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Notice of Meeting

Cabinet

Councillors Simon Werner (Chair), Lynne Jones (Vice-Chair), Richard Coe, Geoff Hill, Joshua Reynolds, Catherine Del Campo, Adam Bermange, Karen Davies and Amy Tisi

Wednesday 24 April 2024 7.00 pm

Grey Room - York House - Windsor & on [RBWM YouTube](#)

www.rbwm.gov.uk



Agenda

Part I

Item	Description	Page
1	Apologies for Absence To receive any apologies for absence.	-
2	Declarations of Interest To receive any declarations of interest from Cabinet Members.	5 - 6
3	Minutes To approve the minutes of the meeting held on Wednesday 27 March 2024.	7 - 12
4	Appointments	-
5	Forward Plan To consider the Forward Plan for the period May 2024 to August 2024.	13 - 24

Cabinet Member Reports

6	Novello Theatre - Sale of Property <i>Cabinet Member for Planning, Legal and Asset Management</i> To note the report and: i) Agree to sell the Novello Theatre and sets a valuation of £300,000.00 based on the independent valuation received; and give delegated Authority to the Executive Director of Place in consultation with the Portfolio Holder for Asset, Planning Legal and Asset Management to Market the Theatre for sale for use as Community facility for a minimum period of six months.	25 - 76
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7	<p>Quality of Education - A review of academic year 2022/23</p> <p><i>Cabinet Member for Children’s Services, Education and Windsor</i></p> <p>To note the report and:</p> <ul style="list-style-type: none"> i) Congratulate local schools on their continued success. ii) Endorse the key priorities set out in paragraph 2.85. 	77 - 236
8	<p>Month 11 Budget Monitoring Report</p> <p><i>Deputy Leader of the Council and Cabinet Member for Finance</i></p> <p>To note the report and:</p> <ul style="list-style-type: none"> i) note the forecast revenue outturn for the year is an overspend on services of £10.392m which reduces to an overspend of £6.755m when including unallocated contingency budgets and changes to funding budgets (para 4); and ii) note the forecast capital outturn is expenditure of £41.125m against a budget of £89.541m (para 9). 	237 - 252
9	<p>Quarterly Assurance Report Q3 2023-24</p> <p><i>Leader of the Council and Cabinet Member for Community Partnerships, Public Protection and Maidenhead</i></p> <p>To note the report and:</p> <ul style="list-style-type: none"> i) Review the Quarterly Assurance Report setting out progress against the performance indicators and risk register. 	253 - 310
10	<p>Lease renewal of office space at York House, Windsor</p> <p><i>Cabinet Member for Planning, Legal and Asset Management</i></p> <p>To note the report and:</p> <ul style="list-style-type: none"> i) Delegate authority to the Executive Director of Place Services in consultation with the Cabinet Member for Planning, Legal and Asset Management, to conclude the renewal of the lease over the 2nd floor and ancillary car parking at York House, Windsor. 	311 - 320
11	<p>RBWM Leisure Management Contract re-procurement</p> <p><i>Cabinet Member for Communities and Leisure</i></p> <p>To note the report and:</p> <ul style="list-style-type: none"> i) Delegate authority to the Executive Director of Place Services in consultation with the Cabinet Member for Communities and Leisure for the procurement and contract award of a leisure operator for the contract period from 1 April 2025 ii) Agree the Lawn Tennis Association (LTA) tennis scheme (as outlined in the background documents) can be implemented, with the final operational model being determined in consultation with the wider leisure procurement process, with future decisions being delegated to the Executive Director for Place, in consultation with the Cabinet Member for Communities and Leisure. 	321 - 336

12	<p>LOCAL GOVERNMENT ACT 1972 - EXCLUSION OF THE PUBLIC</p> <p>Agenda item 11 is supported by annexes containing exempt information as defined in Schedule 12A of the Local Government Act 1972. If Cabinet wishes to discuss the content of these annexes in detail, it may choose to move the following resolution:</p> <p>“That pursuant to Regulation 4 of the Local Authorities (Executive Arrangements) (Access to Information) Regulations 2012 and having regard to the public interest, members of the public and press be excluded from the meeting for the consideration of item 11, which involves the likely disclosure of exempt information under the following category of Schedule 12A of the Local Government Act 1972:</p> <p>(3) Information relating to the financial or business affairs of any particular person (including the authority holding that information).”</p>	-
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Part II

Cabinet Member Reports

13	<p>RBWM Leisure Management Contract re-procurement</p> <p><i>Cabinet Member for Communities & Leisure</i></p> <p>To consider the restricted Appendices in Part II if required.</p> <p>(Not for publication by virtue of Paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972)</p>	337 - 366
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By attending this meeting, participants are consenting to the audio & visual recording being permitted and acknowledge that this shall remain accessible in the public domain permanently.

Please contact Oran Norris-Browne, Oran.Norris-Browne@rbwm.gov.uk, with any special requests that you may have when attending this meeting.

Published: Tuesday 16 April 2024



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MEMBERS' GUIDE TO DECLARING INTERESTS AT MEETINGS

Disclosure at Meetings

If a Member has not disclosed an interest in their Register of Interests, they **must make** the declaration of interest at the beginning of the meeting, or as soon as they are aware that they have a Disclosable Pecuniary Interest (DPI) or Other Registerable Interest. If a Member has already disclosed the interest in their Register of Interests they are still required to disclose this in the meeting if it relates to the matter being discussed.

Any Member with concerns about the nature of their interest should consult the Monitoring Officer in advance of the meeting.

Non-participation in case of Disclosable Pecuniary Interest (DPI)

Where a matter arises at a meeting which directly relates to one of your DPIs (summary below, further details set out in Table 1 of the Members' Code of Conduct) you must disclose the interest, **not participate in any discussion or vote on the matter and must not remain in the room** unless you have been granted a dispensation. If it is a 'sensitive interest' (as agreed in advance by the Monitoring Officer), you do not have to disclose the nature of the interest, just that you have an interest. Dispensation may be granted by the Monitoring Officer in limited circumstances, to enable you to participate and vote on a matter in which you have a DPI.

Where you have a DPI on a matter to be considered or is being considered by you as a Cabinet Member in exercise of your executive function, you must notify the Monitoring Officer of the interest and must not take any steps or further steps in the matter apart from arranging for someone else to deal with it.

DPIs (relating to the Member or their partner) include:

- *Any employment, office, trade, profession or vocation carried on for profit or gain.*
- *Any payment or provision of any other financial benefit (other than from the council) made to the councillor during the previous 12-month period for expenses incurred by him/her in carrying out his/her duties as a councillor, or towards his/her election expenses*
- *Any contract under which goods and services are to be provided/works to be executed which has not been fully discharged.*
- *Any beneficial interest in land within the area of the council.*
- *Any licence to occupy land in the area of the council for a month or longer.*
- *Any tenancy where the landlord is the council, and the tenant is a body in which the relevant person has a beneficial interest in the securities of.*
- *Any beneficial interest in securities of a body where:*
 - a) *that body has a place of business or land in the area of the council, and*
 - b) *either (i) the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body or (ii) the total nominal value of the shares of any one class belonging to the relevant person exceeds one hundredth of the total issued share capital of that class.*

Any Member who is unsure if their interest falls within any of the above legal definitions should seek advice from the Monitoring Officer in advance of the meeting.

Disclosure of Other Registerable Interests

Where a matter arises at a meeting which **directly relates** to one of your Other Registerable Interests (summary below and as set out in Table 2 of the Members Code of Conduct), you must disclose the interest. **You may speak on the matter only if members of the public are also allowed to speak at the meeting but otherwise must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation.** If it is a 'sensitive interest' (as agreed in advance by the Monitoring Officer), you do not have to disclose the nature of the interest.

Other Registerable Interests:

- a) *any unpaid directorships*
 - b) *any body of which you are a member or are in a position of general control or management and to which you are nominated or appointed by your authority*
 - c) *any body*
 - (i) *exercising functions of a public nature*
 - (ii) *directed to charitable purposes or*
 - (iii) *one of whose principal purposes includes the influence of public opinion or policy (including any political party or trade union)*
- of which you are a member or in a position of general control or management*

Disclosure of Non- Registerable Interests

Where a matter arises at a meeting which **directly relates** to your financial interest or well-being (and is not a DPI) or a financial interest or well-being of a relative or close associate, or a body included under Other Registerable Interests in Table 2 you must disclose the interest. **You may speak on the matter only if members of the public are also allowed to speak at the meeting** but otherwise **must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation**. If it is a 'sensitive interest' (agreed in advance by the Monitoring Officer) you do not have to disclose the nature of the interest.

Where a matter arises at a meeting which **affects** –

- a. your own financial interest or well-being;
- b. a financial interest or well-being of a friend, relative, close associate; or
- c. a financial interest or well-being of a body included under Other Registerable Interests as set out in Table 2 (as set out above and in the Members' code of Conduct)

you must disclose the interest. In order to determine whether you can remain in the meeting after disclosing your interest the following test should be applied.

Where a matter (referred to in the paragraph above) **affects** the financial interest or well-being:

- a. to a greater extent than it affects the financial interests of the majority of inhabitants of the ward affected by the decision and;
- b. a reasonable member of the public knowing all the facts would believe that it would affect your view of the wider public interest

You may speak on the matter only if members of the public are also allowed to speak at the meeting but otherwise **must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation**. If it is a 'sensitive interest' (agreed in advance by the Monitoring Officer, you do not have to disclose the nature of the interest.

Other declarations

Members may wish to declare at the beginning of the meeting any other information they feel should be in the public domain in relation to an item on the agenda; such Member statements will be included in the minutes for transparency.

Agenda Item 3

CABINET

WEDNESDAY 27 MARCH 2024

Present: Councillors Simon Werner (Chair), Lynne Jones (Vice-Chair), Richard Coe, Geoff Hill, Joshua Reynolds, Catherine Del Campo, Adam Bermange and Karen Davies

Also in attendance: Councillors Helen Price and Mark Wilson

Also in attendance virtually: Councillor Maureen Hunt

Officers: Oran Norris-Browne, Stephen Evans, Lin Ferguson, Elizabeth Griffiths, Andrew Durrant, Elaine Browne, Kevin McDaniel, Alysse Strachan, Lucy Kourpas and Christopher Wheeler

Officers in attendance virtually: Becky Hatch and Lyn Hitchinson

Apologies for Absence

Apologies for absence were received from Councillor Tisi.

Declarations of Interest

No declarations of interest were made.

Minutes

RESOLVED UNANIMOUSLY: That the minutes of the meeting held on Tuesday 20 February 2024 were approved.

Appointments

None

Forward Plan

Cabinet noted the Forward Plan for the next four months including the following additional changes:

- Highway Services Contracts - 27.03.24 - New Urgent Item
- Adult Social Care case management system implementation project status update - 27.03.24 - New Urgent Item
- Novello Theatre, Sale of Property - 24.04.24 - New Item
- Quality of Education - A review of academic year 2022/23 - 24.04.24 - New Item
- RBWM Leisure Management Contract re-procurement - 24.04.24 - New Item
- Lease renewal of office space at York House, Windsor - 24.04.24 - New Item
- Quarterly Assurance Report - 24.04.24 - New Item
- Empty Property Strategy – moved from 24.04.24 to 23.10.24 - To allow further scoping time.
- School Transport Policy 2024-25 – moved from 24.04.24 to 02.10.24 - As currently awaiting the completion of the peer review with Hampshire prior to making any policy changes.

- Bus Service Improvement Plan Refreshment - 22.05.24 - New Item
- SEND and Alternative Provision Capital Strategy 2024 update - 22.05.24 - New Item
- Appointments to Outside Bodies - 03.07.24 - New Item
- RBWM Gambling Act 2005 Statement of Principles, Three-Yearly Review - 03.07.24 - New Item

Proposal for the continuation of two Public Spaces Protection Orders (PSPO) in Windsor, Maidenhead and Ascot to address dog fouling, dog control and cycling prohibition areas

AGREED: That the order of agenda items be changed so that items 9 & 7 be considered first in that order. The usual agenda order would then resume.

The Chair, Councillor Werner, Leader of the Council and Cabinet Member for Community Partnerships, Public Protection and Maidenhead, invited Shay Bottomley to address the Cabinet as a registered public speaker. He was given 3 minutes to speak.

The Chair thanked the speaker for their comments and outlined some of the key points of the report, that he hoped would address the points that had been raised. He noted that an additional recommendation had been made since the agenda had been published and outlined what this was to the Cabinet.

Councillor Bermange, Cabinet Member for Planning, Legal & Asset Management said that the speaker had raised a good point and that he welcomed the review mentioned. The Chair agreed and said that he would be happy to look at this.

Councillor Price, Clewer & Dedworth East Ward, said that a resident had approached her about a huge amount of dog fouling recently. Once brought to the attention of the Community Wardens, Councillor Price said that signs had been put up the very next day to deter this. Residents had since said that this had worked as a preventative against dog fouling. The Chair thanked her and said that he'd like to explore the use of metal signs in some prominent places too in the future.

Councillor Wilson, Eton & Castle Ward, said that he welcomed the consultation to review the cycling operating hours. He said that it was very important to encourage cycling, especially for elderly persons getting into the town centres and commuters getting to the railway stations.

