

Notice of Meeting

OVERVIEW AND SCRUTINY COMMITTEE

Tuesday, 9 July 2024 - 7:00 pm
Council Chamber, Town Hall, Barking

Members: Cllr Glenda Paddle (Chair); Cllr Dorothy Akwaboah (Deputy Chair); Cllr Andrew Achilleos, Cllr Manzoor Hussain, Cllr Donna Lumsden, Cllr Regina Rahman, Cllr Paul Robinson, Cllr Muazzam Sandhu, Cllr Phil Waker and Cllr Mukhtar Yusuf

Co-Opted Members (for education matters only): Rev. Mark Adams, Sarfraz Akram, Sajjad Ali and Glenda Spencer

By Invitation: Cllr Syed Ghani, Cllr Elizabeth Kangethe and Cllr Dominic Twomey

Date of publication: 28 June 2024

Fiona Taylor
Chief Executive

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AGENDA

1. Apologies for Absence

2. Declaration of Members' Interests

In accordance with the Council's Constitution, Members are asked to declare any interest they may have in any matter which is to be considered at this meeting.

3. Minutes - To confirm as correct the minutes of the meeting held on 17 April 2024 (Pages 3 - 6)

4. Update on Quality of schools' recovery post Covid 19 (Pages 7 - 28)

5. **Update: How are we incorporating Race & Social Justice work into our schools' education programmes (Pages 29 - 50)**
6. **Metropolitan Police Update (Pages 51 - 61)**
7. **Work Programme (Pages 63 - 65)**

The Committee are asked to note the work programme.

8. **Any other public items which the Chair decides are urgent**
9. **To consider whether it would be appropriate to pass a resolution to exclude the public and press from the remainder of the meeting due to the nature of the business to be transacted.**

Private Business

The public and press have a legal right to attend Council meetings such as the Overview & Scrutiny Committee, except where business is confidential or certain other sensitive information is to be discussed. The list below shows why items are in the private part of the agenda, with reference to the relevant legislation (the relevant paragraph of Part 1 of Schedule 12A of the Local Government Act 1972 as amended).
There are no such items at the time of preparing this agenda.

10. **Any confidential or exempt items which the Chair decides are urgent**

Our Vision for Barking and Dagenham

**ONE BOROUGH; ONE COMMUNITY;
NO-ONE LEFT BEHIND**

Our Priorities

- Residents are supported during the current Cost-of-Living Crisis;
- Residents are safe, protected, and supported at their most vulnerable;
- Residents live healthier, happier, independent lives for longer;
- Residents prosper from good education, skills development, and secure employment;
- Residents benefit from inclusive growth and regeneration;
- Residents live in, and play their part in creating, safer, cleaner, and greener neighbourhoods;
- Residents live in good housing and avoid becoming homeless.

To support the delivery of these priorities, the Council will:

- Work in partnership;
- Engage and facilitate co-production;
- Be evidence-led and data driven;
- Focus on prevention and early intervention;
- Provide value for money;
- Be strengths-based;
- Strengthen risk management and compliance;
- Adopt a “Health in all policies” approach.

The Council has also established the following three objectives that will underpin its approach to equality, diversity, equity and inclusion:

- Addressing structural inequality: activity aimed at addressing inequalities related to the wider determinants of health and wellbeing, including unemployment, debt, and safety;
- Providing leadership in the community: activity related to community leadership, including faith, cohesion and integration; building awareness within the community throughout programme of equalities events;
- Fair and transparent services: activity aimed at addressing workforce issues related to leadership, recruitment, retention, and staff experience; organisational policies and processes including use of Equality Impact Assessments, commissioning practices and approach to social value.

MINUTES OF OVERVIEW AND SCRUTINY COMMITTEE

Wednesday, 17 April 2024
(7:00 - 9:04 pm)

Present: Cllr Glenda Paddle (Chair), Cllr Dorothy Akwaboah (Deputy Chair), Cllr Ingrid Robinson, Cllr Paul Robinson, Cllr Muazzam Sandhu and Cllr Phil Waker;

Apologies: Cllr Andrew Achilleos, Cllr Donna Lumsden, Cllr Fatuma Nalule and Cllr Mukhtar Yusuf

41. Declaration of Members' Interests

There were no declarations of interest.

42. Minutes (24th January 2024 and 13th March 2024)

The minutes for the meeting held on 24th January 2024 subject to amendments to included omitted information regarding item 34 (Budget Strategy 2024/25 and 2025/26) and 13th March 2024 were confirmed as correct.

43. London Borough of Barking and Dagenham Local Government Association led Public Health Peer Review

The Director of Public Health and the Cabinet Member for Adult Social Care and Health Integration presented a report on a Public Health Peer Review for the London Borough of Barking and Dagenham.

In February 2024, the Local Government Association (LGA) conducted a Public Health peer challenge which focused on how partnership working, vision and strategy, and the use of resources was used to improve the health and wellbeing of Barking and Dagenham residents.

The LGA produced the following recommendations as a result of the public health peer challenge:

- Help to support cross-council work on the wider determinants of health by developing a health in all policies approach;
- Reflect on executive place leadership arrangements as the Council developed;
- Rationalised strategies, commitments, and priorities into one smart Barking and Dagenham prioritised delivery plan;
- Agree on a model of joint commissioning including procurement considering where Public Health can best add value in needs analysis and evaluation;
- Create a single team for data intelligence and modelling demand across council and partners; and
- Design and embed a joint vision for integrated locality working.

Health in All Policies (HiAP) was key in acting on wider determinants of health such as inequalities and climate change. There needed to be a collaborative approach for HiAP by incorporating health considerations into decision-making

across all sectors and policy areas.

The Marmot Review 2010 highlighted the need for action against six policy areas that would address health inequalities which were reflexed in the Council's Corporate Plan Priorities; however, there was an ongoing challenge for the Council to bring the Corporate Plan into reality.

The Council was working on three key areas of practice which were:

- A focus on a specific public health issue;
- A focus on a key policy area; and
- Embedding health and equalities in wider council processes

The Committees in Common allowed GP's and NHS staff to sit in a collaborative partnership with the Council over decisions on health across the Borough and had signed up with the HiAP.

A question was posed by the Committee on an estimated timescale for delivering the recommendations. The Cabinet Member advised the committee that the Council would be undertaking a huge amount of work to deliver the recommendations.

Currently there were 33 GP practices within the borough and a question was raised on whether the voluntary sector had played a role in easing the pressures on practices across the Borough. The Committee was informed that there were monthly pop-up sessions across the Borough which allowed residents to get greater access to healthcare. Most of the GP's within the Borough had already signed up to do the pop-up health sessions.

A question was raised on what the Council had done to prevent childhood obesity. The Council introduced a program called Henry that was designed to tackle childhood obesity which involved work with the whole family. The Council was taking a new approach by decommissioning a lot of previous programs that had little effect on childhood obesity. The Director of Public Health explained to the committee that calorie intake was only a part of the problem for childhood obesity. There was a lack of physical activity in children which was another contributing factor in childhood obesity. The Council needed to create an environment within the Borough that promoted physical activity and play for children. The Cabinet Member suggested that the Council needed to create more community opportunities such as using unused grass spaces as growing plots.

The Committee touched upon the issue that people may not have the knowledge needed to cook fresh vegetables leading to the consumption of unhealthy foods. The Cabinet Member informed the Committee that the Council was working with 50 convenience stores across the borough who were given healthier choice packs to display and sell. There was also a proposal to open the 45 fully equip school kitchens within the Borough to teach families how to cook healthy food. A suggestion was made for the Council to get free / cheap healthy food to give to vulnerable residents once the three markets start operations within the Borough.

The Committee inquired about dentistry services within the Borough including out of hours dentistry. The Cabinet Member confirmed that there was an out of hours

dentistry service across North-East London. The dentistry services within the borough were stretched however, the Council was in the final stages of agreements to open a dentistry school, allowing more vulnerable people within the borough to have access to dentistry services.

The report was noted.

44. Report on the OFSTED Inspection of Children's Services Improvement Plan

The Commissioning Director for Care and Support, the Operational Director for Children's Care and Cabinet Member for Children's Social Care & Disabilities presented a report on OFSTED Inspection of Children's Services Improvement Plan.

