



LONDON BOROUGH OF BRENT

MINUTES OF THE CABINET

Held in the Conference Hall, Brent Civic Centre on Monday 8 April 2024 at
10.00 am

PRESENT: Councillor M Butt (Chair), Councillor M Patel (Vice-Chair) and Councillors Donnelly-Jackson, Farah, Grahl, Knight, Nerva and Tatler.

Also present: Councillors Hirani & Maurice

1. **Apologies for Absence**

Apologies for absence were received from Councillor Krupa Sheth (Cabinet Member for Environment, Infrastructure & Climate Action) and Rachel Crossley (Corporate Director Care Health & Wellbeing) with Claudia Brown (Director Adult Social Care) attending as her representative.

2. **Declarations of Interest**

No declarations of interest were made during the meeting.

3. **Minutes of the Previous Meeting**

Cabinet **RESOLVED** that the minutes of the previous meeting held on Monday 11 March 2024 be approved as a correct record.

4. **Matters Arising (if any)**

None.

5. **Petitions (if any)**

5.1 Traffic Calming Measures and Traffic Restrictions on Chamberlayne Road, Kensal Green, NW10

Councillor Muhammed Butt (as Leader of the Council) welcomed Fiona Mulaisho (as Chair of the Kensal Rise Residents Association) to the meeting, who had been invited to speak in support of a petition containing over 250 signatures highlighting a number of safety concerns relating to the volume and speed of traffic along Chamberlayne Road, Kensal Green, NW10 and seeking additional traffic calming measures designed to improve pedestrian safety and reduce overall volumes of traffic. In welcoming the opportunity to speak on behalf of local residents, Fiona Mulaisho, began by drawing attention to the number of personal injury accidents recorded along the road between 2020 – 2023. Whilst welcoming the measures introduced to enhance traffic flow and road signage in the area, in support of the Kensal Rise Corridor Scheme, she advised the petition was calling on the Council to conduct a more detailed local traffic review and implement additional traffic

calming and safety measures along Chamberlayne Road, particularly given the proximity of local schools in the area and in support of proposals formulated by local residents designed to provide a practical solution to the concerns identified.

Councillor Nerva (Cabinet Member for Public Health and Adult Social Care and local ward councillor for Queens Park) also spoke in support of the petition and action being sought by residents to address the concerns identified. As part of the approach outlined, Councillor Nerva highlighted the need to encourage enhanced police enforcement of the existing 20mph zone in the area and also expressed support for the potential establishment of a community road watch scheme by local residents working in partnership with the police, along with enhance signage as additional speed management initiatives. Whilst recognising that part of the area had already been included within the wider Queens Park Neighbourhood Traffic Study, Councillor Nerva advised he would also be keen to encourage the involvement of Transport for London (TfL) in a wider review of traffic and transport issues focussed on the southern part of the borough as part of a package of measures designed to address the concerns highlighted, including air quality.

In response, Councillor Muhammed Butt (responding as Leader of the Council on behalf of Councillor Krupa Sheth - Cabinet Member for Environment, Infrastructure and Climate Action) firstly thanked Fiona Mulaisho for attending Cabinet and all those who had signed the petition for taking the time to ensure their views were represented and assured residents that the safety concerns raised had been acknowledged with the Council committed, working within available resources, to the enhancement and improvement of road safety across the borough. Given the reference to speed management and enforcement issues he also advised that the concerns relating to Chamberlayne Road would be raised with the local police Safer Neighbourhood Team for further review and consideration. Whilst recognising the concerns highlighted, and specific measures being sought by local residents including the installation of speed cameras, Councillor Muhammed Butt felt it important to highlight the limited funding available to the Council to prioritise these measures given the significant reduction in funding TfL were now able to provide under their annual Local Implementation Plan (LIP) programme along with the role of TfL in prioritising and managing the installation of speed cameras, the programme for which had currently been paused. Notwithstanding this position, Councillor Muhammed Butt advised that the Council would continue to work with TfL to highlight the concerns identified and encourage consideration of the area as a priority once the programme resumed, including roll out of an e-bus fleet. Alongside this, the Leader advised that the Council would also continue investigating a number of improvements in the area including the introduction of new road markings and signage to improve visibility of pedestrian crossing points and make drivers aware of the need to slow down and observe the 20mph restrictions, with a further assessment of accident data in considering options for funding as part of the 2025-26 programme of traffic safety works also proposed.