AGREED: That Cabinet noted the report and:

- i) **Approved the continuation of the Royal Borough of Windsor and Maidenhead, Antisocial Behaviour Crime and Policing Act 2014, Public Space Protection Order (dog control and dog fouling) 2021 and the Public Space Protection Order (cycling in pedestrianised areas) 2021 for a further 3 years.**
- ii) **Requested that the Assistant Director for Housing and Public Protection immediately reviews the restrictions relating to cycling and carries out the required consultation in relation to a potential variation to the PSPO to the hours of 10am to 5pm to bring it in line with restrictions on motor vehicles and delegates authority to the Executive Director of Place in consultation with the Leader of the Council to make any variations necessary to the PSPO as a result of the consultation responses.**

Achieving for Children (AfC) Reserved Ownership Decisions

The Chair introduced the report in the absence of the relevant Cabinet Member, Councillor Tisi. He outlined the recommendations that were before Cabinet and said that they as a Cabinet played an important role in the ownership governance of the jointly owned Children's Services organisation, Achieving for Children (AfC). The report sought three outcomes from

Cabinet, which were signoff on AfC's strategic direction for the next five years, the 2024/25 budget and the treasury plan.

Lucy Kourpas, Chief Operating & Finance Officer, thanked the Chair for his introduction. She added that there were two strategic plans included within the report, one which was slightly lengthier being targeted more so at professionals and a much shorter one which had been developed with young persons and would be used to explain what AfC was to them. The plan also reiterated AfC's commitment to diversity and inclusion, the environment, value for money and partnership working.

The Chair thanked Lucy Kourpas for her hard work and for the inclusion of young persons throughout the process of shaping the plan.

AGREED: That Cabinet noted the report and approved:

- i) the new AfC Strategic Plan (appendix A)**
- ii) the detailed 2024/25 budget (appendix B) including Medium Term Financial Strategy (appendix C)**
- iii) the Treasury Plan (appendix D)**

2023/24 Month 10 Budget Monitoring Report

Councillor Jones, Deputy Leader of the Council and Cabinet Member for Finance, introduced the report to Cabinet. She focussed on the changes that had been seen compared to the previous month's report. These included a change in adult/children's social care placements of £242,000, which was due to the need of additional residential placements because of complexed needs and to extend support packages. She added that these were demand led statutory services that had to be provided and that it was the Council's duty to support the needs of the borough's young persons.

Councillor Jones said that the second change was a revised forecast of staffing costs in Children's Services, caused by the use of agency staff leading to an added cost of £366,000. These agency staff cost approximately £30,000 more a year compared to that of permanent staff. The third change was a shortfall of income in adult social care regarding the sub-letting of block commission beds. Appendix B was shown to outline some risks moving forward and had been included for openness and transparency.

AGREED: That Cabinet noted the report and:

- i) Noted the forecast revenue outturn for the year is an overspend on services of £9.647m which reduces to an overspend of £6.069m when including unallocated contingency budgets and changes to funding budgets (para 4)**
- ii) noted the forecast capital outturn is expenditure of £41.125m against a budget of £89.541m (para 9); and**
- iii) approved the revenue budget virements set out in Appendix C.**

Council Plan 2024-28

The Chair introduced the report to Cabinet by saying that he welcomed the positive contributions from both residents and fellow Councillors from all parties during the consultation period. He especially wished to thank Councillor Hunt for encouraging her Conservative Group to engage positively in the process. He wished to praise the sessions that had been held with residents, charity groups and especially young persons. He said that it was of the utmost importance to put the Council on a strong financial footing to serve the borough effectively. Fixing the mess was therefore identified as being the first aim on the list of priorities, as this paved the way for the others. The second aim was for a cleaner, greener, safer, and more prosperous borough, which was close to the Chair's heart. The third aim was for children and young people to be offered the chances for a good start in life. Aim 4 was for people to live healthy and independent lives in supported communities. Finally, aim 5 was a high performing

Council that delivered for the borough. He wished for the Council to be at the heart of the community and for it to be outward looking and not inward.

The Chair then commented positively on the quality of the debate at the Corporate Overview & Scrutiny Panel that met to discuss the Council Plan a week prior to the meeting. Some changes had been suggested by the Panel, which formed part of the recommendation before Cabinet, which was to delegate to the Chair and the Chief Executive, the ability to make any changes to the Plan, following that Panel meeting. Most of the changes were being adopted, with others needing a few more final tweaks.

Councillor Coe, Cabinet Member for Household & Regulatory Services, wished to pick up on a comment made at the Panel meeting. He said that one of the key ways in which residents could engage with the Council was by complaining, with a route to doing this being via the 'report it' function. He wished to see that strengthened within the Council Plan, with a line being put in there to commit to improving the function. He said that it would reduce costs and save Councillor and Officer time. In the future, he wished for the function to be more user friendly and in turn, more smartphone friendly.

The Chair agreed and said that it certainly married up nicely with 2 of the aims that had previously been outlined. He confirmed that it had been discussed at the Corporate O&S meeting and that he in consultation with the Chief Executive, would certainly look to take it forward.

Councillor Reynolds, Cabinet Member for Communities & Leisure, said that Councillor Coe had raised a very important point and that he had recently experienced using the report it function to report a blocked drain in his ward. He had seen this being physically unblocked, but it was not until 5 weeks later, that this was actually communicated to him. Councillor Reynolds then commented on the consultations that took place. 16 parish Councils, 28 Councillors and the voluntary sector all had gotten involved, which was great to see.

AGREED: That Cabinet considered the Council Plan, including the Technical Appendix and:

- i) **Agreed to take the Council Plan to Full Council in April for consideration and agreement.**
- ii) **Considered the recommendations made by Corporate Overview & Scrutiny at their meeting on 25 March 2024, and agrees to accept these, as appropriate.**

Adult Social Care Case Management System

Councillor Del Campo, Cabinet Member for Adults, Health and Housing Services, said that adult services consumed by far the greatest proportion of the Council's budget. She said that a historic reliance on an outdated system had led to a heavy reliance on spreadsheets, delays in billing and difficulties in reconciling the finances. The Mosaic system brought with it many positives, which residents would benefit greatly from. Phase 1 of the project had now been carried out; however, it had shown that the Council did not have all of the specialist skills required to complete the project internally. Full Council would be asked in April 2024, to approve the spend of £1.00m to complete the final stages of the project.

Councillor Price asked if this had been identified in the risk factors during the budget setting process. Councillor Del Campo replied by saying that she was aware of it. however, wished to avoid going down the fake budget route and therefore could not pinpoint specific costings to it as this was unknown.

AGREED: That Cabinet noted the report and approved £60,574 of capital expenditure for April 2024 to support the completion of the current phase of the case management system implementation.

Approval of Contract Award of the New Independent Adult Advocacy Service

Councillor Del Campo introduced the report by saying that the service was statutory and that the majority of it was paid for out of the better care fund, to provide adult services to vulnerable persons who needed it. This included persons who lacked capacity or potentially had mental health issues or learning difficulties. The contract was at a fixed cost and had a fairly low annual value, however as the total length of the contract exceeded £0.500m, it needed to come before Cabinet for approval.

AGREED: That Cabinet noted the report and:

- i) Approved the award of the new Independent Adult Advocacy Service as outlined in Appendix B.**
- ii) Delegated authority to Executive Director Adult Social Care, Health and Communities (DASS) in consultation with the Cabinet Member for Adults, Health and Housing Services to exercise the option to extend the contract for a period of up to an additional two years.**

Highways Services Contracts

Councillor Hill, Cabinet Member for Highways and Transport, Customer Service Centre and Employment, introduced the report to Cabinet by firstly saying that the Highways Services Contract was broken down into 4 lots. Lots 2, 3 and 4 had already been awarded by Cabinet and were being mobilised. Officers had since investigated the figures when it came to Lot 1, hence why a new agreement had been reached and was now being presented before Cabinet for approval. He then commended the officers for their hard work on this.

AGREED: That Cabinet noted the report and:

- i) Delegated authority to the Executive Director of Place Services in consultation with the Cabinet Member for Highways and Transport, Customer Service Centre and Employment, and the Deputy Leader and Cabinet Member for Finance to agree terms for the extension of required Highway services with the current supplier, VolkerHighways Ltd.**

The meeting, which began at 7.00 pm, finished at 7.40 pm

Chair.....

Date.....

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Changes made to the Cabinet Forward Plan since the Cabinet meeting on 27.03.24:

Item	Scheduled date	New date	Reason for change
School Transport Policy 2024-25	02.10.24	22.05.24	Item brought forward as ready to go.
Adult Social Care Realignment	22.05.24	-	New Item

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FORWARD PLAN OF CABINET DECISIONS

All enquiries, including representations, about any of the items listed below should be made in the first instance to Democratic Services, Town Hall, St Ives Road, Maidenhead. Email: democratic.services@rbwm.gov.uk

Residents can access the Cabinet Forward Plan via the following link - [Browse Forward Plans - Cabinet \(moderngov.co.uk\)](https://www.moderngov.co.uk/Browse-Forward-Plans-Cabinet). The Forward Plan is published at least 14 days prior to the beginning of that month's business. All Key Decisions that are planned to be taken by the Cabinet, shall be listed here, covering the next four month period.

FORWARD PLAN

ITEM	Private Meeting - contains exempt/confidential information ? See categories below.	Short Description	Key Decision , Council or other?	REPORTING MEMBER (to whom representations should be made)	REPORTING OFFICER / DIRECTOR (to whom representations should be made)	Consultation (please specify consultees, dates (to and from) and form of consultation), including other meetings	Date and name of meeting	Date of Council decision (if required)
15 Bus Service Improvement Plan Refreshment	Open -	In the NBS (National Bus Strategy), the statutory framework for delivery of the strategy through partnership is provided by the Bus Services Act 2017 and the key document setting out the vision, objectives and delivery plans of LTAs and their partners at the local level is the Bus Service Improvement Plan	Yes	Cabinet Member for Highways and Transport, Customer Service Centre & Employment (Councillor Geoff Hill)	Andrew Durrant, Alysse Strachan	Internal	Cabinet 22 May 2024	

N.B. All documents to be used by the decision maker to be listed in the report to Cabinet

ITEM	Private Meeting - contains exempt/confidential information? See categories below	Short Description	Key Decision, Council or other?	REPORTING MEMBER (to whom representations should be made)	REPORTING OFFICER / DIRECTOR (to whom representations should be made)	Consultation (please specify consultees, dates (to and from) and form of consultation), including other meetings.	Date and name of meeting	Date of Council decision (if required)
		(BSIP). Our last published version was 2 years ago and needs refreshing.						
16	Open -	The report seeks Cabinet approval to revoke the 5 AQMAs within RBWM which are no longer required as the measured levels of nitrogen dioxide (NO2) are well below the nationally set, health-based air quality objectives. RBWM can demonstrate no exceedances in all 5 AQMAs for at least 4 consecutive years. Provisional results for 2023 indicate continued compliance which will bring the consecutive years to 5, therefore the council must proceed with the	Yes	Councillor Karen Davies, Councillor Simon Werner	Andrew Durrant, Amanda Gregory	Internal	Cabinet 22 May 2024	

N.B. All documents to be used by the decision maker to be listed in the report to Cabinet

ITEM	Private Meeting - contains exempt/confidential information? See categories below	Short Description	Key Decision, Council or other?	REPORTING MEMBER (to whom representations should be made)	REPORTING OFFICER / DIRECTOR (to whom representations should be made)	Consultation (please specify consultees, dates (to and from) and form of consultation), including other meetings.	Date and name of meeting	Date of Council decision (if required)
17		<p>revocation of all 5 AQMAs.</p> <p>The Annual Status Report for 2023 including results from 2018 to 2022 can be found here: https://www.rbwm.gov.uk/sites/default/files/2023-09/eh_air_quality_annual_report.pdf. Defra's appraisal report concluded that: On the basis of the evidence provided by the local authority the conclusions reached are accepted for all sources and pollutants. Following the completion of this report, Royal Borough of Windsor and Maidenhead should progress</p>						

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18		<p>with the revocation their compliant AQMAs and submit an Annual Status Report in 2024.</p> <p>Section 83(2)(b) of the Environment Act 1995 allows for the revocation of an AQMA by an Order, if it appears on review the air quality standards and objectives are being achieved and are likely throughout the relevant period to be achieved, within the designated area.</p>						
SEND and Alternative Provision Capital Strategy 2024 update	Part exempt -	A report giving the outcome of public consultation on proposals for new Special Educational Needs and Disabilities provision in the Royal Borough, and the resulting recommendations	Yes	Cabinet Member for Children's Services, Education & Windsor (Councillor Amy Tisi)	Lin Ferguson, Sam Franklin, Ben Wright	Internal	Cabinet 22 May 2024	

N.B. All documents to be used by the decision maker to be listed in the report to Cabinet

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		on which way we should proceed.						
19 School Transport Policy 2024-25	Open -	The report seeks Cabinet approval for the School Transport Policy 2024-25 which includes the revised transport assistance offer for Post 16 students with SEND.	Yes	Cabinet Member for Children's Services, Education & Windsor (Councillor Amy Tisi)	Executive Director of Children Services & Education Lynne Penn	External consultation using RBWM process	Cabinet 22 May 2024	
Adult Social Care Realignment	-	This report sets out the opportunity to realign a number of teams who provide the daily delivery of adult social care services into a single Directorate with full accountability for the quality and cost of the services. This will include transferring about 100 staff from Optalis to the Council. Cabinet are asked to approve the decision and	No	Cabinet Member for Adults, Health & Housing Services (Councillor Catherine del Campo)	Executive Director of Adult Services & Health	Internal	Cabinet 22 May 2024	