The Council was subjected to a Standard Inspection in July 2023 under the OFSTED Inspection of Local Authority Children's Service (ILACS) framework. The result of the inspection suggested there needed to be improvements made on the Council's Children's Services. The Council was required to develop and publish an improvement plan which covered eight recommendations made by OFSTED.

There had been a vast improvement within the Children's Services since the improvement plan was published on 11 December 2023; however, due to the current financial restraints faced by the Council, the improvement of the Children's Services had slowed down. The Operational Director for Children's care detailed improvements that had been made on the following OFSTED recommendations, which included:

1. Timeliness of strategy meetings.
2. The capacity, quality, consistency and impact of supervision and management oversight.
3. Assessment and decision-making for children experiencing neglect.
4. Timeliness of pre-proceedings pathways
5. Consistency of response to 16 and 17-year-olds who presented as homeless.
6. Oversight of children's placements in unregistered children's homes.
7. Application of threshold in early help.
8. Life-story work and permanence planning.

Once a year, children's services had an annual engagement meeting with OFSTED where progress was discussed via a self-evaluation document.

The Committee enquired on whether there would be any further improvements regarding placements and whether there were any plans going forward to ease the placement issues and cost. The Commissioning Director for Care and Support informed the Committee that there was a national crisis regarding children's placements; however, there were several pathways that children's services were taking to combat the issue. The Council and OFSTED had produced an efficiency plan which would detail family placements, outside family placements, and prevention.

Concerns were raised on how successful family hubs were in attracting families that need the assistance the hubs had to offer. The Commissioning Director for

Care and Support explained that it was still early days for family hubs; however, there was early evidence that indicated family hubs were working with a reduction in the number of people needing further support. Advertisements detailing the family hubs had been placed around the borough as well as an online presence.

In response from a question asked by the committee regarding long-term child protection plans, the Operational Director for Children's Care advised the committee that children in long-term child protection plans tended to have more complex needs who were in pre-proceeding and tended to be neglected. There was a difficulty with neglected children as often the family environment starts to improve under the supervision of children's services before it starts declining again. The children's services conduct monthly meetings reviewing children who had been on a child protection plan longer than nine months.

There was an intensive supervision training for all managers within children's services, along with meetings with principle social workers. There was inconsistency with between the answers given, with some managers giving in depth answers while other give a check-list response. There had been an improvement made on management oversight and reflective supervision.

A question was raised by the committee regarding strategy meetings with other partners. The Operational Director for Children's Care informed the committee that most of the strategy meetings were held on Microsoft Teams. There was a capacity issue in which the Metropolitan Police had brought in additional staffing. The introduction of the new scheduling system had meant that there was a more efficient use of people's dairies meaning meetings were already booked in.

The Committee asked for clarification on how children's services would measure the outcomes and improvements. The Commissioning Director for Care and Support explained to the Committee that there was a national set of detailed indicators used daily to track the progress of children's services. Most of the indicators had been routinely collected nationally which had helped established the Councils benchmark. There was also an internal programme of audits within the children's services performed by audit teams, children services management, and independent experts.

(Standing Order 7.1 (Chapter 3, Part 2 of the Council Constitution) was extended at this juncture to enable the meeting to continue beyond the two-hour threshold).

OVERVIEW AND SCRUTINY COMMITTEE

9 July 2024

Title: Update on Quality of schools' recovery post Covid 19	
Report of the Commissioning Director Education	
Open Report	For Information
Wards Affected: All	Key Decision: No
Report Author: Jill Baker - Interim head of School Partnerships and Performance	Contact Details: E-mail: jill.baker@lbbd.gov.uk
Accountable Director: Jane Hargreaves – Commissioning Director Education	
Accountable Strategic Leadership Director: Elaine Allegretti, Strategic Director, Children's and Adults	
<p>Summary</p> <p>During the Covid 19 pandemic, schools closed with pupils learning online. Even on their return to school, schools opened and closed, sometimes partially, creating more disruption in the education of our children and young people. Disadvantaged children and young people were particularly affected by the pandemic. The challenges post pandemic to support our pupils was unknown territory for schools. The gaps in curriculum learning were relatively easy to identify and rectify; however, the impact on the wellbeing of our pupils and staff, mental health in particular, is ongoing. Schools are still in recovery mode and will probably be so for many years to come. This is the third report to OSC on this topic.</p> <p>A presentation (Appendix 1) will be given to the Overview and Scrutiny Committee.</p>	
<p>Recommendation(s)</p> <p>The Overview and Scrutiny Committee is recommended to:</p> <ul style="list-style-type: none"> (i) Note the challenges schools face and their successes; and (ii) Use their role to ensure schools can continue to support our children and young people in recovering from impacts of the pandemic 	
<p>Reason(s)</p> <p>The lives of a whole generation of children and young people were disrupted by the pandemic. It is critical that all support schools in their efforts to rebuild the confidence and wellbeing of our children and young people. This work supports the Council's aim of no one left behind. It supports the corporate priorities of supporting residents to live, healthier, happier independent lives and prospering from good education, skills development and secure employment.</p>	

1. Financial Implications

Implications completed by: Kofi Adu (Group Finance Manager)

- 1.1 During Covid, schools were financially supported by the Local Authority and central government to ensure continuity of teaching and learning especially for the most vulnerable pupils.
- 1.2 Schools continued to receive their core funding allocations. This happened regardless of any periods of partial or complete closure and this ensured schools were able to pay staff and meet other regular financial commitments.
- 1.3 The Local Authority also continued to pay top-up and other high needs funding to schools. This ensured that the employment and payment of staff supporting pupils with Special Educational Needs and Disabilities (SEND) continued.
- 1.4 In addition to passporting core funding to schools during Covid, the following additional financial support was provided to schools:
 - COVID 19 catch up premium and Digital Education Platforms;
 - Recovery premium grant;
 - Tutoring fund for disadvantaged pupils;
 - (CJRS) Coronavirus Job Retention Scheme for staff who were furloughed by the school;
 - Funding for exceptional costs incurred by schools relating to premises cost, cleaning costs and Free school Meals; and
 - The Local Authority has also been supporting schools financially with a rolling exceptional one-off payments of not less than £1.6m per annum for the past 3 years to enable schools to manage the increasing cost of dealing with complex cases of pupils with Special Education Needs since Covid.

2. Legal Implications

Implications completed by: Nicola Monerville, Principal Solicitor

- 2.1 This report asks the Committee to note the challenges schools face and their successes and to also use their role to ensure schools can continue to support our children and young people in recovering from impacts of the pandemic.
- 2.2 There are several pieces of legislation which promote Local Authority responsibilities in education including, but not limited to s. 19 of the Education Act 1996 which places a duty on Local Authorities to provide education to children of school age.
- 2.3 S.175 of The Education Act 2002 Act sets out the safeguarding duty of state schools.
- 2.4 The Equality Act 2010 – Providing protection from discrimination on the basis of protected characteristics, such as disability, sex, race and sexual orientation.

2.5 The Children and Families Act 2014 – This legislation introduced Education, Health and Care Plans (EHCPs) to help get education, health care and social care services working together more effectively to meet young people’s needs.

Public Background Papers Used in the Preparation of the Report:

The Prince’s Trust Class of Covid: Report 2022

https://www.princes-trust.org.uk/Document_TheClassofCovid_Report.pdf

Joseph Rowntree report:

[The impact of hardship on primary schools and primary and community healthcare | Joseph Rowntree Foundation \(jrf.org.uk\)](#)

List of appendices:

Appendix 1 – Presentation on Update on Quality of schools’ recovery post Covid 19

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Update: Quality of schools' recovery
post Covid-19

Overview & Scrutiny Committee
9 July 2024

one borough; one community; no one left behind

The current cohort of children and young people – transition points

- Current Y13 taking A Levels and other qualifications – took the very adapted first GCSE exams after Covid. Their Year 9 and Year 10 (First year of GCSE course) was disrupted
- Current year 11 – taking GCSEs. Had very disrupted Years 7 and 8
- Current Year 6 pupils – Taking SATs. Had very disrupted Years 2 and 3
- Current Reception class (end EYFS) started nursery at the end of Covid

Outcomes – Early Years Foundation Stage 2023

The percentage of LBBD pupils achieving a Good Level of Development has increased by 2.7% but is still below that of 2019 (-7.2%). The gap to London has narrowed slightly. In 2019, LBBD was broadly in line with national but is now slightly below. The recovery for our youngest children is slower than for London and national.