5.2 Installation of Pelican Crossing between Kenton Road, Kenton Lane & Woodcock Hill

Councillor Muhammed Butt (as Leader of the Council) then moved on to welcome Gail Hovey (Science College Project Manager at St Gregory's Catholic Science College, Kenton & Secretary Kenton Area Traders' Association) who had been invited to speak in support of a petition containing 657 signatures highlighting a

number of concerns relating to road and pedestrian safety and supporting the installation of additional safety measures, including a pedestrian crossing at the junction of Woodcock Hill, Kenton Lane and Kenton Road. In addressing Cabinet, Gail Hovey began by pointing out that the petition was also supported by Councillors Hirani & Maurice (as local ward councillors) and a number of schools and members of the local community in the surrounding area and advised of her school's active involvement in the TfL Travel for Life scheme, for which they were due to achieve Gold Accreditation by the end of the academic year. Reference was also made to an extract from a letter written by Year 11 pupils to the local MP detailing concerns relating to the safety and confidence of pupils and pedestrians having to cross roads in the immediate vicinity of the school and supporting the installation of a pedestrian crossing at all four of the crossroads at the Kenton Road, Kenton Lane and Woodcock Hill junction. Highlighting recent accident data, members were advised that the petitioners did not feel the current pedestrian crossing, which only served one side of the junction, was sufficient due to its placement and confusing road markings.

Referring to the outcome of a recent study conducted by the Council's Healthy Streets and Parking Team, which had concluded that whilst it may be possible to install enhanced pedestrian facilities in the area these would require additional funding and further consultation with TfL and Harrow Council (given the potential impact on the current road network and buses) Gail Hovey advised the petitioners were seeking a more detailed local study to understand the impact on all road users, including pedestrians. Whilst welcoming the proposed installation of an additional pedestrian crossing on Woodcock Hill the petitioners felt that this would only address part of their concerns with members advised of the significant number of pupils (24%) attending St Gregory's Catholic Science College who still travelled by car given concerns about the safety of them using public transport, cycling or walking to school and number of additional pupils (17%) who had advised cycling would be their preferred mode of transport if it was felt safer for them to do so.

In concluding, Gail Hovey advised the petitioners were seeking further consideration of the way in which pedestrian safety could be improved in the area by implementing additional traffic calming and reduction measures whilst also encouraging the use of more active modes of travel including the introduction of cycle lanes on the wide pavements along Kenton Road and installation of a controlled pedestrian crossing facility to all sections of the Woodcock Hill, Kenton Lane and Kenton Road junction. Confirmation was also sought on the allocation of funding within the Local Implementation Programme (LIP) for pedestrian safety improvements on Kenton Road and whether this was the funding allocated for the pedestrian crossing on Woodcock Hill.

In response, Councillor Muhammed Butt (again responding as Leader of the Council on behalf of Councillor Krupa Sheth - Cabinet Member for Environment, Infrastructure and Climate Action) thanked Gail Hovey for attending Cabinet and all those who had signed and were supporting the petition for highlighting the concerns expressed in relation to the safety of pedestrians crossing the junction of Kenton Road with Woodcock Hill and Kenton Lane. Whilst recognising the concerns highlighted and specific measures being sought by local residents, Councillor Muhammed Butt felt it important to once again highlight the limited funding available to the Council to prioritise these type of measures, given the significant reduction in funding TfL were now able to provide under their annual Local Implementation Plan

(LIP) programme and number of requests being received. The role of TfL in the management and maintenance of traffic signals across London was also outlined which, whilst focussed on the impact and benefits in relation to accident reduction at specific locations, would also need to include consideration of the impact on the surrounding road and traffic network and bus journey times.