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		delegate authority to the Lead Member and Executive Director to implement the proposal, including negotiating the required changes in the contractual relationship with Optalis and approving the legal transfer of staff to the Council.						
2 Appointments to Outside Bodies	Open -	To make appointments of council representatives on outside and associated bodies. Each year, the Council appoints a number of representatives to sit on organisations to act as a communication link between the organisation and the council. Each political group will be given the opportunity to	Yes	Leader of the Council and Cabinet Member for Community Partnerships, Public Protection & Maidenhead (Councillor Simon Werner)	Mark Beeley, Elaine Browne	Internal	Cabinet 3 Jul 2024	

N.B. All documents to be used by the decision maker to be listed in the report to Cabinet

ITEM	Private Meeting - contains exempt/confidential information? See categories below	Short Description	Key Decision, Council or other?	REPORTING MEMBER (to whom representations should be made)	REPORTING OFFICER / DIRECTOR (to whom representations should be made)	Consultation (please specify consultees, dates (to and from) and form of consultation), including other meetings.	Date and name of meeting	Date of Council decision (if required)
		put forward nominations before Cabinet formally confirms the representative for each body.						
RBWM Gambling Act 2005 Statement of Principles – Three-Yearly Review	Open -	RBWM is a licensing authority under the Gambling Act 2005. Under this Act we are required to have a policy setting out how we will exercise our functions under this legislation, in RBWM this is called the RBWM Gambling Act 2005 Statement of Principles. The Act requires that, every three years, licensing authorities review and republish their policy and this is now due. A consultation on the existing Statement of Principles has	Yes	Councillor Richard Coe	Executive Director of Place Services Amanda Gregory, Greg Nelson	Licensing Panel on 15 April 2024 Statutory Consultation	Cabinet 3 Jul 2024	25 Sep 2024

N.B. All documents to be used by the decision maker to be listed in the report to Cabinet

ITEM	Private Meeting - contains exempt/confidential information? See categories below	Short Description	Key Decision, Council or other?	REPORTING MEMBER (to whom representations should be made)	REPORTING OFFICER / DIRECTOR (to whom representations should be made)	Consultation (please specify consultees, dates (to and from) and form of consultation), including other meetings.	Date and name of meeting	Date of Council decision (if required)
22		been carried out and an updated and revised version produced. This will be reported to the Licensing Panel on 15 April and will then need to go to Full Council for adoption as the RBWM Gambling Act 2005 Statement of Principles 2025 - 2028.						
Review of Air Quality Monitoring Programme for PM2.5 and PM10	Open -	The report will provide an update on the PM2.5 and PM10 monitoring programme within RBWM.	Yes	Councillor Karen Davies, Councillor Simon Werner	Andrew Durrant, Obi Oranu	Internal	Cabinet 23 Oct 2024	
Empty Property Strategy	Open -	Cabinet to agree RBWM's Empty Property Strategy. The Empty Property Strategy aims to work with empty homeowners to increase the supply of housing. The strategy will set out	Yes	Cabinet Member for Adults, Health & Housing Services (Councillor Catherine del Campo)	Andrew Durrant, Amanda Gregory	Consultation may be required with residents, landlords.	Cabinet 23 Oct 2024	

N.B. All documents to be used by the decision maker to be listed in the report to Cabinet

ITEM	Private Meeting - contains exempt/confidential information? See categories below	Short Description	Key Decision, Council or other?	REPORTING MEMBER (to whom representations should be made)	REPORTING OFFICER / DIRECTOR (to whom representations should be made)	Consultation (please specify consultees, dates (to and from) and form of consultation), including other meetings.	Date and name of meeting	Date of Council decision (if required)
		the approach RBWM will take to provide a clear direction for addressing empty homes which blight communities and adversely affect neighbourhoods.						
Berkshire Local Nature Recovery Strategy N3	Open -	The Strategy shall contain: -A description of Berkshire's biodiversity -A map of areas of particular importance for biodiversity -A list of priorities for nature recovery for Berkshire (the statement of biodiversity priorities) -A map of areas that could become of particular importance (the local habitat map)	Yes	Cabinet Member for Climate Change, Biodiversity & Windsor Town Council (Councillor Karen Davies)	Andrew Durrant, James Thorpe	Public Consultation	Cabinet 18 Dec 2024	22 Jan 2025

N.B. All documents to be used by the decision maker to be listed in the report to Cabinet

ITEM	Private Meeting - contains exempt/confidential information? See categories below	Short Description	Key Decision, Council or other?	REPORTING MEMBER (to whom representations should be made)	REPORTING OFFICER / DIRECTOR (to whom representations should be made)	Consultation (please specify consultees, dates (to and from) and form of consultation), including other meetings.	Date and name of meeting	Date of Council decision (if required)
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DESCRIPTIONS OF EXEMPT INFORMATION: ENGLAND

- 1 Information relating to any individual.
- 2 Information which is likely to reveal the identity of an individual.
- 3 Information relating to the financial or business affairs of any particular person (including the authority holding that information).
- 4 Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.
- 5 Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.
- 6 Information which reveals that the authority proposes:
 - (a) to give under any enactment a notice under or by virtue of which requirements are imposed on a person; or
 - (b) to make an order or direction under any enactment.
- 7 Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime.

Report Title:	Novello Theatre – Sale of Property
Contains Confidential or Exempt Information	No – Part I. – Appendix C with redactions which are not for publication by virtue of paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972
Cabinet Member:	Councillor Adam Bermange Portfolio holder for Planning, Legal and Asset Management
Meeting and Date:	Cabinet 24 th of April 2024
Responsible Officer(s):	Andrew Durrant - Executive Director of Place Services
Wards affected:	Sunninghill and Ascot

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REPORT SUMMARY

The Novello Theatre is a former cinema on Sunninghill High Street built in 1910. The Council has owned the property since 1966. The property was rented to an individual tenant in 2003 on a full repairing and insuring basis for a 20-year period. The tenant's use of the property had been sporadic with only occasional events or theatre productions taking place.

Following Covid the Tenant incurred significant rent arrears, negotiations to terminate the lease concluded in July 2023 with the surrender of the lease. The Council would incur significant cost to enable the property to be brought up to a modern relettable standard. The property could be used for a variety of alternative uses and would be suitable as a community facility.

Given the strong feeling in the community – including through the existence of a petition seeking to keep the venue as a community asset - the council proposes to market the property for sale for community related uses that could support a wide range of local Community user groups in the Sunninghill and Ascot area. The marketing of the sale for Community uses would be for a minimum six-month period to enable interested parties time to come forward with proposals and fund raise. It is recommended that the venue is sold and no longer forms part of the council's assets portfolio. If a bid which meets the council's valuation of the property in its current condition is not received after 6 months, the property will be marketed more widely.

The Council has sought independent valuation advise based on the Property being in Community use. This is required by the Council to ensure that it achieves best value as required by Section 123 of the Local Government Act 1972. The value of the building for sale in community use is £300,000.00 and therefore – to demonstrate best value – the council will seek to achieve this level of return. If Cabinet agree the recommendation marketing would commence in May 2024.

Although the Novello is currently not listed as an Asset of Community Value (ACV) under the Localism Act, a nomination to have it listed has been received. The council is working through this nomination based on the evidence received. If it is determined that the Novello reaches the threshold and is given formal ACV status, the terms of the Act would give the community 6 weeks in which to register an interest to purchase the asset upon the Council confirming that it intends to dispose

of the asset. If an interest is formally registered during this 6 week period, the community is given 6 months (including the initial 6 week period) to raise the necessary funds. Under the terms of the Act, local authorities are under no obligation to sell the asset to the community group at the end of that period.

However, regardless of whether or not the Novello receives formal ACV status, the council is treating it as if it were an ACV by giving the community a 6 month window in which to raise funds to buy the building. As with any asset, the council will take any final decision regarding a sale based on its best value duties

1. DETAILS OF RECOMMENDATION(S)

RECOMMENDATION: That Cabinet notes the report and:

- i) ***Agrees to sell the Novello Theatre and sets a valuation of £300,000.00 based on the independent valuation received.; and give delegated Authority to the Executive Direct of Place in consultation with the Portfolio Holder for Asset, Planning Legal and Asset Management to Market the Theatre for sale for use as Community facility for a minimum period of six months.***

2. REASON(S) FOR RECOMMENDATION(S) AND OPTIONS CONSIDERED

Options

Table 1: Options arising from this report

Option	Comments
To sell the property the valuation of the Novello Theatre is £300,000.00 whilst in Community use; and give delegated Authority to the Executive Direct of Place in consultation with the Portfolio Holder for Asset, Planning Legal and Asset Management to Market the sale of the Theatre for Community users for a minimum period of six months This is the recommended option	This is the preferred approach that seeks the successful sale of the theatre but to support the continued community use.
Do Nothing – this is not the recommended option	The Property could fall further into disrepair, causing additional financial capital expenditure. There will be a continued nondomestic rate cost as well as Health & Safety monitoring cost of the Asbestos Sheet Cement.

Option	Comments
	The building would be venerable to vandalization and trespass.

- 2.1 Through the lease surrender process a dilapidation assessment was conducted. This assessed the cost of repairing and decoration of the property to the same standard when the building was originally leased in 2003. The Property construction consists of brick masonry gable ends, brick piers to support metal roof trusses, asbestos cement sheet panels on wooden stud frame walls. The flank asbestos cement sheets and stud walls have failed and are a health and safety issue. Significant expenditure is required to enable the property to be relet and bring it up to modern standards.
- 2.2 The market for commercial theatre space is limited and unlikely to generate an appropriate income to cover the cost of refurbishment. The property could be used for a variety of alternative activities or redeveloped. It could offer useful space subject to improvement and necessary consent(s) for Community groups and activities in Sunninghill and Ascot. Based on the level of feeling in the local community that the venue remains as a community venue, it is recommended – at least in the first instance – that the property is offered for sale as a community venue. If the market does not respond accordingly, the council may wish to consider alternative uses.

3. KEY IMPLICATIONS

- 3.1 There are several successful outcomes that could be realised through the sale. This would see the Theatre brought back into beneficial use for the community, supporting a vibrant local resource. The Council would benefit from the sale reducing the significant holding cost of the property such as non-domestic rates and refurbishment cost.

Table 2: Key Implications

Outcome	Unmet	Met	Exceeded	Significantly Exceeded	Date of delivery
Approve Recommendation to sell Theatre	31 st May 2024	24 April 2024	30 th June 2024	30 th September 2024	24 th of April 2024
Market Property for Community Uses	30 th June 2024	31 st May 2024	21 st July 2024	30 th September 2024	31 st of May 2024
Complete Sale of Property to Community interest group or organisation	31 st December 2024	30 th November 2024	31 st January 2024	31 st March 2025	30 th November 2024

4. FINANCIAL DETAILS / VALUE FOR MONEY

- 4.1 The Council purchased the property in the 1966 at an open market value of £5800.00. The property was leased to an individual tenant in 2003 on a full repairing and insuring basis for a 20-year period. The tenant's use of the property had been sporadic with only occasional events or theatre productions taking place.
- 4.2 Following Covid the Tenant incurred significant rent arrears, negotiations to terminate the lease concluded in July 2023 with the surrender of the lease. Through the lease surrender process a dilapidation assessment was conducted. This assessed the cost of repairing and decoration of the property to the same standard when the building was original leased in 2003. The cost of the Dilapidation was estimated at £95,000.00 this would not enable the property to be relet.
- 4.3 The sale of the property is recommended. The Theatre was valued for sale in late February 2024, and was conducted in accordance with Commercial Property valuation practice and in accordance with the RICS Valuation – Global Standards 2022 and UK National Supplement. The valuer applied two special assumptions to the valuation.
- The Property would remain in community use.
 - The property would be sold for redevelopment.

Based on the valuation assumptions the value of the property remaining in community use is £300,000.00 and as a development opportunity £325,000.00.

- 4.4 Following the valuation advice, the Theatre would initially be market for sale based on it use as a property focused on community uses. This could provide a receipt of £300,000.00 for the property. The sale of the property could ease the Council's proposed capital budget expenditure as the identified £300,000 cost to refurbish the Theatre would not be required.
- 4.5 **Table 3: Financial impact of report's recommendations**

REVENUE COSTS	2024/25	2025/26	2026/27
Additional total	£300,000.00	£0	£0
Reduction	£0	£0	£0
Net Impact	£0	£0	£0

CAPITAL COSTS	2024/25	2025/26	2026/27
Additional total	£0	£0	£0
Reduction	£0	£0	£0
Net Impact	£0	£0	£0

5. LEGAL IMPLICATIONS

- 5.1 The key legal matter is to ensure that any sale of an asset, in this case the Novello Theatre, would meet the Best Value requirements of Section 123 of the Local Government Act 1972. The Section 123 requirement would be met if the sale proceeds were the same or more than the value of the Valuation for the property as defined. This would be the sale of the property to be used by Community organisation or groups.

6. RISK MANAGEMENT

- 6.1 The risk to the proposal would be the inability to complete the sale. This would create a financial risk due the extensive work required to refurbish the property. The cost to bring the property up to existing use standards, remove the Asbestos, meet accessibility and minimum energy standards would not be supported by the likely rental income that could be achieved. Remedial action could be demolition to prevent trespass, or vandalism and reduce health & safety risk or a sale as a full redevelopment site.