Good Level of Development	2019	2022	2023
LBBD	72.4	62.5	65.2 (-7.2)
London	74.0	67.8	69.1 (-4.9)
England	71.8	65.2	67.3 (-4.5)

Key Stage 2 2023

(the gap to national is shown in brackets).

Combined Reading, Writing and Maths	B & D 2019	B & D 2022	B&D 2023	London 2023	National 2023
Expected Standard	65.6 (+0.3)	60.3 (+1.4)	61.0 (+1.2)	66.6	59.8
Higher Standard	11.2 (+0.6)	6.6 (-0.6)	6.1 (-1.9)	12.2	8.0

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The combined Expected Standard in Reading, Writing and Maths is slightly above 2022 but is still below 2019. However, it is slightly above national. The Higher Standard has fallen slightly and is just below national. Maths and Grammar Punctuation and Spelling remain above national at both Expected and Higher Standards.

2023 Outcomes - GCSE

		B & D 2019	B & D 2022	B&D 2023	London 2023	National 2023
9-4 EN & MA		61.9	68.5	66.0	71.2	65.4
9-5 EN & MA		42.6	50.6	48.5	54.1	45.5
English	9-4	75.8	79.0	77.2	80.8	75.0
	9-5	60.6	65.8	64.6	69.1	60.8
Maths	9-4	67.3	72.7	70.1	74.7	70.4
	9-5	47.9	55.4	52.7	58.4	51.0
EBacc including 9-4 in En and Maths		22.1	29.5	25.7	34.4	24.3
EBacc including 9-5 in En and Maths		15.1	20.7	17.7	25.1	17.1
Attainment 8		46.5	49.3	48.0	50.6	46.4
Progress 8		0.17	0.13	0.24	0.27	-0.03

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- Policy of grade deflation in place to counteract inflated teacher assessed grades of Covid
- Few allowances made even though most students still suffering from the disruption of Covid 19
- Pre-pandemic 2019 results provide the best comparison as test conditions very similar
- Nationally, in 2023, there has been a fall in GCSE grades 9-4 for the second year running.
- Although a fall from 2022, LBBD is still bucking the national trend with the improvements made against 2019 with increases in all published headline indicators at Key Stage 4 when compared with 2019; something of an achievement given the context.

2023 Outcomes: Post 16 - Best ever

A level only	B&D 2019	B&D 2022	B&D 2023	London 2023	National 2023
A*-E	96.3	98.4	98.6	97.1	97.1
A*-C	67.2	78.6	78.0	76.8	74.6
A*-B	38.8	53.3	51.5	54.7	51.3
A*/A	14.7	24.3	20.5	28.0	25.1

- Best ever results excluding the pandemic years - real progress for Barking and Dagenham
- A particularly hard year for A Level candidates - first formal examinations since their Key Stage 2 tests at the age of 11
- The best comparator with 2023 - results of 2019 as there were few concessions made despite this cohort having their whole Key Stage 4 experience disrupted by Covid.
- They are either above or close to national average for 2023.
- Even with the potential barriers and the government's stated aim of grade deflation, all headline indicators improved compared with 2019
- Results even matched or exceeded those of 2022 which were teacher assessed during pandemic.
- LBBD sixth forms are highly inclusive so results are impressive
one borough; one community; no one left behind

Looked After Children's outcomes

Some really positive outcomes for our Looked After Children at both Key Stages 2 and 4. Progress 8 is targeted by the Virtual School Team as an area to work on.

Attainment	2019	2020	2021	2022	2023	Rank	Quartile	Latest England Ave
% of Looked After Pupils Reaching the expected standard in Grammar, Punctuation and Spelling	64.0			50.0	-	-	-	50.0
% of Looked After Pupils Reaching the expected standard in Reading, Writing and Maths	59.0			50.0	46.0	19	A	37.0
Children Looked After - KS4 Average Attainment 8 Score	23.0	28.7	22.3	19.9	24.8	17	A	19.4
Children Looked After - KS4 Average Progress 8 score	-0.9			-1.3	-1.4	94	C	-1.3
% LAC Achieving 9-4 pass in English and maths GCSEs	27.3	44.8	30.80	-	35.1	5	A	20.0

Pupil Attendance

School Attendance Headlines – most recent full year data 2022/23

- Overall Absence rate has worsened to 7.0% from the previous year (6.6%) but remains better than national (7.4%).
- Persistent Absence (10% or more missed) rate has worsened by 1.1% to 21.8% and is worse than national 21.2%.
- Severe Absence (50% or more missed) rate has stayed the same for three years 1.2%. Nationally SA has worsened from 1.1% to 2.0% in the same period.

Areas of Strength

- Primary Severe Absence 0.2% better than national.
- Secondary Overall Absence 1.7% better than national.
- Secondary Persistent Absence 4.2% better than national.
- Secondary Severe Absence 1.5% better than national.

Areas of Concern

- Primary Overall Absence 0.7 % worse than national.
- Primary Persistent Absence 4.7% worse than national.
- Special Overall Absence 1.6% worse than national.
- Special Persistent Absence 11% worse than national.
- Special Severe Absence 0.9% worse than national.

Current year attendance data

Year to date information taken from DfE View Your Education Data – Overall Absence is 0.4% better than national. Persistent Absence is 2% worse than national.

*this information should only be treated as indicative as not all schools share their data. 54/60 schools (90%) in LBBB share attendance data.

Outcomes – other

Not in Education Employment or Training (NEET)

In 2023, the borough's NEET + Unknowns increased by 0.6%, wholly due to a rise in NEETs, to 3.6%.

Unknowns fell to 0.0% for the first time ever recorded.

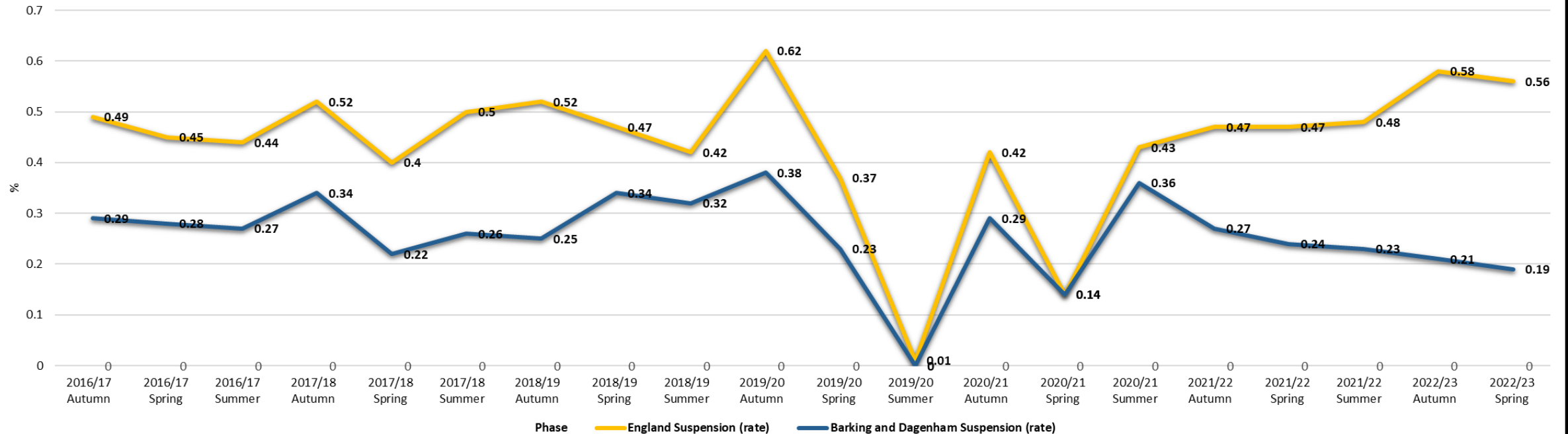
This places the borough in the 2nd quintile nationally (provisional figures). The borough's performance was just below London but better than National Averages, which were 3.4% and 5.4% respectively.

