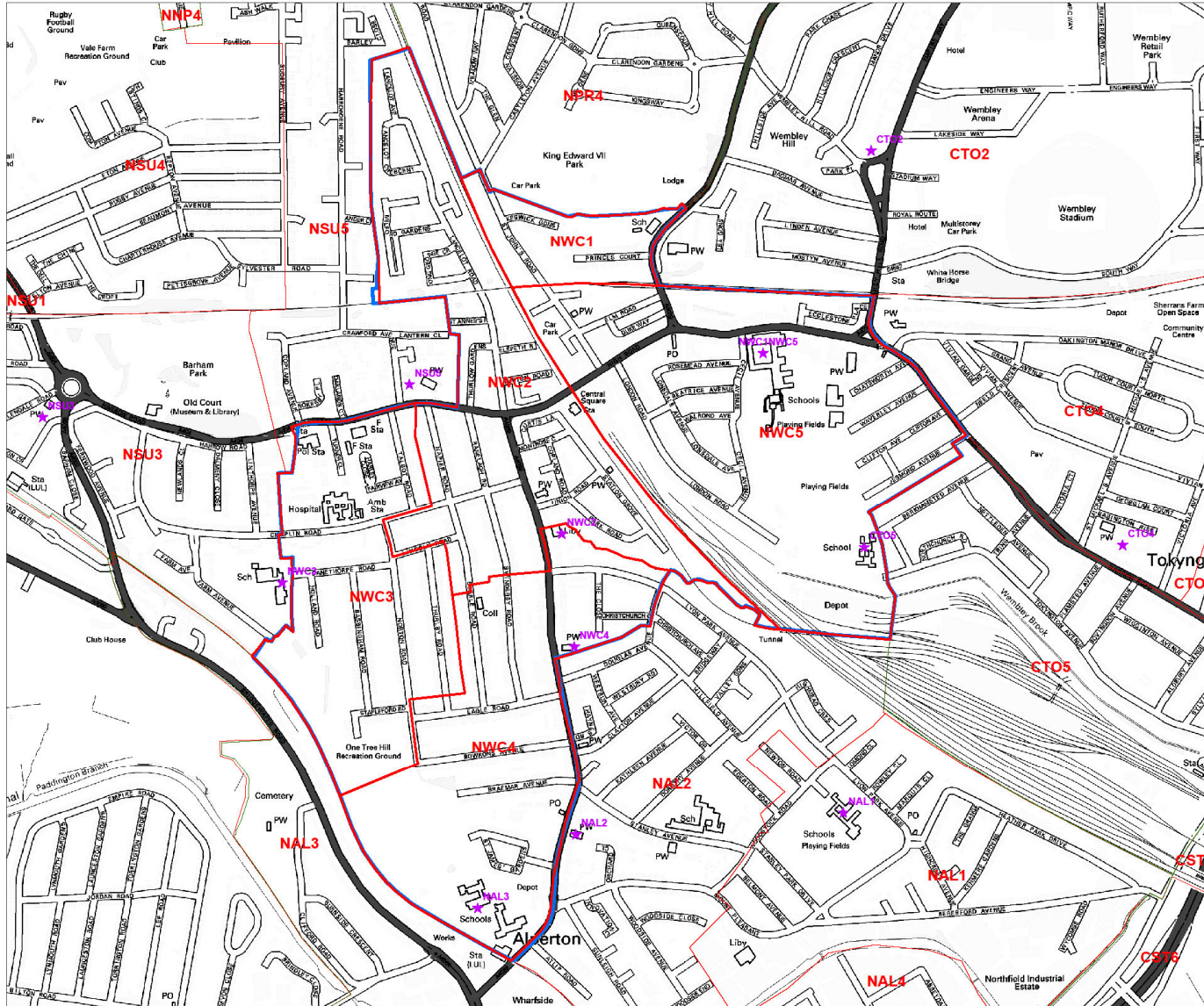
Legend

- ★ Polling Places
- Red outline Welsh Harp Polling Districts
- Blue outline Welsh Harp Ward



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Wembley Central



- NWC1 - Copland Community School, Cecil Avenue, Wembley
- NWC2 - Hut outside Ealing Road Library, Ealing Road, Wembley
- NWC3 - Barham Primary School, Danethorpe Road, Wembley
- NWC4 - Methodist Church Hall, Ealing Road, Wembley
- NWC5 - Copland Community School, Cecil Avenue, Wembley