7. POTENTIAL IMPACTS

- 7.1 Equalities. An Equality Impact Assessment is available as Appendix A. The Equality Act 2010 places a statutory duty on the council to ensure that when considering any new or reviewed strategy, policy, plan, project, service or procedure the impacts on particular groups, including those within the workforce and customer/public groups, have been considered. The EQIA Assessment is at Appendix A.
- 7.2 Climate change/sustainability. The property was built in 1910 and would require significant improvement to the build fabric to meet existing and future minimum energy efficiency standards. The thermal performance the existing build does not meet allow for adaption to improve insulation.

- 7.3 Data Protection/GDPR. The report does not contain any personal data

8. CONSULTATION

- 8.1 To include:
- Summary of consultation Briefing Note to ELT and Lead Member for Planning, Law, and Asset Management.

9. TIMETABLE FOR IMPLEMENTATION

- 9.1 Implementation date if not called in: The full implementation stages are set out in table 5

Table 5: Implementation timetable

Date	Details
25/04/2024	Market Property of sale

10. APPENDICES

- 10.1 This report is supported by 3 appendices:
- Appendix A – Equality Impact Assessment
 - Appendix B – Site Location Plan

- Appendix C – Novello Theatre Valuation Report February 2024 with redactions for information not for publication by virtue of paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972

11. BACKGROUND DOCUMENTS

11.1 This report is supported by no background document:

12. CONSULTATION

Name of consultee	Post held	Date sent	Date returned
<i>Mandatory: Statutory Officer (or deputy)</i>			
Elizabeth Griffiths	Executive Director of Resources & S151 Officer	19/03/2024	03/04/24
Elaine Browne	Deputy Director of Law & Governance & Monitoring Officer	19/03/2024	03/04/24
<i>Deputies:</i>			
Andrew Vallance	Deputy Director of Finance & Deputy S151 Officer		
Jane Cryer	Principal Lawyer & Deputy Monitoring Officer		
Helena Stevenson	Principal Lawyer & Deputy Monitoring Officer		
<i>Mandatory: Procurement Manager (or deputy) - if report requests approval to go to tender or award a contract</i>			
Lyn Hitchinson	Procurement Manager		
<i>Mandatory: Data Protection Officer (or deputy) - if decision will result in processing of personal data; to advise on DPIA</i>			
Samantha Wootton	Data Protection Officer	19/03/2024	
<i>Mandatory: Equalities Officer – to advise on EQiA, or agree an EQiA is not required</i>			
Ellen McManus-Fry	Equalities & Engagement Officer	19/03/2024	20/03/24
<i>Mandatory: Assistant Director HR – to advise if report has potential staffing or workforce implications</i>			
Nikki Craig	Assistant Director of HR, Corporate Projects and IT	19/03/2024	25/03/24
<i>Other consultees:</i>			
<i>Directors (where relevant)</i>			
Stephen Evans	Chief Executive	19/03/2024	25/03/24
Andrew Durrant	Executive Director of Place	19/03/2024	02/04/24
Confirmation relevant Cabinet Member(s) consulted	Cabinet Member for Planning, Law & Asset Management	Yes	

REPORT HISTORY

Decision type:	Urgency item?	To follow item?
If a Cabinet report: Non-key decision	No	No

Report Author: Ian Brazier-Dubber, Managing Director Prop Co, 07866 124168

Appendix A - Equality Impact Assessment

For support in completing this EQIA, please consult the EQIA Guidance Document or contact equality@rbwm.gov.uk

www.rbwm.gov.uk



1. Background Information

Title of policy/strategy/plan:	Proposed sale of Novello Theatre for Community use(s)
Service area:	Property Services – Asset Management
Directorate:	Place Services

Provide a brief explanation of the proposal:

- What are its intended outcomes?
- Who will deliver it?
- Is it a new proposal or a change to an existing one?

The Proposal is the market the Novello Theatre property for Sale, the property has been a commercial asset owned by the Council. The Property Service – Asset Management team will manage the sale process.

This is as new proposal.

2. Relevance Check

Is this proposal likely to directly impact people, communities or RBWM employees?

- If No, please explain why not, including how you've considered equality issues.
- Will this proposal need a EQIA at a later stage? (for example, for a forthcoming action plan)

The Sale will not directly impact individual, communities or RBWM employees. The Property has been operated as a commercial business premises, charging for use of the facility and activities. The slae of the Property is focused on providing a community facility.

If 'No', proceed to 'Sign off'. If unsure, please contact equality@rbwm.gov.uk

3. Evidence Gathering and Stakeholder Engagement

Who will be affected by this proposal?

For example, users of a particular service, residents of a geographical area, staff

Among those affected by the proposal, are protected characteristics (age, sex, disability, race, religion, sexual orientation, gender reassignment, pregnancy/maternity, marriage/civil partnership) disproportionately represented?

For example, compared to the general population do a higher proportion have disabilities?

What engagement/consultation has been undertaken or planned?

- How has/will equality considerations be taken into account?
- Where known, what were the outcomes of this engagement?

What sources of data and evidence have been used in this assessment?

Please consult the Equalities Evidence Grid for relevant data. Examples of other possible sources of information are in the Guidance document.

4. Equality Analysis

Please detail, **using supporting evidence**:

- How the protected characteristics below might influence the needs and experiences of individuals, in relation to this proposal.
- How these characteristics might affect the impact of this proposal.

Tick positive/negative impact as appropriate. If there is no impact, or a neutral impact, state 'Not Applicable'

More information on each protected characteristic is provided in the Guidance document.

	Details and supporting evidence	Potential positive impact	Potential negative impact
Age			
Disability			
Sex			
Race, ethnicity and religion			
Sexual orientation and gender reassignment			
Pregnancy and maternity			
Marriage and civil partnership			
Armed forces community			
Socio-economic considerations e.g. low income, poverty			
Children in care/Care leavers			

5. Impact Assessment and Monitoring

If you have not identified any disproportionate impacts and the questions below are not applicable, leave them blank and proceed to Sign Off.

What measures have been taken to ensure that groups with protected characteristics are able to benefit from this change, or are not disadvantaged by it?

For example, adjustments needed to accommodate the needs of a particular group

Where a potential negative impact cannot be avoided, what measures have been put in place to mitigate or minimise this?

- For planned future actions, provide the name of the responsible individual and the target date for implementation.

How will the equality impacts identified here be monitored and reviewed in the future?

See guidance document for examples of appropriate stages to review an EQIA.

6. Sign Off

Completed by: Ian Brazier – Dubber	Date: 18/03/2024
Approved by:	Date:

If this version of the EQIA has been reviewed and/or updated:

Reviewed by:	Date:
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SUNNINGHILL PARISH



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VALUATION REPORT ON:

**Novello Theatre,
2 High Street,
Sunninghill,
Berkshire
SL5 9NE**

Chatsworth House
29 Broadway
Maidenhead
Berkshire | SL6 1LY

Name of client	RBWM Property Company Limited
Date of inspection	27 th February 2024
Weather conditions	Overcast and dry
Our Reference	MD/Vals2024/NovelloTheatre
Name of surveyor	Michael Darroch BSc (Hons) MRICS RICS Registered Valuer

Regulated by RICS | Offices: Basingstoke | Camberley | Gerrards Cross | High Wycombe | Maidenhead | Mayfair | Reading | Staines-Upon-Thames | Windsor

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Registered office: Chatsworth House | 29 Broadway | Maidenhead | Berkshire | SL6 1LY

Valuation report summary



Property:	Novello Theatre, 2 High Street, Sunninghill, Berkshire SL5 9NE
Location:	Sunninghill village centre, fronting High Street.
Description:	Single-storey theatre.
Planning use:	Sui generis
Tenure:	Freehold
Valuation date:	27 th February 2024
Valuation basis:	Market Value on the Special Assumption that the property will remain in community use.

Market Value on the Special Assumption that the property will form a redevelopment.

Market Value on the Special Assumption that the property will remain in community use:

[REDACTED]

Market Value on the Special Assumption that the property will form a redevelopment:

[REDACTED]

Supported by market evidence:

Yes, although limited

1 Special instructions and assumptions

- 1.1 This Valuation Report has been prepared for sale consideration purposes.
- 1.2 The Market Value (MV) indicated within this report is dated 27th February 2024.
- 1.3 This Valuation Report has been prepared in accordance with our standard Conditions of Engagement – Commercial Property and in accordance with the RICS Valuation – Global Standards 2022 and UK National Supplement.
- 1.4 Within our report we have provided the following:
 - 1.4.1 Market Value on the Special Assumption that the property will remain in community use.
 - 1.4.2 Market Value on the Special Assumption that the property will form a redevelopment.
- 1.5 In accordance with the RICS Valuation – Global Standards 2022 and UK National Supplement, we set out below the special assumptions made in accordance with your instructions during the preparation of this Report:
 - 1.5.1 For the valuation as set out in 1.4.1 above, we have assumed the property will remain in community use or other non-residential institution. There is a dearth of very similar uses to a community/theatre use and we have therefore had to make the special assumption that no further discount is required in our valuation from general non-residential institutional uses.
 - 1.5.2 For the valuation as set out in 1.4.2 above, we have assumed the property will form a redevelopment with the following Special Assumptions:
 - That the property would be given planning for Class E commercial use on the ground floor and Class C3 dwellings comprising three flats on the first floor.
 - The development will be undertaken in a good, workmanlike manner in compliance with planning and building regulations, and there will be no legal/site restrictions that prohibit the development.
 - That the redevelopment can be undertaken in line with RICS Build Cost Information Service average build costs, and specifically in line with redevelopment costs as set out in sections 22.16 and 22.17 of this report.
- 1.6 There are no further Special Assumptions that would affect our valuation.
- 1.7 We confirm that a conflict of interest check has been carried out and confirm that no conflict exists.

2 Date and extent of inspection

- 2.1 Our inspection of the above property was made on Tuesday 27th February 2024 when the weather was overcast and dry.
- 2.2 The property was inspected by Michael Darroch BSc (Hons) MRICS and the report has been reviewed by Nathan Hall BSc (Hons) MRICS.
- 2.3 An inspection for valuation purposes was possible to all parts of the property valued herein.
- 2.4 At the time of inspection, the property was vacant. We were provided access by James Gray at 10.00am.

3 Situation, communications and amenities

- 3.1 Sunninghill is a village in Berkshire that is within the Royal Borough of Windsor and Maidenhead. It is approximately a mile to the southeast of Ascot, 1.25 miles to the northwest of Sunningdale and 24 miles to the west of Central London.
- 3.2 Communications in the area are very good, with Junction 3 of the M3 around 3.5 miles to the south as the crow flies. The nearest train stations at Ascot and at Sunningdale provide South Western Railway services to destinations including London Waterloo and Reading.
- 3.3 Sunninghill is a popular village that benefits from a range of retail, services and restaurants, mainly along High Street, and multiple public houses just to the west of the village centre. It is close to Windsor, Ascot Racecourse and Wentworth Golf Club.
- 3.4 The subject property comprises a property fronting High Street, close to its junction with Kings Road. Cordes Hall, which is a multi-purpose theatre/meeting/community venue, is adjacent to the north, whilst properties to the south mainly comprise two storey buildings with commercial uses on the ground floor and residential uses above. St Michael's C Of E Primary School is opposite.

4 Description of property

- 4.1 The property comprises a single-storey building previously used as a community theatre that is likely to date from circa 1900 but has had subsequent additions to the front and rear.
- 4.2 The building's footprint is approximately rectangular, with a Front of House area off the High Street, providing lobby with ticket/refreshment counter, WCs and a small store. Behind is the main auditorium with sloping floor to the stage (sloping so that the back of the auditorium is around 2 metres higher than the floor in front of the stage). Backstage there is a 'crossover' area, from which there are loading doors measuring around 2.10m high x 2.10m wide, two dressing rooms, and WCs.

- 4.3 The property is as shown on HMLR Title Plan ref BK61287, a copy of which is appended to this report. The site extends to 0.040 ha (0.098 acres), comprising the building footprint, hardstanding covered by a canopy at the front, and a narrow pedestrian passageway running along the side and rear of the building. The site area has been calculated on screen from mapping information as issued by Edozo.
- 4.4 The property sits on High Street, which we understand to be an adopted highway. Legal enquiries should confirm that vehicular and pedestrian access rights are allowed at all times in perpetuity.

5 Construction

- 5.1 We have not arranged for an investigation to be carried out to determine whether or not high alumina cement concrete, calcium chloride additive or any other potentially deleterious or hazardous materials or techniques were used in the construction of this property or has since been incorporated, and we are therefore unable to report that the property is free from risk in this respect. For the purpose of this valuation we have assumed that such investigation would not disclose the presence of any such material to any significant extent.
- 5.2 The property is of an age whereby the use of asbestos containing materials in its subsequent alterations cannot be ruled out. You are advised to obtain further advice upon the management of asbestos in premises and prior to considering the removal or modification of this material, we would refer you to the Health & Safety Executive's web site www.hse.gov.uk/asbestos.
- 5.3 The building dates from circa 1900 but has had subsequent alterations. It has brick elevations that are partially rendered and partially clad with timber. The main roof above the auditorium and stage appears to be of a timber frame with slate tiles externally and timber cladding internally. The roofs above the front and rear sections are flat and felt covered. The front section has aluminium single-glazed doors and windows and the canopy is supported by way of steel columns. The external hardstanding is a mix of concrete and concrete slab.
- 5.4 Internally, the floors comprise a mix of carpet, vinyl, timber and chipboard coverings. Lighting is by way of fluorescent strip and spotlight fittings. Walls have a mix of emulsion, mural or exposed brick finishes. The WCs are of a basic specification. Heating is via hot water radiators fed by a 'Imax' gas boiler and by hot air blowers. There is no air conditioning but there are fans in the auditorium.
- 5.5 The auditorium seating has been removed but much of the previous tenant's lighting rig in the auditorium and stage areas remains in situ.
- 5.6 All mains services are understood to be provided to the property.