Primary Exclusions Summary

The LA has historically performed well against the national average and we continue to do so against a worsening national trend of primary suspensions. LBBD have invested heavily in a programme of alternative provision which work both in schools via advice and support; and out of school placement. Additionally, the LA has a strong interagency co-working model with health, social care and the third sector.

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**Primary School Suspensions
LA - National comparison 2016 - 2024**

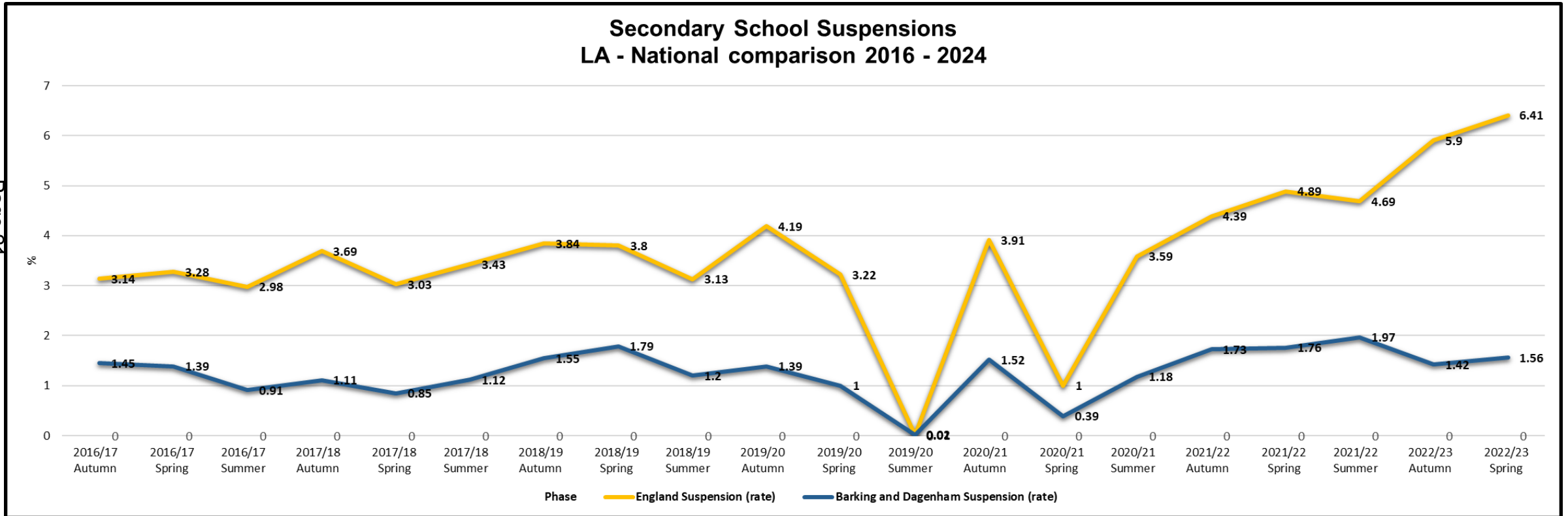


Secondary Exclusions Summary

Secondary suspensions are climbing in LBBDD but not as sharply as the national picture which, post COVID is seeing an unprecedented rise. The most common reasons are persistent disruptive behaviour and assaults. Although these reasons are also dominant in LBBDD, additional factors such as weapons, CCE and drugs also fuel this figure. Again, strong pre-emptive and reactive measures are in place and schools work strongly with the LA and each other sharing intelligence and joint interventions contributing to the depressed figure.

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**Secondary School Suspensions
LA - National comparison 2016 - 2024**



Stresses on the system

- Mental health and anxiety problems still prevalent
- Demand for EHCP assessment remains at high level (now standing at 500 per annum and potentially increasing)
- The cost-of-living crisis continues to impact on our disadvantaged and vulnerable children
- Take up of early years places is still slightly below pre-Covid levels (less than 10%) in actuals. However, percentage take up for 3-and-4-year-olds has increased.
- Shortage of specialist places results in children with complex needs in mainstream. Specialist places in ARPs have increased but still not sufficient.

Staffing

- Staff absence rates continue to be much higher in schools than pre-Covid with Headteachers reporting that staff are still much less resilient
- Severe recruitment issues also continue for teaching assistants, specialist nurses, educational psychologists, speech and language therapists, occupational health therapists
- Impact on all children but particularly the most vulnerable with SEND in both mainstream and special schools exacerbated by the extreme shortage of specialist places

JRF report

The impact of hardship on primary schools and primary and community healthcare: Joseph Rowntree Foundation June 2024

The report asks this question: ‘what impact hardship is having on the delivery of services in primary schools and primary and community healthcare setting such as GP surgeries.’

‘The findings are stark: services are staggering under the weight of hardship. Services are spending significant resources, time, funding, emotional energy, and in some cases, whole job roles, trying to deal with the consequences of hardship. It diverts resources and adds to demand and workloads, which has knock-on impacts on pupils, families and patients who are not directly experiencing hardship.’

- ‘Hunger has become an everyday occurrence and schools are having to respond.’
- ‘Getting tired, hungry and upset children ready to learn eats into resources and classroom time. Parents and carers breaking down in tears at the school gates and looking to the school for help also takes up time and resources, with some schools creating job roles specifically to respond to this need.’
- ‘It ...places additional pressure on schools, exacerbating existing challenges like workloads, resources and funding, and affecting staff stress and moral’

Strengths in the Response

Ofsted Inspections: **96.7%** of LBBB schools are good or better – above London average

Since May 2023: 31 inspections

7 secondary inspections:

- 4 x 'Outstanding' (All graded inspections)
- 2 x 'Good' (1 x graded; 1 x ungraded)
- 1 x will be re-inspected as sufficient evidence seen to suggest 'Outstanding' (ungraded)

22 Primary inspections:

7 x graded

- 1 retains its 'outstanding' judgement
- 4 retain their 'Good' judgement
- 2 go from RI to Good
- 1 goes from Good to RI

15 x ungraded: all retain their good judgement

- 3 will be re-inspected as sufficient evidence seen to suggest outstanding

2 Special School inspections

- 1 retains outstanding (ungraded)
- 1 'good' for first inspection (graded)

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**Barking &
Dagenham**

Pupil Wellbeing and Learning

- Best Chance Strategy continues to drive actions in Education
- Wellbeing/Personal Development identified in Ofsted inspections as a strength
- Anna Freud and Mental Health in Schools initiatives support improved mental health and resilience to supplement established Thrive/trauma informed practice
- Inclusion Charter now in place, encompasses Nurture Principles

Conclusions

- Academic outcomes are recovering well particularly for the older students
- Anxiety and poor mental health continue to impact on schools and in particular, attendance
- Poverty and deprivation is taking its toll on our schools.
- Staffing recruitment and retention for SEND specialists affecting our most vulnerable
- However, our schools are doing really very well indeed according to Ofsted

OVERVIEW AND SCRUTINY COMMITTEE

9 July 2024

Title: Update: How are we incorporating Race & Social Justice work into our schools' education programmes	
Report of the Commissioning Director Education	
Open Report	For Information
Wards Affected: All	Key Decision: No
Report Authors: Natasha Cock, Strategy, Commissioning & Intelligence Lead, and Martin Russell, Culture & Wellbeing Lead, Education	Contact Details: E-mail: jane.hargreaves@lbbd.gov.uk
Accountable Director: Jane Hargreaves, Commissioning Director Education	
Accountable Strategic Leadership Director: Elaine Allegretti, Strategic Director, Children's and Adults	
Summary	
<p>In 2021/22, the Local Authority commissioned Barking & Dagenham School Improvement Partnership (BDSIP) to facilitate a Race and Social Justice project led by the borough's schools, supported by three years of seed-funding. This aim was to take a joined up, longer term look at these issues of significant importance to our young people, their families, our school staff and community. The project is now in its third year.</p> <p>'Inspiring Futures', the borough's Cultural Education Partnership (CEP), was first established in 2012. It nurtures links between cultural organisations and the borough's schools to develop and embed cultural leadership; support accreditation and celebration of cultural activities and achievements; and clarify, strengthen and provide experiences of pathways into the creative and cultural sector for children and young people.</p> <p>Together, both initiatives are making key contributions towards promoting opportunity, wellbeing, equity and inclusion, and celebrating diversity, in the borough.</p> <p>A presentation (Appendix 1) will be given to the Overview and Scrutiny Committee.</p>	
Recommendation(s)	
<p>The Overview and Scrutiny Committee is recommended to:</p> <ul style="list-style-type: none"> (i) note the positive progress of the RSJ and CEP initiatives' work with schools and partners; and (ii) Use their role to help celebrate and further promote awareness of this work across Barking and Dagenham and beyond. 	