In response to concerns raised relating to road safety and the absence of controlled pedestrian crossing facilities for all sections of the junction the Council had secured funding, as part of its 2023/24 LIP programme, to commission a feasibility study for the introduction of new pedestrian facilities at the junction which had included pedestrian and traffic surveys as well as modelling to identify potential impacts on network performance. Whilst the study had identified that it may be possible to introduce pedestrian facilities on the three arms of the junction where they were currently absent this would be likely to involve significant utility works on Kenton Lane that could increase delays to traffic and buses on Kenton Road and lead to traffic displacement on residential streets. As a result, a further assessment had been undertaken to investigate the option of providing a single additional pedestrian facility at the junction over Woodcock Hill, which had been identified as possible. Further detail would, however, need to be provided following the meeting on the specific use of the LIP funding identified for pedestrian safety improvements on Kenton Road referred to by Gail Hovey during her presentation.

Whilst confirming that the Council would continue to work with TfL in order to highlight the funding priorities and needs across the borough, including the possibility of securing the additional pedestrian crossing facilities at the requested sections of the Woodcock Hill, Kenton Lane and Kenton Road junction it was pointed out that the process could take between 12-18 months to complete, based on a potential public consultation held towards the end of the year meaning any subsequent improvements would be unlikely to be programmed until Autumn 2025. In the meantime, however, he ended by highlighting that the Council would continue to explore the possibility of making further improvements to the road markings and signage at the junction along with the phasing of the existing traffic signals designed to improve the visibility of the pedestrian crossing points and provide advanced warning for motorists of pupils travelling to and from school. Support would also continue to be provided for the school in developing their active travel plan and enhancing active travel measures in the area.

5.3 Objection to the Academisation of Byron Court Primary School

As the final petition to be presented at the meeting, Councillor Muhammed Butt (as Leader of the Council) then moved on to welcome Matt Paul, who joined the meeting as an online participant (representing the Support Byron Court Campaign Group a coalition of parents and staff from Byron Court Primary School) and been invited to speak in support of a petition with over 1300 signatures seeking to oppose and stop the academisation of Byron Court Primary School in response to the school having been inspected by Ofsted in November 2023 and judged by them to be inadequate. In addressing Cabinet, Matt Paul highlighted a number of concerns relating to the inspection process, pointing out that the final judgement was not felt to reflect the experiences of many parents or a majority of staff at the school with no consideration also given to the context in which the inspection had occurred given the major changes in school leadership, disruption caused by the pandemic and forthcoming changes to the Ofsted inspection process itself.

Of greater concern to the petitioners, however, was the automatic process of academisation introduced by the Government for any local authority school rated as inadequate, which had now commenced at Byron Court and was opposed by almost two-thirds of parents and the majority of staff. In highlighting the lack of any formal influence by parents and staff in relation to this process, concerns were also raised in relation to the Multi Academy Trust (Harris Federation) selected by the Department for Education (DfE) to take over the running of the school due to their limited local presence and connection to Brent, approach towards pupil behaviour management and industrial relations. As a result, it was felt the approach adopted would risk the loss of what was felt to be an inclusive and happy learning environment and school community alongside the loss of many staff and ultimately the current identity of the school. Referring to the fact Ofsted had affirmed their commitment, as part of their Big Listen public consultation, to prioritise the interests of children and learners in addition to considering the long-term impact of inspections, Matt Paul advised the petition was calling for a reinspection of Byron Court School under any revised inspection framework, recognising the new leadership structure now established within the school and improvements implemented since the previous inspection alongside new Ofsted guidance (published shortly after the last inspection).

To conclude, Matt Paul thanked Councillor Grahl (as Cabinet Member for Children, Young People and Schools) for her support of their campaign which he pointed out had also been backed by the local MP with the petition calling on the Education Secretary to provide the school with sufficient time to make any further necessary improvements. Whilst recognising the legal obligations on the Council, the petition was also seeking support from the Council, as part of their commitment towards promoting and protecting community schools, to support the efforts being made to save Byron Court School based on the following specific actions:

- (1) To provide or support the recruitment of additional members of school leadership staff, recognising the immediate lack of capacity and significant pressures faced by existing staff.
- (2) To ensure that joint work via the Rapid Improvement Group was both succeeding and also being monitored.
- (3) To lobby the DfE and Ofsted to reinspect the school to reflect recent improvements and delay the Academy Order being implemented (which had also been supported by both Barry Gardiner as local MP and the NEU General Secretary) for which there had been previous precedents set involving a number of schools having their Orders withdrawn.