6 Condition and state of repair

- 6.1 We have not carried out a building survey, nor have we inspected those parts of the property which are covered, unexposed or inaccessible and such parts have been assumed to be in good repair and condition. We cannot express an opinion about or advise upon the condition of uninspected parts and this Report should not be taken as making any implied representation or statement about such parts. For the purposes of this valuation we have assumed that an inspection of those parts that have not been inspected would neither reveal material defects nor cause the Valuer to alter the valuation materially.
- 6.2 Generally, the property is in a poor condition and requires substantial repairs to bring the building up to a satisfactory condition. You have commissioned Peter Ciesielski of Kempton Carr to provide a dilapidation report for the property, which is attached at the end of this report. The costs to put the property into good order with the [REDACTED]
- 6.3 Subject to regular maintenance and decoration the property has a useful life expectancy of in excess of 35 years.

7 Accommodation

- 7.1 In accordance with the Royal Institution of Chartered Surveyors we have adopted the applicable measurement as defined by the Code of Measuring Practice 6th Edition (COMP) and/or the RICS Property Measurement 2nd Edition.
- 7.2 We have adopted Net Internal Area for the commercial areas.
- 7.3 The accommodation briefly comprises:

Description	Square Metres	Square Feet
Front of House (inc. lobby and stores)	32.8	353
Auditorium	104.3	1,122
Stage	75.5	813
Backstage (inc. Crossover and dressing rooms)	62.9	677
Total	275.5	2,965

7.4 We have adopted a conversion multiplier of 10.764 between sq. m and sq. ft.

8 Tenure

8.1 The property is held freehold and was vacant when valued.

8.2 We have not had sight of a report on title but assume that good title can be shown and that the property is not subject to any unusual or especially onerous restrictions, encumbrances or outgoings.

9 Environmental factors

9.1 We are unaware of any environmental factors affecting the property which could adversely affect its occupation in the future or be detrimental to the value. Legal enquiries should verify that the property complies with all statutory requirements.

10 Radon Gas

10.1 Radon gas is a naturally-occurring substance, particularly, but not exclusively, prevalent in areas with granite sub-strata. We are unable to confirm whether or not the site is affected by radon gas affecting the property or future occupants.

11 Flooding

11.1 From informal enquiries of The Environment Agency's website the property does not lie in a recognised flood plain. Legal enquiries should verify and confirm that all the necessary insurance policies are in place, as required.

12 Invasive Species

12.1 During our inspection for valuation purposes, we identified no obvious signs of Japanese Knotweed at the property.

13 Contamination

13.1 Our enquiries have not revealed any contamination affecting the property or neighbouring property which would affect our valuation. However, should it be established subsequently that contamination exists at the property or on any neighbouring land or that the premises have been or are being put to any contaminative use, this might reduce the values now reported.

13.2 We found no evidence on site during our inspection to indicate that the property has ever been used for a contaminating use in the past. If however, solicitors' searches reveal that the site was previously under an ownership or a planning use considered likely to create chemical contamination, (e.g. asbestos production, petrochemical or

paintworks), or that the site was used for the disposal of waste by land fill tipping this information should be referred back to us so that we can advise further.

14 Energy Performance Certificates (EPCs)

14.1 Since 1st October 2008 an EPC must be made available whenever a non-domestic building is constructed, sold or rented out, subject to certain exemptions. EPC's are valid for ten years.

14.2 No EPC Certificate was made available during our inspection and we have not conducted a calculation to assess the EPC rating.

14.3 We have consulted the EPC Non-Domestic online Register and have identified a certificate as follows:

Certificate no.: 5573-5456-8623-5129-6239

Expiry date: 13 January 2031

Energy rating: E (113)

14.4 The Energy Act 2011, which has received Royal Assent, will make it unlawful to let buildings with F and G rated Energy Performance Certificates after April, 2018. This means investors could face significant improvement costs to mitigate the potentially disastrous falls in the value of older buildings. For the purposes of our valuation we have assumed that the property has an energy rating of E or better and it will not be affected by the changes in legislation in the future. Furthermore, our valuation as at the Valuation Date above has assumed a rating of E or better for valuation purposes.

15 Equality Act 2010

15.1 Under the Equality Act 2010, there is a requirement for service providers to make reasonable adjustment for disabled people, such as providing extra help or making changes to the way they provide their services. Service providers are liable to make reasonable adjustments to the physical features of their premises to overcome physical barriers to access, although there are no definitive requirements for the "reasonable" adjustments which may have to be made. However, further information regarding the requirements can be obtained from the Disability Rights Commission who may be able to put you in contact with their Local Access Group to provide further advice. In the first instance, further information can be obtained from the Direct Gov Website www.direct.gov.uk.

15.2 This building does not meet the requirements of the Act because:

There are variations in floor levels negotiated by steps only.

There are insufficient door widths and door furniture.

15.3 You should note that these comments are observations and not a comprehensive indication of the requirements of the Act. We have not undertaken an audit of all the facilities to establish the restriction of users with disabilities but have made one or two

general observations. You should consider commissioning a full audit of the premises to establish any further alteration, which will be required to comply with the Act.

- 15.4 Further information: The Department for Work and Pensions provides extensive advice on the application of the legislation at www.dwp.gov.uk/employers/dda/.

16 Other statutory matters

- 16.1 We have assumed that the property and its value are unaffected by any matters which would be revealed by a local search and replies to the usual enquiries, or by any statutory notice, and that neither the property, nor its condition, or its use, or its intended use, is or will be unlawful.

17 Fire safety law

- 17.1 From 1 October 2006, The Regulatory Reform (Fire Safety) Order 2005 (SI 2005 No. 1541) introduced a requirement for the 'responsible person' to make a suitable and sufficient assessment of the risks and to identify the fire precautions required to comply with the Order. The Order applies to all non-domestic property. Such fire precautions may include adaptation of the building and installation of fire safety equipment, but must in all cases include: signage, fire safety action plans, staff training, identifying duty holders and routine maintenance/monitoring via signed and dated checklists. Detailed information on the Regulations and fire safety in general is available from www.fire.gov.uk.

- 17.2 We assume that the fire alarm systems in place are compliant with legislation.

18 Planning and use – planning consents and permitted use

- 18.1 We are unaware of any planning applications/permissions in respect of the subject property that would affect value.
- 18.2 Solicitors' enquiries should undertake all the required searches on the property and refer back to us so that we can comment upon the effect, if any, these may have upon our valuation.

19 Business Rates

- 19.1 Our internet based enquiry of the Valuation Office Agency website shows an assessment for 'The Picture House', which we assume to be applicable to the subject property, that is assessed as theatre and premises with Rateable Value of £2,400.

20 Market conditions and trends

RICS Q4: UK Commercial Property Monitor

Occupier and investor demand still subdued although forward-looking sentiment improves marginally.

- Occupier and investor demand metrics remain downbeat away from the industrial sector
- The gap between prime and secondary office rental expectations continues to widen
- The largest share of respondents now feel the market has reached the bottom of the current cycle

The Q4 2023 RICS UK Commercial Property Monitor results continue to portray a market struggling for momentum, even if most of the indicators tracked in the survey have improved slightly (or turned less negative) relative to the previous report. In keeping with this, although views remain mixed, the largest share of respondents (33%) now sense the market has reached the bottom of the current cycle, which represents modest increase on the 24% who were of this opinion last quarter.

Occupier Market

The all-property aggregate measure of occupier demand posted a net balance reading of -7% in Q4. Although slightly less negative than figures of -12% and -10% seen in Q3 and Q2 respectively, the latest feedback remains consistent with a generally subdued trend in headline tenant demand. Looking at the sector breakdown, both the office and retail segments remain relatively weak, returning net balance readings of -12% and -18% (albeit these are a little less downcast than values of -19% and -25% seen beforehand). Meanwhile, industrial demand edged up according to a net balance of +6% of respondents (+3% last time). That said, the Q4 reading is still relatively soft compared to recent years.

Alongside this, space available for occupancy continued to increase with regards to both the office and retail sectors. At the same time, industrial vacancies held broadly steady this quarter. Nevertheless, the value of incentive packages on offer to tenants continued to rise right across the board, albeit this pick-up was more pronounced within the office and retail sectors and only modest for industrials.

Looking ahead, near-term rental growth expectations remain more or less flat at the all-sector level, posting a net balance of -2% in Q4 compared to a reading of -4% in Q3. Likewise, headline rental growth projections for the year ahead are also flat (net balance zero), albeit this aggregate figure masks continued divergence across the various sub-sectors. Indeed, rents for Industrial space are still anticipated moving higher over the course of the next twelve months, with respondents' views largely unchanged from the previous results (net balance +48% for prime industrials and +14% for secondary).

Conversely, secondary retail rental expectations remain entrenched in negative territory, returning a net balance of -41% compared to a reading of -50% last time around. That said, the outlook for prime retail rents appears to have stabilised, with the twelve-month expectations net balance moving to -4% from a value of -13% previously. In fact, this reading marks the least negative view on prime retail rents since Q1 2018. In parallel with this, the office sector appears even more polarised, as rental expectations moved further into positive territory for prime space during Q4 (net balance +30% vs +21% in Q3), but remained firmly negative for secondary office rents (net balance -44%).

When looking at the regional results, the national picture is largely mirrored throughout most parts of the country. For London however, the prime office and retail markets stand out as exhibiting stronger rental expectations than the UK-wide averages (while secondary office space appears to be under even greater pressure across the capital).

Investment market

Overall investment demand remains relatively soft at present, evidenced by the all-property investment enquiries indicator posting a net balance reading of -19%. This is only marginally less negative than the figure of -21% in Q3, with the office and retail sectors continuing to weigh most heavily on the aggregate picture. Similarly, overseas investment enquiries also continue to slip, with all sectors seeing a decline (to a greater or lesser degree) in Q4.

On a slightly more encouraging note, the net balance for the credit conditions measure came in at -5% in Q4, marking a significant easing in negativity relative to readings of -44% and -75% seen in Q3 and Q2 respectively. As such, this represents the least negative reading going back to Q1 2022, while the prospect of a loosening in the lending climate has the potential to stimulate something of a recovery in investment activity as the year progresses.

With respect to capital values, only the prime industrial sector displays clearly positive expectations for the year to come, posting a net balance of +36% compared to last quarter's reading of +24%. On the same basis, respondents do foresee a modest uplift in prime office values (net balance +11%), although the outlook remains firmly negative for their secondary counterparts (net balance -46%). At the same time, secondary industrial and prime retail values are seen holding broadly steady over the next twelve months, while secondary retail units are expected to see further capital value declines.

By way of contrast, several of the more alternative sectors tracked display a positive assessment for capital value growth prospects over 2024. Leading the way, data centres, life sciences, aged care facilities and student housing all returned net balances in excess of +40% for capital value expectations, while multifamily residential expectations were not far behind at +39%. In each instance, twelve-month projections were upgraded from last quarter. At the other end of the spectrum, the outlook is only marginally positive for hotels, while leisure values are seen falling slightly.

21 Market evidence

21.1 The following comparable evidence has been used in the preparation of our report and in determining our opinion of the Market Value (MV)

Community use letting comparables

Address	Comments
<p>St. Mary & St. Georges Church Hall, Copyground Lane, High Wycombe HP12 3XA</p>	<p>This property let in January 2024 for £18,000 per annum, equating to £11.06 per sq ft.</p> <p>The property is a single-storey 1,627 sq ft 1990s building, in reasonable condition, that let to a nursery. The accommodation provides two open plan rooms; kitchen; store; office; and WCs. There are 8 parking spaces and a garden.</p> <p>This comparable property is some 17 miles to the north of the subject property, in a residential area adjacent to a church. The subject is in a better location.</p> <p>We consider that the subject property would command a far lower rent per sq ft than this comparable property. The comparable was in a reasonable condition, has a level floor and lends itself to the nursery use given that it has a garden, fair natural light and car parking. We are of the opinion that these factors would outweigh the subject's better location.</p>
<p>Gloucester Hall, Gloucester Gardens, Bagshot GU19 5NU</p>	<p>This property let in June 2023 for £36,000 per annum, equating to £19.85 per sq ft.</p> <p>The property is a single-storey 1,814 sq ft 2004-built building, in good condition, that let to a martial arts gym, but had previous uses as a nursery and as a religious building. The accommodation provides main hall; breakout room; kitchen; and WCs. There are 16 parking spaces.</p> <p>This comparable property is some 3 miles to the southwest of the subject property, in a residential area. The subject is in a better location.</p> <p>We consider that the subject property would command a far lower rent per sq ft than this comparable property. The comparable was</p>

	<p>in a good condition, has a level floor and lends itself to a variety of uses given that it is a modern, open plan building, with natural light and car parking. We are of the opinion that these factors would outweigh the subject's better location.</p>
<p>Former Royal British Legion Hall, Lower Road, Effingham KT24 5JP</p>	<p>This property let in August 2021 for a net effective rent of £60,000 per annum, equating to £10.63 per sq ft.</p> <p>The property is a single-storey 4,824 sq ft building built in 1890 that required modernisation. It let to nursery. The accommodation provides main hall, with bar and stage; meeting room; snooker room; further bar area; and WCs. The property is on a site with extensive car parking of circa 40 spaces.</p> <p>This comparable property is some 14 miles to the southeast of the subject property, in a residential area but on a busy road. The subject is in a better location.</p> <p>We consider that the subject property would command a far lower rent per sq ft than this comparable property. The comparable was in a slightly better location, has a level floor and lends itself to more uses given it has good natural light and car parking. We are of the opinion that these factors would outweigh the subject's better location.</p>