Reason(s)

These initiatives support the Council's corporate priorities of supporting residents to live, healthier, happier, independent lives and prospering from good education, skills development and secure employment.

1. Financial Implications

Implications completed by: Kofi Adu (Group Finance Manager)

- 1.1 The Local Authority provided seed funding of circa £75,000 to BDSIP, from 2021 to the end of this academic year, to facilitate a Race and Social Justice project in LBBB schools.

2. Legal Implications

Implications completed by: Nicola Monerville, Principal Solicitor, Safeguarding.

- 2.1 This report asks that the Committee note the positive progress of the RSJ and CEP initiatives' work with schools and partners; and use their role to help celebrate and further promote awareness of these programmes across Barking and Dagenham and beyond.
- 2.1 No decision is required.

Public Background Papers Used in the Preparation of the Report: None

List of appendices:

Appendix 1 - Presentation



Update: How are we incorporating Race & Social Justice work into our schools' education programmes?

Overview & Scrutiny Committee

9 July 2024





Race and Social Justice (RSJ) initiative update

Natasha Cock, Education



Background - a brief reminder



- In 2021, Education commissioned BDSIP to work in partnership with schools to develop and deliver a RSJ initiative, supported by 3 years' seed funding. The RSJ initiative is strongly school led and focused.
- Prior to launch, extensive research was undertaken examining practice in other parts of the country and engaging leading experts in the field, including Paul Miller, Professor of Educational Leadership and Social Justice.
- The initiative launched with a Headteachers' conference in September 2021, which received very positive feedback.
- The initiative intended to encompass the whole school, reflected in three themes:
 - Student experience and inclusion
 - Staff experience, including recruitment and progression
 - Curriculum

Key features

- The RSJ charter - sets out tangible commitments the school makes
- The self-evaluation tool – allows schools to assess progress and identify priorities
- A network of around 50 RSJ Facilitators who help convene the work in their schools and share learning and practice across the borough
- Supported by RSJ leads:
 - Michael Kaitell, Headteacher Lead
 - Marilyn Johnson, Lead Facilitator
 - Nicole Leah, BDSIP
 - Natasha Cock, Education

Barking and Dagenham Race and Social Justice Charter

We are proud that Barking and Dagenham is one of London's most diverse boroughs. We are determined that all our young people, particularly the most disadvantaged, should have the best possible start in life.

We believe that:

- Ethnic background or racial group must not negatively impact students' experience of school, their educational outcomes, or life chances
- The staff and leadership of our schools and borough must fully reflect our diversity
- Schools' curriculum must reflect and celebrate the diversity of our borough

Our school embraces our role in making these beliefs a reality. We have:

1. **A named lead facilitator for race and social justice** - co-ordinating work in our school and between schools
2. **A lead governor for race and social justice** - who ensures our governing body consistently considers how the school is addressing issues of race and social justice
3. **Used the Barking and Dagenham race and social justice self-evaluation tool** to identify priority areas we need to address **in our school improvement plan**
4. **A curriculum intent** which is explicit in representing and celebrating the diversity of people and communities in our borough
5. **Recruitment and progression** practices which create fair, equitable pathways for all candidates and employees, ensuring we reflect the communities we serve
6. **A commitment to staff development** - ensuring all our people have the skills and confidence to address issues of race and are knowledgeable about the communities we serve
7. **A clear commitment to working with pupil voice**, ensuring that the views of young people are central our approach
8. **Established links with our community** and engaged families in the development of the school's approach to race and social justice



Highlights – 2023/24



Appointment of new RSJ Headteacher
Lead – Michael Kaitell, Hunters Hall

RSJ initiative highlighted in the Education
& Participation Strategic Plan 2023-26:
[PowerPoint Presentation \(lbbd.gov.uk\)](https://lbbd.gov.uk)

Met with BAD Youth Forum to seek their
views on the RSJ initiative. There are plans
to discuss further work with them

Director of Education wrote to the
remaining 14 schools who did not appear to
be taking part in the RSJ initiative – 5 of
these are now engaging.

15 schools are working through the Leeds
Beckett University Anti Racist Award

Highlights – 2023/24



Engaging Schools' Senior Leadership Teams and Governing Bodies

- March 2024 Headteachers' Strategic Priorities Meeting & April 2024 Inclusion Roadshow - focused on connecting the RSJ initiative to wider school and borough strategies and policies
- Summer 2024 Director's report to Chairs of Governing Bodies – highlighted the role of RSJ work in supporting the borough's strategic Inclusion developments e.g. Inclusion Pledge

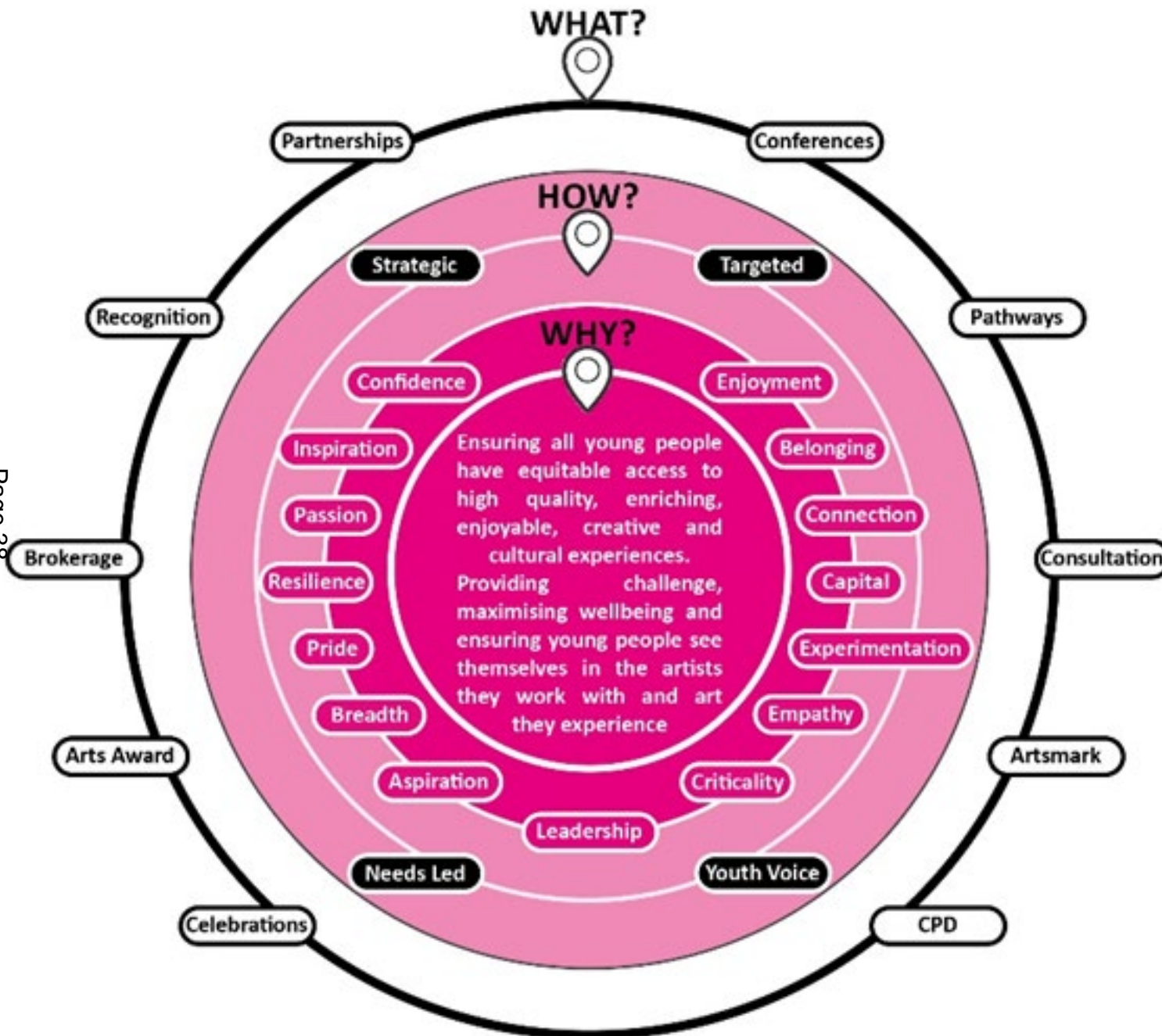
Further development of RSJ Facilitators' Network:

- Met termly – regularly attended by up to 30 schools
- Reviewed progress and identified challenges and priorities
- Shared learning and practice between schools
- Being supported to work in clusters, mirroring localities in the Community and Family Hubs model
- External training planned for June 2024

For further information, please see BDSIP's website: [Race and Social Justice - BDSIP](#)



**Inspiring Futures |
The Cultural Education
Partnership |
2023-24
Martin Russell**



The longest existing Cultural Education Partnership (CEP) in London and 1 of 3 original pilot CEP programmes



Key priorities:

- Developing and embedding cultural leadership through CPDL
- Developing meaningful programmes for identified cohorts of vulnerable young people
- Clarifying, strengthening and experiencing pathways into the creative and cultural sector with a focus on film

By:

- continued professional development and learning for professionals
- developing organisations and cultural infrastructure
- developing cultural and creative opportunities for young people
- developing pathways for young people into the creative, cultural and digital industries.

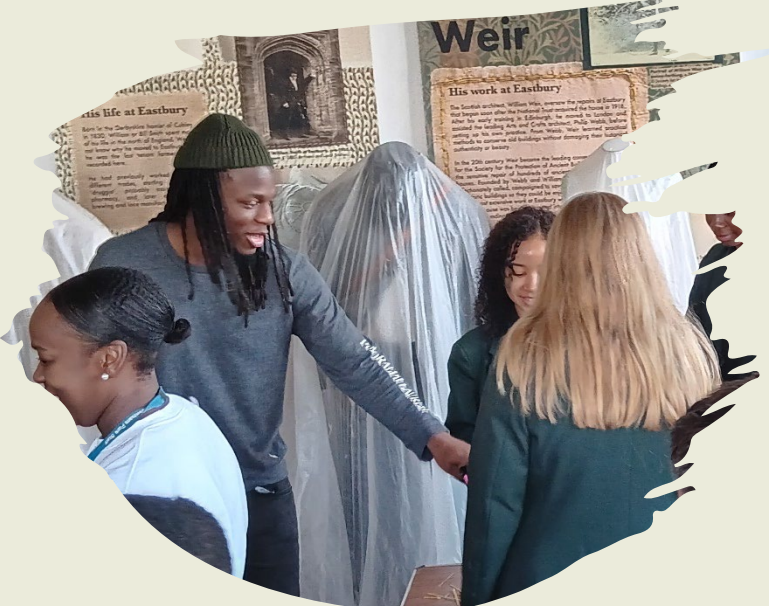


Young Creatives Makerspace | November 2023

100 School Pupils

Partners: Ideate Education | Eastbury Manor House | Hustle Eats

We brought together around 80 young participants in the historic walls of Eastbury Manor House for an immersive makerspace event that delved into the intricacies of leadership development. Inspired by the analogy of an orchestra, the event set out to decode the process of leadership evolution, particularly under the duress of challenges. The creative setting aimed to unravel the attributes of authentic leadership by mirroring the dynamics of an orchestra.



Annual Conference | November 2023

“Creative Leadersmithing”

Leadership like metalwork is forged through process and pressure. How do we recognise good leadership and what are the qualities of great cultural leadership?

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- Held at Eastbury Manor House
- 100 guests from schools, cultural organisations and strategic partners
- 50% of all contributors were from the Global Majority
- 70% of all contributors were female
- Approaches to inclusive, anti-racial practice are embedded into the conference delivery. A different theme but with the learning and practice from the previous year’s conference

THE INSPIRING FUTURES 2023 CONFERENCE AT EASTBURY MANOR HOUSE

Pecha Kucha Power Hour



Marijke Steedman

Marijke Steedman is the Senior Curator for Culture Programmes in Barking and Dagenham Council's Culture and Heritage Service. Her practice is driven by radical approaches to creating and sharing knowledge to mobilise structural equity. She founded New Town Culture in Barking and Dagenham with a vision to embed creative approaches within social care services for children, young people and adults. Before this she was Curator and Head of Education at Whitechapel Gallery, Create and Tate and edited the book *Gallery as Community: Art, Education and Politics*.



Sabine Adeyinka

Sabine Adeyinka was born in England to a Nigerian dad and Jamaican mum. She grew up in Nigeria where she spent time in a boarding school from the age of eleven. As a young girl in Nigeria, she loved reading novels about boarding schools from around the world and longed to tell the stories of her own exciting experience. Sabine's favourite pastime is writing stories about memories of the landscape, food and people of her childhood. As well as writing children's novels, Sabine is currently training to be a priest in the Church of England and lives in London with her husband and two children.



Barking & Dagenham

Highlights Included:

Hustle Eats – a Caribbean street food non-profit business that supports and enables young adults to reach their full potential through training, and paid work experience, catering for the conference

Mark Miller – Director for Learning at Tate delivering a Key Note Speech

Page 41 **The Pecha Kucha Power Hour** – a unique approach to presentations and storytelling

B&D's Young Mayor - Regina Mudibo-Pamba closed the conference with an inspirational young person's perspective.

“ *This was the best conference yet...that rice, the young mayor and PKPH – I'll be using that in school!!* ”



Royal Opera House | Create & Dance

The Royal Opera House Create & Dance team worked with Secondary Schools to develop a secondary dance programme intended to be rolled out to schools nationally.

Pupils and teachers developed a curriculum and response to Crystal Pite's *Flight Pattern*. A large ensemble piece of choreography that examines the European migrant crisis and the disappointment with the international response.

A selection of key dance teachers were invited to be part of the ROH steering group, students were invited to the Royal Ballet Studio in Covent Garden and performed at Eastbrook School as part of a multi-school sharing



The Story of Me | Developing Diverse Models of Literacy Development

The Story of Me, a project led by Inspiring Futures and seven primary schools in the London Borough of Barking and Dagenham. It aimed to look at how storytelling and theatre-making helps to develop diverse and representative literacy curricula. It completed in July 2023 after 2 years.

This programme was not just about artist led activity, nor was it about adding “more diverse” books and stories to the curriculum. It was a programme designed to change the system by which curricula are designed. Focus was on knowledge transfer between artist and teacher and visa-versa.





The Story of Me

A significant difference between year 1 and year 2 is a clearer method to whole school delivery and adoption of creative approaches in reflecting the communities through wider engagement of parents and families. There has been an increase in the visible celebration of cultures, but a significant development is the rationale and purpose behind those celebrations. They become launchpads for demonstrating learning journeys of pupils; they showcase pupils' success and academic achievements by accessing their learning through their own culture and heritage, which in turn allows their families to access their children's learning through their own cultures.

“ This project ties perfectly in with our school's wider work around race and social justice. Using many of the elements from this project, we will build a spine through the curriculum from nursery through to year 6 based on the 'Story of Me'. The children will learn about their heritage and culture and their part in history and the world today. ”

The Story of Me



14

Artists have been involved in the Story of Me



33

Teachers have been directly involved in the Story of Me



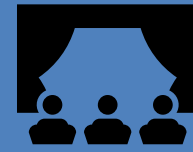
34

Teachers have been indirectly involved in the Story of Me



716

Pupils have been directly involved in the Story of Me



991

Pupils have been indirectly involved in the Story of Me



434

Artist days in schools



34

CPDL Sessions Delivered
21 Online
13 IRL



11

Cohort Network Meetings Facilitated by the Mercury Theatre and LBBD

Film Skills and Education

Working in close partnership with Film Barking and Dagenham to diversify the industry at point of entry.