In response, Councillor Grahl (as Cabinet Member for Children, Young People and Schools) thanked everyone involved in support of the petition and recognised the level of concern highlighted in relation to the Ofsted inspection and accompanying process. As a local authority, Councillor Grahl assured the petitioners of the Council's commitment to seeing all schools excel and the provision of outstanding education for all children across the borough recognising the level of concern and anxiety arising from the outcome of the recent Ofsted inspection and rating of the Byron Court Primary School as inadequate. As a result, an assurance was provided of the support being provided to staff and parents at the school in order to

clarify the process and deliver the improvements identified. The work being undertaken to support these improvements was also highlighted in terms of the Rapid Improvement Group which had been established in September 2022 and had been providing structured support to the school across many areas including Early Years, Safeguarding, SEND, leadership and pupil progress. This had also been supported by the recruitment of new governors and building of additional leadership capacity that would be in place following the Easter holiday period with the Council also continuing to meet regularly with the school's senior leadership team in order to advise and monitor the implementation of improvement measures. Whilst the aim of these measures had been to support the school in moving forward, the outcome and timing of the Ofsted inspection had unfortunately resulted in the automatic imposition of an Academy Order by the Secretary of State for Education.

In pointing out this had not been a local authority decision, members were reminded of the legal obligation placed on the Council to take all reasonable measures to facilitate and not seek to oppose or delay the academisation process with little input available over the timing for this or any future inspection. Nevertheless, in acknowledging the injustice felt by many parents and staff, Councillor Grahl advised that she had written to the London Advisory Board, urging them to consider delaying academisation in order to allow time for the school to embed improvements and be re-examined, with disappointment expressed at the lack of response and decision of the Board to proceed despite the widespread opposition to the academy order.

Furthermore, Councillor Grahl expressed her concern at the way in which this process had highlighted what she felt to be the undemocratic and counteractive nature of current education policy and lack of trust in the current way the Ofsted process, both in terms of pressure on staff and the use of single word judgements to assess the running of schools, which was no longer felt to be fit for purpose. As a result, she highlighted her support for the abolition of these single word judgements and complete overhaul of the inspection regime including the forced academisation of schools, on which she would continue to lobby for a change in legislation and approach.

Whilst recognising the role played by academies in delivering education across Brent and excellent relationship with those academies already operating in the borough, Councillor Grahl advised the Council was also aware of the legitimate concerns about how the process affecting Byron Court would affect the ethos, character and inclusive nature of the school. As a result, she advised assurance would continue to be sought from the new academy trust on how these concerns would be addressed with the Council continuing to be a strong advocate for both inclusivity and good terms and conditions for staff moving forward.

In concluding her response, Councillor Grahl assured the petitioners and campaign group of the Council's full commitment, despite the current academisation proposals, to support the work relating to the ongoing improvement of Byron Court School recognising its unique character as a community school in offering a safe, happy and fulfilling education for its pupils.

6. Reference of item considered by Scrutiny Committees (if any)

There were no references from the Community & Wellbeing or Resources & Public Realm Scrutiny Committees submitted for consideration at the meeting.

7. **EDI Strategy 2024 - 2028**

Councillor Donnelly-Jackson (Cabinet Member for Customers, Communities & Culture) introduced a report presenting the Council's new Equity Diversity and Inclusion (EDI) Strategy for the next four years 2024-28 and supporting components including the engagement findings report, Corporate Anti-Racism Action Plan, the UNISON Anti-Racism Charter and London Local Government Anti-Racism Statement. The report also outlined next steps in relation to driving the Council's ambitions through a new Equity, Diversity & Inclusion (EDI) Board and establishing an EDI dashboard of performance indicators to monitor progress.