Community use sale comparables

Address	Comments
<p>Former Sunninghill Day Nursery, The Terrace, Sunninghill SL5 9NH</p>	<p>This property is on the market for £600,000. The agents advise that it has attracted significant interest but no offers have yet been accepted.</p> <p>The property comprises an attractive brick and stone building that appears to have originally been a church. The property appears in very good condition.</p> <p>The building extends to 2,198 sq ft across ground floor only, providing a main hall, a further large room, two smaller rooms, a kitchen and WCs. It is on a 0.078-acre site that does not provide any significant outside space.</p>

	<p>The sale price sought equates to £273 per sq ft.</p> <p>This comparable property is just a couple of streets to the west of the subject property, in a residential area within easy walking distance of High Street. The subject is in a better location.</p> <p>We consider that the subject property would command a much lower capital value per sq ft than this comparable property. The subject is in a good location but is in a poor condition. Moreover, it has a limiting configuration with a sloping floor, poor natural light and poor ventilation.</p>
<p>St Lukes Mission Church, St Lukes Road, Old Windsor SL4 2QX</p>	<p>This property sold in May 2023 for £340,000. It is understood that the purchaser is considering a redevelopment to provide residential accommodation.</p> <p>The property is a detached prefabricated former church on a self-contained site. The building dates from the 1950s and needed modernisation.</p> <p>The building extends to 1,087 sq ft across ground floor only, providing main hall, kitchen, and WCs. It is on a 0.096-acre site that includes 5 parking spaces.</p> <p>The sale price equates to £313 per sq ft.</p> <p>This comparable property is some 5 miles to the northeast of the subject property, in a residential area but close to local shopping parade. The subject is in a better location.</p> <p>We consider that the subject property would command a much lower capital value per sq ft than this comparable property. The subject is in a good location but is in a poor condition. Moreover, it has a limiting configuration with a sloping floor, poor natural light and poor ventilation.</p>

<p>53-55 Norwood Road, Southall UB2 4EA</p>	<p>This property sold in January 2023 for £1,200,000. The purchaser is a religious use, but the site also has development potential.</p> <p>The property is a detached church building on a self-contained site. The building dates from the 1960s and needed modernisation.</p> <p>The building extends to 2,694 sq ft across ground floor only, providing main hall, kitchen, stores, and WCs. It is on a 0.166-acre site that includes generous parking.</p> <p>The sale price equates to £445 per sq ft.</p> <p>This comparable property is some 13.5 miles to the northeast of the subject property, in a residential area. The subject is in a better location.</p> <p>We consider that the subject property would command a much lower capital value per sq ft than this comparable property. The subject is in a good location but is in a poor condition. Moreover, it has a limiting configuration with a sloping floor, poor natural light and poor ventilation.</p>
<p>Former Royal British Legion Hall, Queensmead Rd, High Wycombe HP10 9XA</p>	<p>This property sold in August 2022 for £1,400,000. The purchaser is understood to be a developer.</p> <p>The property is a detached former community building on a self-contained site. The building dates from the 1970s and was in a fair condition.</p> <p>The building extends to 5,004 sq ft, predominantly on the ground floor, but also with accommodation on basement and first floors. It provided a main hall; studio; bar areas; kitchen; stores; and WCs. It is on a 0.161-acre site that includes 6 parking spaces.</p> <p>The sale price equates to £280 per sq ft.</p> <p>This comparable property is some 14 miles to the north of the subject property, in a mixed residential/commercial location. The subject is in a marginally better location.</p> <p>We consider that the subject property would command a much</p>

	<p>lower capital value per sq ft than this comparable property. The subject is in a good location but is in a poor condition. Moreover, it has a limiting configuration with a sloping floor, poor natural light and poor ventilation.</p>
<p>Old Windsor Methodist Church, 55a St Lukes Rd, Old Windsor SL4 2QL</p>	<p>This property under offer to sell for £415,000. The purchaser is understood to be looking to convert to an office use.</p> <p>The property is a detached church building on a self-contained site. The building dates from the 1950s and needed modernisation.</p> <p>The building extends to 2,377 sq ft across ground floor only, providing main hall; secondary community room; kitchen; and WCs. It is on a 0.136-acre site that does not have any parking.</p> <p>The sale price equates to £175 per sq ft.</p> <p>This comparable property is some 5 miles to the northeast of the subject property, in a residential area. The subject is in a better location.</p> <p>We consider that the subject property would command a lower capital value per sq ft than this comparable property. The subject is in a good location but is in a poor condition. Moreover, it has a limiting configuration with a sloping floor, poor natural light and poor ventilation.</p>
<p>Eton Mission Church, Alma Rd, Eton Wick SL4 6JZ</p>	<p>This property under offer to sell for £320,000. The purchaser is understood to be looking to convert to an office use.</p> <p>The property is a detached church building on a self-contained site. The building dates from the 1880s and needed modernisation.</p> <p>The building extends to 1,535 sq ft across ground floor only, providing main hall; kitchen; and WCs. It is on a 0.051-acre site that does not have any parking.</p> <p>The sale price equates to £208 per sq ft.</p>

	<p>This comparable property is some 7 miles to the north of the subject property, in a residential area. The subject is in a better location.</p> <p>We consider that the subject property would command a lower capital value per sq ft than this comparable property. The subject is in a good location but is in a poor condition. Moreover, it has a limiting configuration with a sloping floor, poor natural light and poor ventilation.</p>
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Retail use letting comparables

Address	Comments
<p>66 High Street, Sunninghill SL5 9NN</p>	<p>This property had a lease renewal in May 2023 at a rent of £25,000 per annum. The tenant trades as a patisserie.</p> <p>The shop has an ITZA* floor area of 457 sq ft, meaning that the rent commanded reflects a rent of £54.70 per sq ft zone A.</p> <p>This shop is on a similar pitch to that of the subject property.</p> <p>We consider that a shop located at the subject property's location would have a similar zone A rent per sq ft to this comparable property.</p>
<p>9 High Street, Sunninghill SL5 9NQ</p>	<p>This property let in November 2021 for a net effective rent of £14,670 per annum. The ingoing tenant was trading as a florist.</p> <p>The shop has an ITZA* floor area of 336 sq ft, meaning that the rent commanded reflects a rent of £43.66 per sq ft zone A.</p> <p>This shop is on a similar pitch to that of the subject property.</p> <p>We consider that a shop located at the subject property's location would have a similar zone A rent per sq ft to this comparable property, as there is little evidence to indicate that rents have changed since 2021.</p>

<p>34 High Street, Sunninghill SL5 9NE</p>	<p>This property let in December 2020 for £14,500 per annum. The ingoing tenant was trading as an estate agent.</p> <p>The shop has an ITZA* floor area of 356 sq ft, meaning that the rent commanded reflects a rent of £40.73 per sq ft zone A.</p> <p>This shop is on a similar pitch to that of the subject property.</p> <p>We consider that a shop located at the subject property's location would have a similar zone A rent per sq ft to this comparable property, as there is little evidence to indicate that rents have changed since 2020.</p>
<p>6 High Street, Sunninghill SL5 9NN</p>	<p>This vacant shop is on the market to let, quoting a rent of £13,000 per annum.</p> <p>The shop has an ITZA* floor area of 288 sq ft, meaning that the rent sought reflects a rent of £45.14 per sq ft zone A.</p> <p>This shop is on a very similar pitch to that of the subject property, being next door but one.</p> <p>We consider that a shop located at the subject property's location would have a similar zone A rent per sq ft to this comparable property, although we are mindful that the comparable has not yet let.</p>

* The ITZA (In Terms of Zone A) floor area is an industry-standard measurement that weights the zones of the premises to reflect their respective values to a retailer. e.g. the first 20 ft from the frontage is usually given the highest weighting valuable.

Residential rental comparables

Address	Comments
9 High Street, Sunninghill SL5 9NQ	<p>This 2-bedroom flat let on an AST in October 2023 at £1,350 pcm. The flat has a kitchen/living room; 2 bedrooms and a bathroom. One car parking space is also included.</p> <p>The flat is in a similar location, above a shop, to those that could be provided within a development of the subject property.</p>
Flat 2, 40-42 High Street, Sunninghill SL5 9NF	<p>This 2-bedroom flat let on an AST in May 2023 at £1,100 pcm. The flat has a kitchen/living room; 2 bedrooms and a bathroom. One car parking space is also included.</p> <p>The flat is in a similar location, above a shop, to those that could be provided within a development of the subject property.</p>
12a High Street, Sunninghill SL5 9NE	<p>This large 1-bedroom flat let on an AST in November 2023 at £1,400 pcm. The flat has a living room; kitchen; bedroom and a bathroom. It also has a garden terrace but no car parking.</p> <p>The flat is in a similar location, above a shop, to those that could be provided within a development of the subject property.</p>

Retail/Residential use sale comparables

Address	Comments
66 & 66a High Street, Sunninghill SL5 9NN	<p>This property sold in June 2023 for £410,000.</p> <p>The ground floor shop is let as a patisserie at £25,000 per annum, as detailed in the table above. The first floor comprises a vacant first floor flat, which the agent advises has a market rent of circa £450 pcm.</p> <p>The sale price reflects a gross initial yield of 7.40%, assuming the flat is let at the agent's market rent.</p>

	<p>This property is on a similar pitch to that of the subject property.</p> <p>We consider that a retail/residential investment developed at the subject property would have a sharper (lower percentage) yield given that the development would provide new retail and residential accommodation.</p>
<p>13 & 13a High Street, Sunninghill SL5 9NQ</p>	<p>This property is under offer to sell for a price that we are advised is 'close to' the £450,000 asking price.</p> <p>The ground floor shop is let at £17,000 per annum until November 2027. A 2-bed flat above the shop is on an AST paying £1,075 pcm.</p> <p>A sale at £450,000 would reflect a 6.65% gross initial yield against the passing rents.</p> <p>This property is on a similar pitch to that of the subject property.</p> <p>We consider that a retail/residential investment developed at the subject property would have a similar yield to that of this comparable. The subject would provide new retail and residential accommodation but we consider that the letting risk would be higher than that of the comparable investment.</p>
<p>6 High Street, Sunninghill SL5 9NN</p>	<p>This property is on the market for sale at £395,000.</p> <p>The ground floor shop is vacant and on the market to let for £13,000 per annum, as detailed in the table above. A 2-bed flat above the shop is on an AST paying £800 pcm.</p> <p>A sale at the price sought would reflect an 5.75% gross initial yield against the rent sought.</p> <p>This property is on a similar pitch to that of the subject property.</p> <p>We consider that a retail/residential investment developed at the subject property would have a much softer (higher percentage) yield. The subject would provide new retail and residential accommodation but we consider that the letting risk would be much greater than that of the comparable investment.</p>

22 Valuation summary and analysis comparables

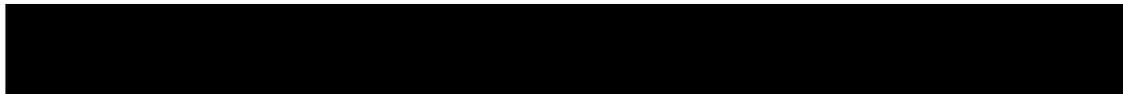
22.1 The subject property comprises a community building that benefits from a prominent High Street location in the centre of Sunningdale. The property has recently been vacated and has been used as a theatre use for many years.

Market Value on the Special Assumption that the property will remain in community use

22.2 In considering the Market Value on this basis, we are mindful of a number of challenges that will limit its value, which include the following:

- The building is in a dilapidated condition, with a cost in the region of £95,600 to remedy.
- The floor in the auditorium is sloping.
- There is a lack of natural light and ventilation.
- The building footprint comprises much of the site – loading access to the side door is limited and there is no parking.

22.3 It is our opinion that, unless a significant financial incentive is provided to the incoming tenant, the property is only likely to let if in a good condition with a structure installed to provide a level floor to the auditorium.



The market would be widened if a structure is installed within the auditorium in order to level the floor, however some uses such as a religious or theatre use would prefer the sloping floor.

22.4 Once the repair work has been undertaken, we consider that there would be interest from a non-residential institution such as religious, fitness, dental, or children's nursery/soft play uses. We have also utilised our wider knowledge of the market. Our analysis of the subject properties' benefits and disadvantages versus those of the comparable property is set out in the first table above.

22.5 We are of the opinion that the market rent on this basis would be in the range of £8.00 to £9.00 per sq ft, which reflects the good location but also the fact that the incoming tenant would have to undertake significant fit-out works. Adopting £8.50 per sq ft provides a rent of circa £25,000 per annum.

22.6. 

22.7. 

22.8 It is our opinion that an owner-occupier would pay more than an investor. A community or religious user that has good funding would be willing to undertake repair and improvement works to the building knowing that, once completed, they would own a substantial facility in the centre of a sought-after village. We consider that the capital value per sq ft that an owner-occupier would be willing to pay would be below those evidence by the sales of community uses in the table above but due to the dearth of sales of properties in a similar condition, we have had to utilize our knowledge of the wider market in adopting an applicable value. [REDACTED]

22.9 Due to the lack of directly comparable transactions, our opinion of value on this basis carries significant uncertainty.