- Launch of the Film Enterprise Competition with both Primary and Secondary Schools
- A large-scale live TV broadcasting project for secondary schools
- 2x CPD for teachers delivered by Into Film
- 4x Primary School script-writing and short film making workshops
- A choreography for film project
- **2429 students and pupils have engaged with activities 2023-24**





Crew Room Academy

Crew Room Academy is a pioneering training and mentorship programme for 13-21 year olds that have been historically excluded and are looking to build a career in broadcasting. In partnership we brought a £400,000 Outside Broadcasting Truck to Jo Richardson Community School for a 2 day live chat show broadcasting workshop with 40 professionals from broadcast television.

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Barking and Dagenham Post

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February 28, 2024



According to the GTCP in 2017, camera operators ethnicity:

White British **70%**
White Other **21%**
Asian/Asian British **6%**
Mixed or Multiple Ethnic Groups **3%**

Students participating in activity organised by Inspiring Futures:

White **36%**
Black **27%**
Asian **20%**
Other **9%**
Mixed **8%**





Film Enterprise Competition | Pitch Day March 2024

51 pupils from 4 primary schools and 3 secondary schools attended a dragons den style pitch event at Factory 15 at the Make It Space. Each group pitched a short film idea with the winners getting a full production crew to make their film for them.

In 2020 the BFI stated that **24%** of creative leadership and project teams on film productions were made up of ethnically diverse personnel compared to **64%** of students participating in Inspiring Futures activities



Judges included Yasmin Good
and Aaron Roach Bridgeman

Content

The Story of Me 2 Year Evaluation Film:
<https://youtu.be/L4i11hSEOtM>

Crew Room Academy Sizzle Video:
<https://youtu.be/m7MmNa-Stak>

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Eastbrook School Choreography Project:
<https://youtu.be/Nb-FAgQVu1l>

Martin Russell, Culture and Wellbeing Lead
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07970 031878

Natasha Cock, Strategy, Commissioning and
Intelligence Lead
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OVERVIEW AND SCRUTINY COMMITTEE

9 July 2024

Title: Metropolitan Police Update	
Report of the Chief Superintendent, BCU Commander, East Area BCU	
Open Report	For Information
Wards Affected: None	Key Decision: No
Report Author: Chief Superintendent Stuart Bell BCU Commander East Area BCU Metropolitan Police Service	Contact Details: Stuart.Bell2@met.police.uk
Accountable Director: Chief Superintendent Stuart Bell	
Summary Superintendent David Rhodes, Barking and Dagenham Neighbourhood Lead, will be providing an updated report on the work of the Metropolitan Police.	
Recommendation(s) The Overview and Scrutiny Committee is recommended to note the report.	
Reason(s) This report is for noting and allows the Committee to put questions to the officer presenting the report, Superintendent David Rhodes.	

Public Background Papers Used in the Preparation of the Report: None

List of appendices:

Appendix A: Presentation

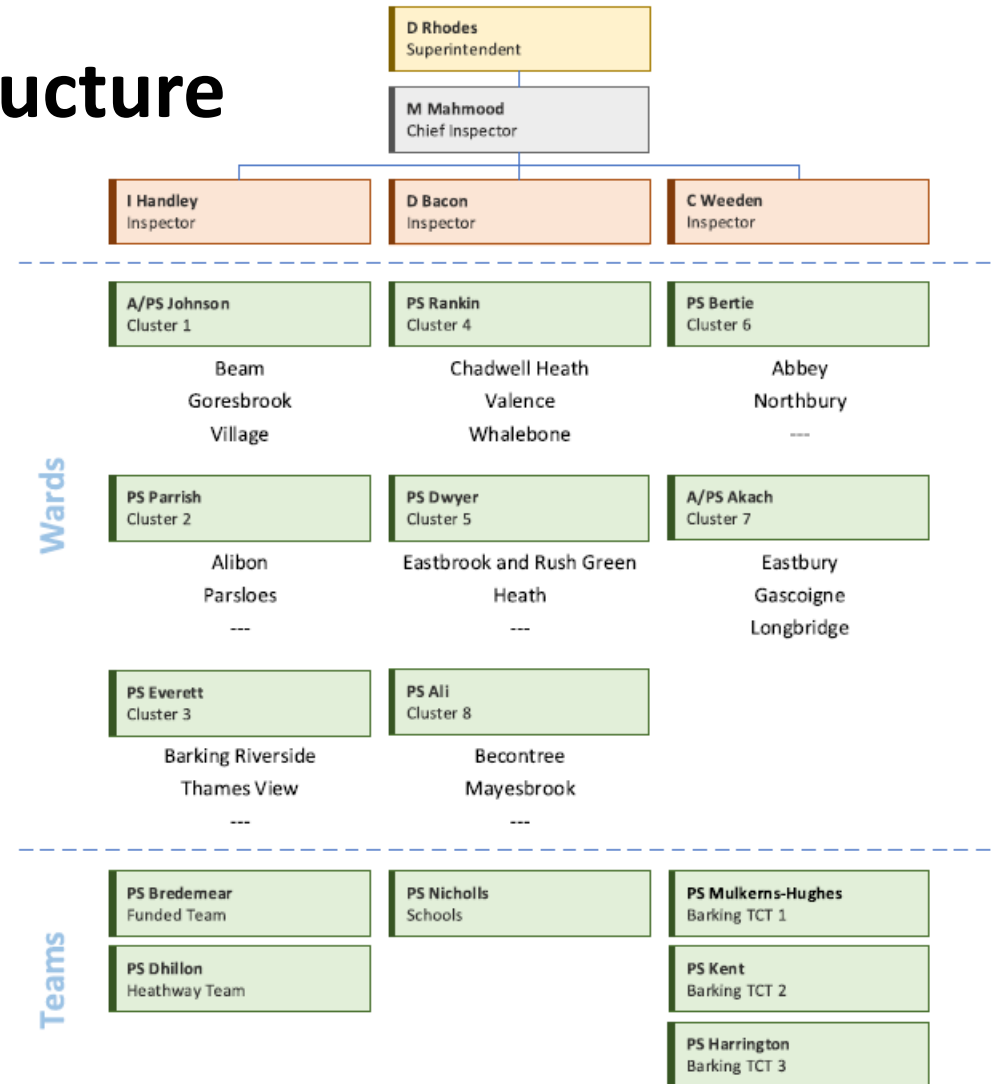
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Barking and Dagenham Jan24 – Jun24

Barking and Dagenham NPT structure

- Increased accountability
- Improved performance
- Improved accessibility



Achievements in the last 6 months

Creation of a dedicated 'Heathway Team' – Dedicated team for The Heathway area was stood up in February to combat ASB and criminality. We recognised that the area was covered by four different wards and each couldn't provide as much attention to the area as we would like them to, while also performing normal ward duties. The teams consists of four PC's and four PCSO's working on two different shift patterns targeting afternoons and evenings. The team conduct Stop and Searches when required and respond to any relevant calls in the area. The team is still supported by the local ward officers should they be required.

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Cluster days of action - Changes to Days of Action – We previously held one day of action per month. The wards have now been grouped into three sectors and each sector organises one day of action per month. There is also a day of action normally centred around the arrest of outstanding suspects. This new model results in four times as much action.

Greater collaboration – Involved in OP CUBO, Safe seller, Joint patrols, VAWG stalls

Achievements in the last 6 months

Continued funding of CETF – These officers react quickly to any crime/ASB trends identified by Police or LBBD and bolster our ward teams in policing their priorities.

First Facial Recognition Operations – The first use of Live Facial Recognition took place on 11th June and resulted in 10 arrests on The Heathway and more in Barking. A second Op took place in Barking on 19th June leading to the arrest of a male for failing to attend magistrates court on a sexual offence charge... 10 years ago!. In all around 18 arrests for 2 days of operations

Local cluster updates– Responding to feedback around increasing contact at a local level there are now cluster meetings with councillor as well as ward panel chairs.