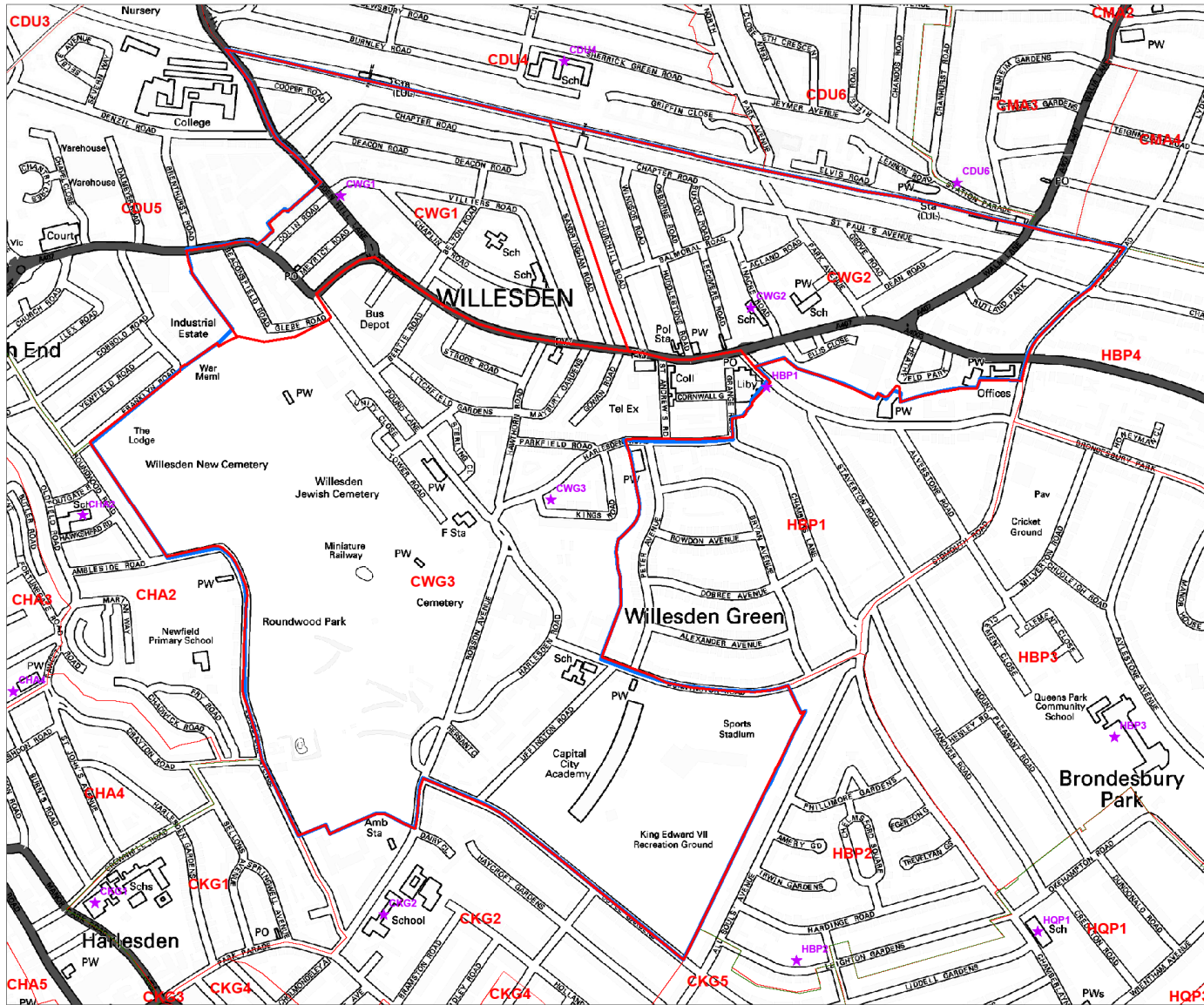
Legend


- Polling Places
- Wembley Central Polling Districts
- Wembley Central Ward



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 Produced by the GIS Development Team

Willesden Green






BRENT COUNCIL

CWG1 - Leanne Constantine Centre, 43-47 Dudden Hill Lane, NW10 2ET
 CWG2 - St Mary Magdalen's RC JM School, Linacre Road, NW2
 CWG3 - Kings Hall, 155 Harlesden Road, NW10 2BS

Legend

- ★ Polling Places
- ▭ Willesden Green Polling Districts
- ▭ Willesden Green Ward



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