Market Value on the Special Assumption that the property will form a redevelopment

22.10 In considering the Market Value as a development, it is noted that the configuration of a development scheme may be restricted by factors including (but not limited to) the following:

- Any loss of community use may be resisted by local-interest groups.
- Properties in the immediate surrounds comprise only one or two storeys.
- The property is adjacent to Cordes Hall, an important community asset, and 4 High Street, which has windows in its first floor side elevation.
- The width of the building would need to be narrowed should loading to the rear require facilitating.

22.11 Kempton Carr are not planning advisors and a planning advisor may identify other factors that could restrict a development.

22.12 In undertaking our valuation, we have made the Special Assumption that planning would be granted for a two-storey building comprising Class E commercial use, configured as two units, on the ground floor frontage and Class C3 dwellings, configured as four flats, to the rear of the ground floor and on the first floor. We assume that the development will be undertaken in a good, workmanlike manner in compliance with planning and building regulations, and there will be no legal/site restrictions that prohibit the development.

22.13 Against the 0.098-acre site area, we are of the opinion that a completed development could provide 2 no. 600 sq ft commercial units, each with an ITZA floor area of approximately 380 sq ft. We assume each of the four self-contained flats above would extend to circa 600 sq ft, each providing good 2-bedroom accommodation.

22.14 We have considered the development assumed against the comparable rental evidence available for shops and flats in Sunninghill and utilised our wider knowledge of the market. Our analysis of the comparable evidence leads us to the opinion that

the total rent that could be derived from the assumed development could be as follows:

Shop 1	380 sq ft ITZA @ £40 per sq ft ZA		£15,200 per annum
Shop 2	380 sq ft ITZA @ £40 per sq ft ZA		£15,200 per annum
Flat 1	600 sq ft 2-bed	£1,250 pcm	£15,000 per annum
Flat 2	600 sq ft 2-bed	£1,250 pcm	£15,000 per annum
Flat 3	600 sq ft 2-bed	£1,250 pcm	£15,000 per annum
Flat 4	600 sq ft 2-bed	£1,250 pcm	<u>£15,000 per annum</u>
			£90,400 per annum

22.15 Having considered the comparable sale evidence, we consider that a gross yield of approximately 9.00% would be applicable to the retail income stream and 6.00% would be applicable to flat income stream. This provides a blended yield of just under 7.00%, which sits comfortably against the retail/residential sale evidence. The Gross Development Value thereby derived for the completed development is in the region of £1,340,000.

22.16 We have adopted the Special Assumption that the redevelopment can be undertaken in line with RICS Build Cost Information Service average build costs. BCIS rates for the Royal Borough of Windsor and Maidenhead, for 2-storey buildings, average £152 per sq ft for shops and £167 per sq ft for flats. Against the total gross internal areas assumed, the construction cost totals circa £650,000.

22.17 We have further adopted development inputs as follows:

- Contingency at 5% of build cost.
- Professional fees have been adopted at 10%.
- Agent fees on the lettings have been adopted at 10% of rents. Legal fees for the lettings have been adopted at 5% of the rents.
- Finance costs have been adopted at 9%, and we have assumed a 9-month pre-construction period, 12-month build period, and a 6-month average letting period.
- Finally, we have adopted a developers profit at 17.5% of total costs. From our experience, this level of profit is reasonable as the developer would consider the project to be of relatively low risk given that we have assumed that planning is granted.
- We have assumed that no further abnormal costs need to be allowed for within the development.

22.18



22.19 In preparing our valuation here we have obtained what we consider to be adequate comparable valuation evidence to support the values provided. However, the value assuming development is highly influenced by the development specification assumed and the resultant development costs. We advise that the accuracy of the valuation provided is therefore highly uncertain as changes in the inputs will change the value reported significantly. In order to reduce the valuation uncertainty, we advise that the advice of planning and cost consultants should be considered.

23 Valuation commentary

23.1 When valuing this property we have utilised the “market approach” and have utilised our knowledge of transactions within the local area.

24 Basis of valuation

24.1 This Valuation Report is prepared in accordance with the RICS Valuation – Global Standards 2022 and UK National Supplement.

24.2 The Basis of Valuation used is as defined in Valuation Practice Statement 4 – Basis of Value, and is:-

25 Market Value (MV)

25.1 We confirm that the Interpretive Commentary has been applied when making our valuations herein.

25.2 Definition

25.2.1 The estimated amount for which an asset or liability should exchange on the valuation date between a willing buyer and a willing seller in an arm’s length transaction after proper marketing and where the parties had each acted knowledgeably, prudently and without compulsion.

26 Market Values:



27 Legal enquiries

- 27.1 Prior to the exchange of contracts, we strongly advise that Legal Enquiries must confirm the suitability of the following points and refer back to us if any are incorrect so we may amend our valuation accordingly.
- 27.2 Confirmation that the property will enjoy free and uninterrupted rights of vehicular and pedestrian access from High Street.
- 27.3 Local Searches should assess and verify the risk of flooding, contaminated land, radon and environmental concerns relating to the site.
- 27.4 Rights and obligations in respect of the boundary ownership and liabilities.
- 27.5 We are unaware of any adverse features affecting the subject property and for the purposes of this valuation have assumed that no such adverse features exist. If any adverse features are identified during solicitors searches these should be notified to us as this may affect our valuation of the property.
- 27.6 We have assumed that a good title can be shown and that the property is not subject to any unusual or especially onerous restrictions, encumbrances or outgoings.
- 27.7 Legal enquiries should confirm that the property is held freehold.
- 27.8 Your enquiries should confirm that the Special Assumptions adopted in respect of the development assumed are reasonable.

28 Third party reference

- 28.1 This Report is provided for the stated purpose and for the sole use of the named Client. It will be confidential to the Client and the Clients' professional advisers. The Valuer accepts responsibility to the Client alone that the Report will be prepared with the skill, care and diligence reasonably to be expected of a competent Chartered Surveyor and accepts no responsibility whatsoever to any parties other than the Client. Any such parties rely upon the Report at their own risk. Neither the whole nor any part of this Report, nor any reference to it, may be included in any published document, circular or statement, nor published in any way without the Valuer's written approval of the form and context in which it may appear.
- 28.2 Neither the whole, nor any part of our report, nor any reference thereto may be included in any published document, circular or statement, or published in any way, with the valuer's written consent. Such consent is required whether or not Kempton Carr Croft is referred to by name and whether or not the contents of our report are combined with others. Such publication of, or reference to, the report may not be made unless it contains a sufficient contemporaneous reference to any Special Assumptions set out therein of departures from the RICS Valuation – Global Standards.
- 28.3 This report should not be assigned or transferred to any third party without our prior written consent. Any successor in title or assignee will be bound by the terms and conditions of our contract with the Client (including the liability cap) and any liability cap is in aggregate in respect of claims by the Client and third parties.

29 Status of the valuer

- 29.1 The valuer preparing this valuation is an External Valuer who has no current or presently foreseeable potential fee earning relationship concerning the subject property/properties apart from the valuation fee and who has disclosed in writing to you, the client, any present relationship, or a relationship within the past 2 years of receipt of the valuation instruction, with any of the interested parties and any previous involvement with the subject property/properties.
- 29.2 The valuer preparing this report has the knowledge, skills and understanding of the property and market in order to undertake the valuation competently.

30 Limitations on liability

- 30.1 Liability Cap: The Royal Institution of Chartered Surveyors (RICS) recommends the use of liability caps to members as a way in which to manage the risk in survey and valuation work. Our aggregate liability arising out of, or in connection with this valuation, whether arising from negligence, breach of contract, or any other cause whatsoever, shall in no event exceed £2,000,000 (Two Million Pounds). This clause shall not exclude or limit our liability for actual fraud, and shall not limit our liability for death or personal injury caused by our negligence.

- 30.2 Contracting entity: for the avoidance of doubt, this report is provided by us as a corporate entity and accordingly no director, member, employee or consultant of Kempton Carr Croft assumes any personal responsibility for it, nor shall owe a duty of care in respect of it. You agree that you will not bring any claim against any such individuals personally on connection with our services.
- 30.3 Proportionate liability: if you suffer a loss as a result of our breach of contract or negligence, our liability shall be limited to a just and equitable proportion of your loss having regard to the extent of responsibility of any other party, whether that shortfall arises from an agreement between you and them, your difficulty in enforcement, or any other cause.
- 30.4 Governing law and jurisdiction: our contract with you for the provision of this valuation is subject to English Law. Any dispute in relation to this contract, or any aspect of the valuation, shall be subject to the exclusive jurisdiction of the Courts of England and Wales, and shall be determined by the application of English Law, regardless of who initiates proceedings in relation to the valuation.

31 Certification

- 31.1 The valuation has been prepared in accordance with the RICS Valuation – Global Standards 2022 and UK National Supplement. During the preparation of our valuation we have made assumptions in regard to the property, which are set out within our Conditions of Engagement and these assumptions form an integral part of this report.



Michael Darroch BSc (Hons) MRICS
RICS Registered Valuer

For Kempton Carr Croft

6 March 2024

Encl: Photographs
 HMLR Plan
 Peter Ciesielski Dilapidation Costings
 Development valuation – summary residual valuation

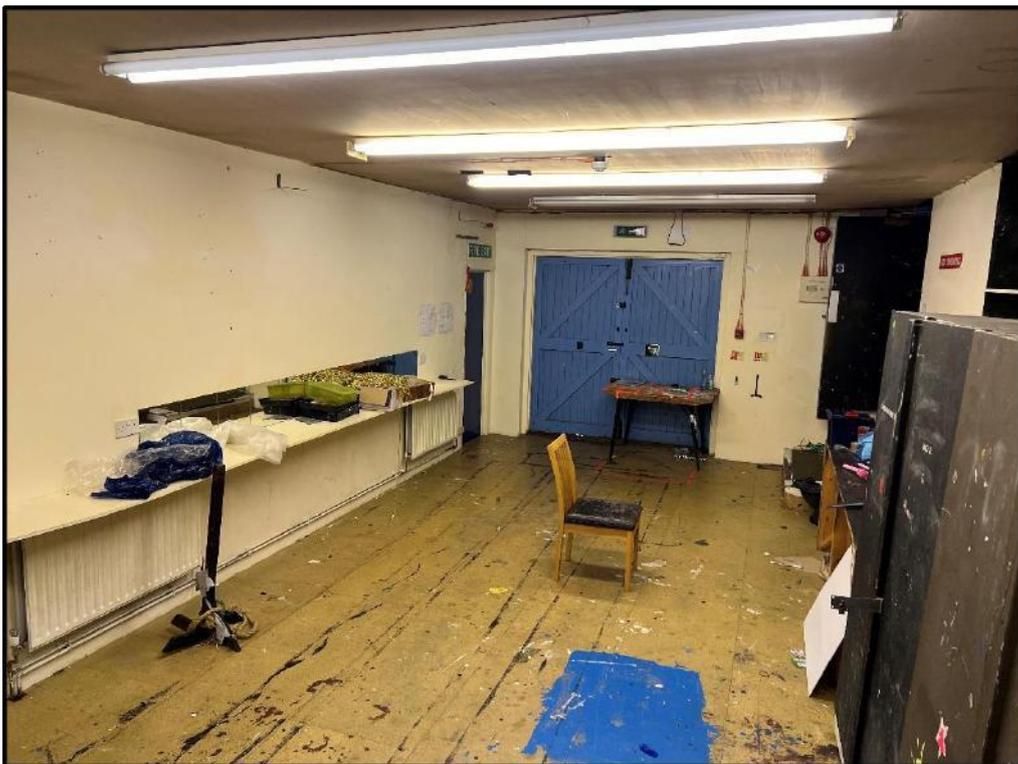
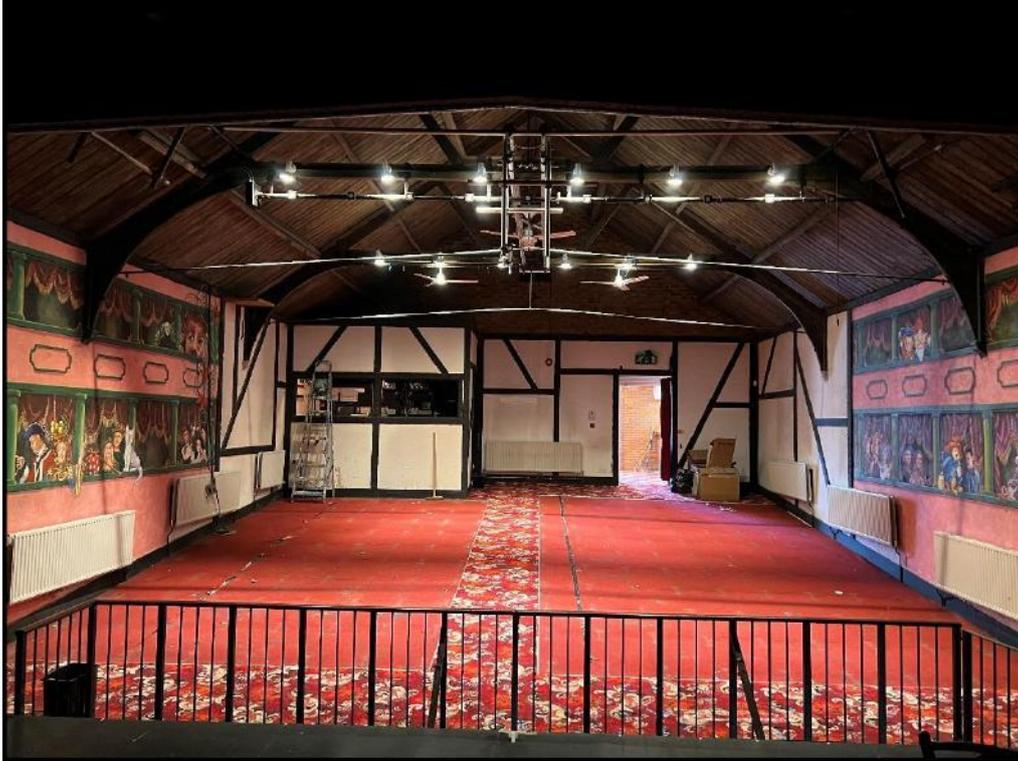
PHOTOGRAPHS