Introduction of the community MARAC and task and finish group – Has become a staple on how we do business and collaborate. Is co chaired by the LA and Police. This will see joint tasking and problem solving raised

Good news stories

- Joint day of action at Barking station with LA, BTP and drugs dogs - Resulted in the following – 6 arrests, 14 stop and searches with a 50% positive find rate, 3 CPN's, 2 CR's, 6 crime reports, 4 intel reports, a dispersal order, 1 dispersal warning, 1 ASB warning and assisted in 2 businesses in issuing banning orders.
- Closure order - following on from the work to eradicate ASB causing individuals at The Odeon in Barking last year, a closure order was obtained through joint working with the LA for Heenan/Bateman Close. This has been policed regularly and has seen a decrease in ASB within the flats.
- Stop and search where drugs were found. Upon interrogating the detainees phone, images of a gun and ammunition were found. A search of the detainees address located a firearm, ammunition, bladed weapons and more Class A drugs.
- Acted on information relating to the cultivation of Cannabis. Officers worked with the borough Drugs Focus Desk to obtain a warrant for an address in Broad Street. 295 Cannabis plants were found within the address, these had an estimated value of £250,000. A male was arrested on scene
- Funded team assisted LA enforcement team who had stopped a well known fly tipper. Vehicle seized and driver prosecuted.
- Arrest of 4 males committing a robbery and linked to 17 other robberies working with local proactive teams

Good news stories

- Closure of cannabis factory with over £1 million worth of drugs seized and two arrests made.
- VAWG day of action with LA where crime prevention advice was handed out and surveys conducted. High participation from local residents
- Joint knife crime presentation between police, LAS and voluntary sector delivered to over 2000 year 9 students
- Roll out of Junior citizens to over 2500 young people from primary schools across the borough

Current Data

	Offences							
	Current 4 Weeks 06/05 - 02/06	Previous 4 Weeks 08/04 - 05/05	% Change		Current FYTD	Previous FYTD	% Change	
Community Focus								
Personal Robbery	37	55	-32.7%	↓	104	136	-23.5%	↓
Theft Person	67	64	4.7%	↑	135	87	55.2%	↑
Residential Burglary	38	42	-9.5%	↓	93	111	-16.2%	↓
Theft Of Motor Vehicle	78	75	4.0%	↑	170	216	-21.3%	↓
Theft From Motor Vehicle	72	86	-16.3%	↓	182	176	3.4%	↑
Interfering with MV	15	16	-6.3%	↓	32	48	-33.3%	↓
Aggravated Taking of MV	1	0	0.0%	↔	2	1	100.0%	↑
Serious Violence								
Homicide	0	1	100.0%	↓	1	1	0.0%	↔
<u>VAWG Offences</u>	259	190	36.3%	↑	478	584	-18.2%	↓
Violence with Injury	151	129	17.1%	↑	302	363	-16.8%	↓
Other Priorities								
Hate Crime (ex DA)	37	32	15.6%	↑	74			
Knife Crime	25	34	-26.5%	↓	62	86	-27.9%	↓

	Stops							
	Current 4 Weeks 06/05 - 02/06	Previous 4 Weeks 08/04 - 05/05	% Change		Current FYTD - Apr 24	Previous FYTD - Apr 23	% Change	
Stop & Search	213	216	-1.4%	↓	511	780	-34.5%	↓

Looking Forward

Meet Your Street – DWOs and their PCSOs are being tasked with attending every road on their ward over the coming year, one per week. The activity will be something meaningful, whether it be knocking on every door to speak with occupants, or holding an engagement stall of some sort. This will look to take NPT back to being a true part of the community, every resident should know the names of the officers on their local team.

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Open Day – Provisionally planned for 18th August, we will be holding an open day for the community at Barking and Dagenham Football club. We will have a ward teams available to speak with their residents about local issues, but also hope to have attendance from specialist units to boost engagement and trust.

Senior Engagement with VPC – Our Volunteer Police Cadets not only learn skills to set them up for the life, but also act as a link between Police and the younger generation. To show our commitment to the cadets, once a month a member of local policing leadership will attend.

Policing Plan 24-25

We will aspire to the following reductions:

Robbery	10%
Theft/ person	10%
M/V Crime	3%
Burglary	3%
Knife crime	5%
ASB	5%
VAWG	5%

Communication

We will look to improve communications with partners and communities in a number of ways Including:

- Use of social media platforms such as twitter
- Use of monthly newsletter sent out to partners and via community networks (Faith, youth and local authority)
- Use of WhatsApp groups within clusters to keep messaging hyper local
- Use of partnership messaging app to provide critical updates as well as significant good news stories
- Promoting good news stories through local newspapers

Increased visibility & focusing on key issues that matter to communities

We will provide visibility in areas where the public tell us they don't feel safe
We will work with communities on ward priorities
We will work with faith venues at ward and SLT level to build cohesive relationship

Collaboration

We will work together with partners on a joint approach to tackle crime and ASB
We will carry out joint patrols with partners in key hotspots to minimise crime and ASB
We will share monthly performance and crime data with partners/ community scrutiny groups and ward panels to better inform and direct our activity

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Overview and Scrutiny Committee: Work Programme 2024/25

Officers must ensure reports are cleared by the relevant internal board and include legal and financial implications at least

Meeting	Agenda Items	Officer(s)	Cabinet Member/ Presenter	Executive Board Deadline	Chairs Briefing	Governance Service's Final Deadline	OSC Pre-Meeting
Wednesday, 12 June 2024		CANCELLED DUE TO GENERAL ELECTION					
Tuesday, 9 July 2024	Metropolitan Police Update	Borough Commander/Superintendent Rhodes/Gary Jones	Councillor Ghani	12pm, Thursday 6 June	Tuesday 26 June	12pm, Tuesday 25 June	6pm, Tuesday 2 July
	Update: How are we incorporating Race & Social Justice work into our schools' education programmes? Update: Quality of Schools' Recovery Post Covid-19	Jane Hargreaves /Natasha Cock /Martin Russell /Ben Spinks Jill Baker/Jane Hargreaves	Councillor Kangethe				
Wednesday, 11 September	BDMS Update	Leona Menville	Councillor Ashraf	12pm, Thursday 15 August	Wednesday 28 August	12pm, Tuesday 27 August	6pm, Wednesday 4

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AGENDA ITEM 7

2024	Localities Update	Fiona Russell	Councillor Worby				September
Wednesday, 9 October 2024	Highways Challenges	Rebecca Johnson	Councillor Haroon	12pm, Thursday 12 September	Wednesday 25 September	12pm, Tuesday 24 September	6pm, Wednesday 2 October
	Employment Support	Tess Lanning	Councillor S Bright				
Wednesday, 6 November 2024	Budget Update	Jo Moore	Councillor Twomey	12pm, Thursday 10 October	Wednesday 23 October	12pm, Tuesday 22 October	6pm, Wednesday 30 October
	SEND Provision Quality and Proficiency	Jane Hargreaves	Councillor Kangethe				
Tuesday, 3 December 2024	Housing Allocation for Vulnerable Residents	Sal Asghar/Leona Menville	Councillor Ashraf	12pm, Thursday 7 November	Tuesday 26 November	12pm, Tuesday 26 November	6pm, Tuesday 26 November
Wednesday, 22 January 2025	Impact of new Housing developments	Rebecca Ellsmore	Councillor Geddes	12pm, Thursday 19 December	Wednesday 8 January	12pm, Tuesday 7 January	6pm, Wednesday 15 January
Wednesday, 12 February 2025	Metropolitan Police Update	Borough Commander/Superintendent Rhodes/Gary Jones	Councillor Ghani	12pm, Thursday 16 January	Wednesday 29 January	12pm, Tuesday 28 January	6pm, Wednesday 5 February
	Private Rented Sector Licensing Scheme	Gary Jones					
Wednesday, 12 March 2025	OFSTED Update (Annual Engagement meeting)	Chris Bush/April Bald	Councillor Jones	12pm, Thursday 13 February	Wednesday 26 February	12pm, Tuesday 25 February	6pm, Wednesday 5 March

	Community Safety (knife crime)	Gary Jones	Councillor Ghani				
Wednesday, 23 April 2025	Community Protection	Gary Jones	Councillor Ghani	12pm, Thursday 27 March	Wednesday 9 April	12pm, Tuesday 8 April	6pm, Wednesday 16 April
	Joint Commissioning – Delivery of Services to Older People	Susanne Knoerr	Councillor Worby				
Wednesday, 4 June 2025	Pathways to Work	Tess Lanning	Councillor S Bright	12pm, Thursday 8 May	Wednesday 21 May	12pm, Tuesday 20 May	6pm, Wednesday 28 May

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