In considering the report Cabinet noted the commitment within the strategy to tackle inequalities and support individuals and families and Council's workforce in reaching their full potential recognising the need to celebrate, engage and empower the diverse range of local communities represented across the borough to work together in terms of delivering the overarching focus of the strategy around "inclusivity". In outlining the extent and comprehensive nature of consultation and engagement in development of the strategy, members were advised that the core objectives identified as a result had been as follows:

- Inclusion: Accessibility & Cohesion
- Narrowing the Gap: Tackling Inequalities
- Establishing an Inclusive Workforce - which members were advised moved beyond diversity representation and was focussed in fostering an inclusive work environment.

In commending the strategy to Cabinet, Councillor Donnelly-Jackson ended by thanking all those involved in the engagement process and development of the strategy given the focus in seeking to further advance equality of opportunity, foster good community relationships and ensure Brent remained an inclusive borough on which the outcomes being delivered as a result would be monitored on a regular basis.

Members welcomed development of the EDI strategy alongside the Corporate Anti-Racism Action Plan, which it was noted formed a key component in terms of the overall framework and delivery of the ambitions and objectives outlined. Support was also expressed for the work being undertaken to establish a formal monitoring process and range of Performance Indicators that would be used to monitor progress through the newly established EDI Board, with members keen to ensure the associated work linked to delivery of the strategy was supported through the provision of necessary funding support.

In commending the comprehensive nature of the strategy, members further welcomed the specific inclusion of a focus around health inequalities (in partnership with health providers and recognising the work of Brent Health Matters) and also the activity proposed to address disproportionality in relation to attainment levels for vulnerable groups including looked after children, children and young people with

special educational needs and children of specific ethnicities in partnership with schools, as part of the objective relating to Narrowing the Gap: Tackling Inequalities. Support was also expressed for the activity outlined in seeking to sign up to both the UNISON Anti-Racism Charter and also London Local Government Anti-Racism Statement.

In thanking all those involved for their work in development of the EDI Strategy Cabinet **RESOLVED**:

- (1) To endorse the EDI Strategy 2024-28 and Corporate Anti-Racism Action Plan (as detailed within Appendices A and B of the report).
- (2) To endorse signing up to the UNISON Anti-Racism Charter and London Council Anti-Racism Statement (as detailed within paragraph 3.2.15 of the report) as tools that would further complement the Council's ambitions and commitment around anti-racism.

8. **Sudbury Town Neighbourhood Forum Application for Neighbourhood Forum Status**

Councillor Tatler (Cabinet Member for Regeneration, Planning & Growth) introduced a report detailing the responses received to a consultation undertaken on an application for Sudbury Town Neighbourhood Forum status and seeking a decision on the subsequent designation of the Sudbury Town Neighbourhood Forum.

In presenting the report, Councillor Tatler reminded members of the original background behind the introduction of neighbourhood planning which had been to provide residents and businesses in a specific area with the opportunity to engage in the identification of localised planning policies designed to assist in shaping development outcomes across the relevant area. Where local communities wanted to take up these opportunities there was a requirement to establish a Neighbourhood Forum as the relevant "qualifying body" with a requirement for Forum status to be renewed every five years. In reminding members of the background and history to establishment of the original Forum and decision taken in November 2023 to refuse an application from Sudbury Town Residents Association (STRA) for renewal of their Forum status, Cabinet were advised of the progress which it had subsequently been possible to make in taking forward an alternative application for Sudbury Neighbourhood Area Forum status received from "Sudbury Matters" with support from independent consultants (Urban Vision). As an outcome of that process a revised application had been submitted under the amended title of Sudbury Town Neighbourhood Forum applying to the same geographical area as the original Sudbury Neighbourhood Area.

As required, the current application had been subject to a statutory consultation process which had run from January – February 2024 with a summary of the responses detailed within Appendix A of the report. On the basis of the outcome of the consultation process and time which had passed since the decision to refuse renewal of STRAs application, members were now being asked to consider designation of Sudbury Town Neighbourhood Forum for Neighbourhood Forum status.

Members were supportive of the approach outlined, having noted the constructive nature of engagement with the Sudbury Town Neighbourhood Forum in seeking to progress their application, way in which the application had met the relevant criteria for consideration and positive nature of the responses received as part of the consultation process indicating strong support for the Forum to represent the area.

Officers were thanked for their work in seeking to progress the Neighbourhood Forum application and in welcoming the collaborative and constructive nature of the relationship with the prospective Forum along with their openness and willingness to represent the whole community in seeking to improve the locality it was **RESOLVED** having considered the responses received to the consultation undertaken on designation of the Sudbury Town Neighbourhood Forum and associated officer responses, as set out in Appendix A of the report.

(1) To approve, having taken into account the material submitted in support of the application (as set out in Appendices B, C, D and E of the report) the designation of the Sudbury Town Neighbourhood Forum.

9. **SCIL request for a new Publicly Accessible Courtyard and new Community Centre in Wembley**

Councillor Tatler (Cabinet Member for Regeneration, Planning & Growth) introduced a report seeking approval for use of Strategic Community Infrastructure Levy (SCIL) funding to support the delivery of a new publicly accessible courtyard garden and new fully fitted out community centre, including a contribution towards lifetime maintenance costs, as part of the Council's Wembley Housing Zone regeneration.

In considering the report, Cabinet noted the wider regeneration as well as housing benefits identified in relation to delivery of the Wembley Housing Zone and the potential to drive further opportunities to revitalise that stretch of Wembley High Road and Town Centre including not only new housing, but also business workspace, employment opportunities, highway and public realm improvements. As part of these proposals, use of SCIL was being sought to deliver a new public courtyard garden within the development in order to increase access to open space with the added benefit of supporting community wellbeing and quality of life as well as to provide new play spaces for children and a new community centre providing valuable social infrastructure. In terms of funding, Members were advised that £5.267m was due to be generated as Brent Community Infrastructure Levy receipts from the scheme with the net CIL request for delivery of the infrastructure outlined in the report therefore being £5.96m, which would include a contribution towards lifetime maintenance costs designed to assist in unlocking growth in the area for the benefit of local residents, business and communities.

Members were also keen to recognise the positive impact being created through the use of SCIL as part of the wider programme of regeneration activity and its associated benefits for local communities across the borough, with thanks expressed for the work being undertaken to deliver the ongoing programme of growth and regeneration across the borough given the benefits identified for both current and future residents.

In support of the benefits identified and ongoing commitment to create long lasting and positive change for local communities across the borough supported by associated infrastructure, Cabinet **RESOLVED** to approve up to £11.23m Strategic Community Infrastructure Levy to deliver a new publicly accessible courtyard garden and new fully fitted out community centre, including a contribution towards lifetime maintenance costs, as part of the Council's Wembley Housing Zone regeneration.

10. **Award of 0-19 Public Health Contract (Health Visiting and School Nursing)**

Councillor Nerva (Cabinet Member for Public Health & Social Care) introduced a report seeking approval to the direct award of a contract in respect of Children's Public Health 0-19 years (Health Visiting and School Nursing) with Central London Community Health Care NHS Trust pursuant to the Provider Selection Regime.

In considering the report, members noted the outline provided in relation to the procurement options available for reprovision of the service following introduction of the new Provider Selection Regime (PSR) and wider changes introduced to commissioning arrangements across the health and social care sector as a result of the Health & Care Act 2022. In recognising the importance of the public health services provided under the contract in relation to the role of health visiting and school nursing and their value as part of an integrated offer of early intervention and prevention for families linked to expanded use of the Family Wellbeing Centres and wider links with delivery of the Health & Wellbeing Strategy, Members advised they were supportive of the approach outlined within the report involving a direct award of contract.

As a result, Cabinet **RESOLVED**:

- (1) To approve the pre-tender considerations set out in paragraph 3.5 of the report.
- (2) To approve the direct award a contract in respect of Children's Public Health Services 0-19 Years (Health Visiting and School Nursing) to the provider Central London Community Health Care NHS Trust for 2 years.

11. **Exclusion of Press and Public**

There were no items that required the exclusion of the press or public.

12. **Any other urgent business**

There were no items of urgent business.

The meeting ended at 10.50 am

COUNCILLOR MUHAMMED BUTT
Chair