HMLR PLAN (not to scale)

H. M. LAND REGISTRY

BERKSHIRE SHEET XLVII 4 SECTION 8

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SUNNINGMILL PARISH



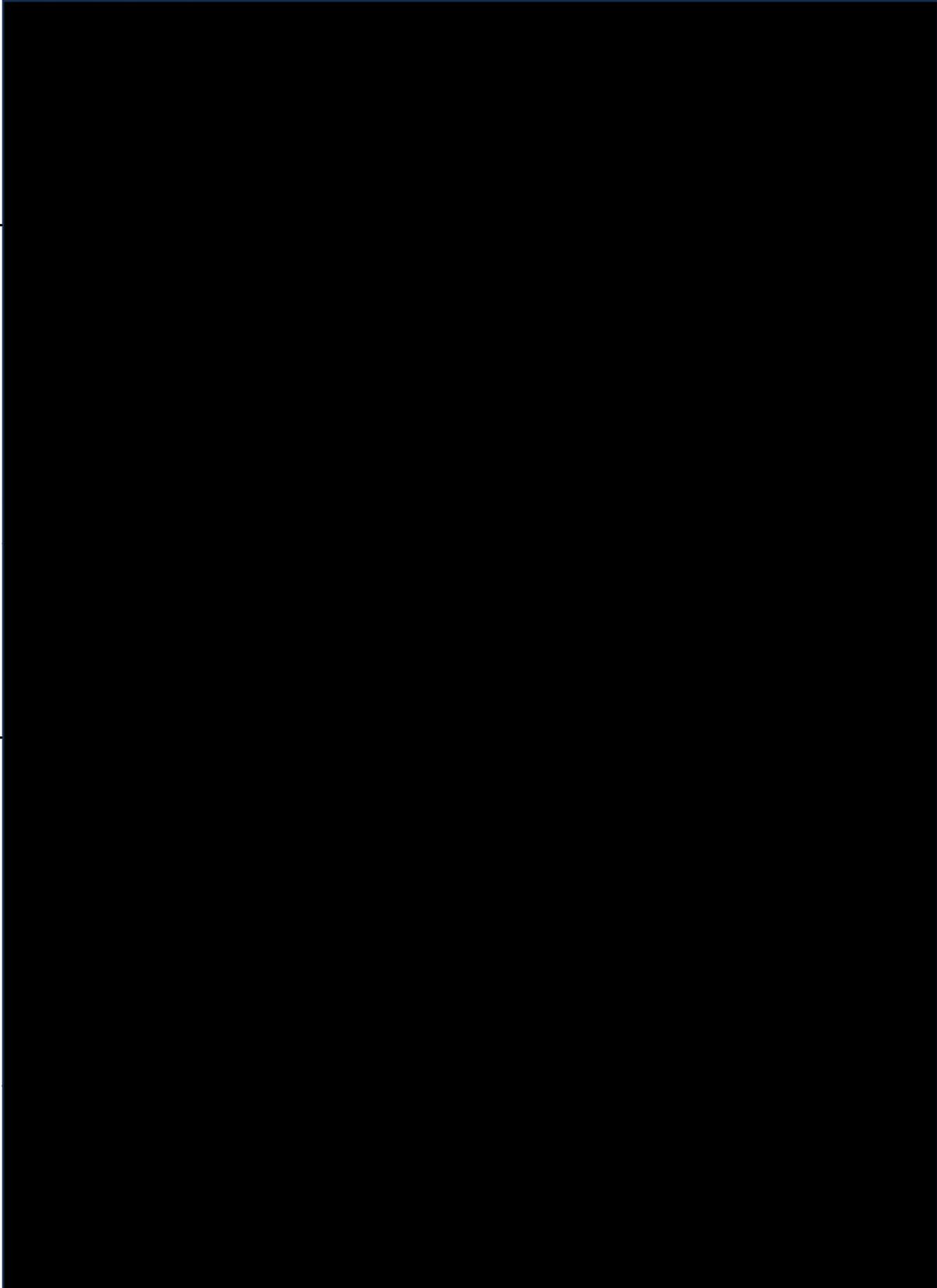
Filed Plan of Title No. **BK61287**

Peter Ciesielski Dilapidation Costs

Development valuation – residual appraisal summary

APPRAISAL SUMMARY

KEMPTON CARR



Report Title:	Standards and Quality of Education – A Review of the Academic Year 2022-23
Contains Confidential or Exempt Information	No- Main report and appendices are Part I.
Cabinet Member:	Councillor Amy Tisi, Cabinet Member for Children’s Services, Education and Windsor
Meeting and Date:	Cabinet, 24 th April 2024
Responsible Officer(s):	Lin Ferguson, Executive Director of Children’s Services and Education
Wards affected:	All wards



REPORT SUMMARY

This report sets out the progress across the Borough’s schools during the academic years 2022-23, summarising the available qualitative and quantitative data that is contained in the Education Pack 2022-23 and other appendices.

This report outlines some of the support provided by the Education Service and the next priority steps for continued improvement in education to give all pupils the best chance of success.

1. DETAILS OF RECOMMENDATION(S)

RECOMMENDATION: That Cabinet notes the report and:

- i) Congratulates local schools on their continued success.**
- ii) Endorses the key priorities set out in paragraph 2.85.**

2. REASON(S) FOR RECOMMENDATION(S) AND OPTIONS CONSIDERED

Background

2.1 This is the twenty first annual report on the quality of education in the borough. The last report was reviewed by Cabinet in March 2023. The report presents an analysis of the performance of pupils in state funded schools located within the Royal Borough of Windsor and Maidenhead in the academic year 2022-23 against national and statistical neighbours and compared to previous years. Several key education terms are described in Appendix 1 (The Education Data Pack 2022-23) along with the nationally published education data.

2.2 This report highlights several areas:

- current position of Ofsted inspection results for schools and settings.
- Key Stage attainment.
- pupil absence levels.
- Elective Home Education.
- current exclusion statistics for schools.
- progress in tracking the participation of 16- and 17-year-old students.

- NEET data (Young people not in education, employment, or training)
- current status of our Education Inclusion Service.
- current status of our SEND (Special Education Needs and Disability) Service.
- SEND Improvement.
- current status of our SEMH (Social, Emotional and Mental Health) Service.

Ofsted judgements of school quality

- 2.3 The percentage of schools judged to be Good or Outstanding in RBWM is currently 92% (14 Outstanding, 47 Good, 4 Requires Improvement and 1 Inadequate).
- 2.4 Ofsted have inspected eighteen schools in the last academic year. Nine out of the eighteen have remained the same. Five Schools have moved from outstanding to a good judgement because as from 2012, schools that had been judged outstanding were legally exempt from further regular inspection, unless there were specific concerns about the school. This exemption was lifted in 2020. The latest government statics show that 80% (308) of those schools that had a graded inspection last year did not retain their outstanding grade. The majority were judged to be good. However, around a fifth were rated requires improvement (17%) or inadequate (4%).
- 2.5 Currently there are four schools in the Royal Borough that have a judgement of Requires Improvement. Two are maintained primary schools and two are Academy Primary Schools.
- 2.6 All Saints Junior CofE School became Inadequate in February 2022, and a rapid improvement plan was put in place. This school converted to an Academy on 1st January 2023 and is no longer a maintained school and is currently out of the Ofsted cycle of inspection.
- 2.7 School Link Advisers continue to ensure that there are robust Ofsted action plans in place with all schools seeking to improve their judgement to at least good.
- 2.8 As of September 2019, all schools have been judged on a new Ofsted framework, which has a knowledge-based curriculum focus. The Link Advisors worked with schools prior to the new framework being released to ensure all schools have a broad-balanced curriculum that provides all pupils with the skills, knowledge and understanding they need to develop into well-rounded, informed individuals.

Early Years

- 2.9 Currently, we have 71 Independent Private and Voluntary Nurseries (PVI) in the borough. Ten of these are new providers and have not yet been inspected by Ofsted. Not including those ten, 60/61 (98%) PVI) are judged Good or Outstanding. One PVI (2%) was judged as Requires Improvement.
- 2.10 Nursery classes attached to schools are not inspected separately. The Ofsted judgements for the borough's three maintained nursery schools are not included in the figures in point 2.10, and all our three maintained nursery schools are currently judged as Outstanding.

Disadvantaged pupils

- 2.11 In November 2023 schools attended a face-to-face Pupil Premium (PP) Network Meeting for this academic year. The focus was on ensuring that schools publish their updated strategies in the new Department for Education (DfE) format which needed to be on the school websites by the 31st December 2023. A key change is that this format asks schools to demonstrate they have considered evidence when developing their Pupil Premium Strategy.
- 2.12 The focus for schools currently, therefore, is ensuring they: have identified their pupils' needs; are using strong evidence to support their strategy; and have started the implementation of the revised strategy.
- 2.13 We will continue with termly PP Network Meetings, free of charge to our schools, to support Pupil Premium leads in terms of sharing good local practice, keeping their three year plans up to date, informing them of any changes to guidance and where possible having speakers in with a range of expertise in this area.
- 2.14 Research is showing that the pandemic has led to a growing gap between our disadvantaged pupils and their non-disadvantaged peers. Staff in borough schools are also reporting this. The PP Network will focus on the impact of recovery initiatives such as the use of tutoring during the current academic year.
- 2.15 Given our disadvantaged gap in the borough is widening and research shows that the drive towards Quality First Teaching is having a positive impact on disadvantaged pupils in catching up, the School Improvement Team have been in discussions with Tom Sherrington (Walkthrus) to put together an exciting year long, teacher development package which started in June 2023.
- 2.16 The aim of the project is to support schools to develop their use of instructional coaching using Walkthrus as a tool for teacher development. The project will align with School Development Plan objectives and Pupil Premium priorities for 2023-24. The project will then involve monthly training days with Tom Sherrington using a blended approach of face to face and virtual sessions which will be open to school leaders, middle leaders, coaches/mentors and teachers.
- 2.17 FUEL is a Department of Education funded free holiday activity and food project. It offers participants the opportunity to take part in a range of fun activities and receive a nutritious meal during school holiday periods. To be eligible to attend the programme, children must receive benefits related free school meals and be of school age. RBWM ran a summer and winter programme for our disadvantaged children and young people in 2023. The Fuel Summer 2023 programme had 7447 attendances, an increase of 2650 when compared to 2022 – 4791 attendances.

Early Years, Phonics, Key Stage 1 and Key Stage 2 attainment

- 2.18 This year saw the return to pre-pandemic grading of summer exams. Comparisons over time and between LAs should be treated with caution as the pandemic had an uneven impact. The Royal Borough of Windsor and Maidenhead is a high achieving local authority for educational attainment.

2.19 Table 1 shows that pupils outperformed national at all national assessment stages except for Early Years Foundation Stage profile (EYFS) and some Key Stage 1 (KS1) writing. The figures by the RBWM blocks give our rankings out of the 150 LAs that have educational data.

Table 1: Educational attainment by Key Stage

	RBWM	National	LA Ranking out 150
Early Years – Good Level Development	67%	67%	96
Phonics	80%	79%	42
Key Stage 1			
Reading	70%	67%	36
Writing	59%	60%	89
Maths	71%	70%	59
Key Stage 2	61%	60%	61

Source DfE LAIT tool 2023

2.20 The attainment of pupils in the EYFS this year was similar to national at 67%. This result placed us joint 96th in the LA rankings for England.

2.21 Phonics attainment - 80% of pupils reached the required standard in phonic decoding, which was just above the national result of 79% and placed us 42nd. Nationally the number of pupils meeting the standard is still three percentage points down since 2019 and for RBWM it has also fallen by three percentage points.

2.22 The attainment for KS1 in the Borough continues to be above the national average at KS1 in the core subjects of Reading - 70% vs National 68% (2019 was 79% vs 75%), and Maths, 71% vs National 70% (2019 was 80% vs 76%). In Writing RBWM was 59% below the National 60% (2019 was 71% vs 69%) Nationally and RBWM results have increased on average by two percentage points since the 2022 low, the first year after the pandemic. This placed RBWM joint 36th for Reading, joint 89th for writing and joint 59th for Maths respectively.

2.23 The attainment in Key Stage 2 (KS2). The percentage of pupils achieving above the expected standard in reading, writing and maths was only 8% nationally. RBWM achieved 11%, placing the Royal Borough equal 25th nationally.

Key Stage 4 attainment

2.24 This academic year saw the return of the summer exam series, after they had been cancelled in 2020 and 2021 due to the impact of the COVID-19 pandemic.

2.25 Overall, 53% of pupils in the borough achieved English and Maths GCSE at grade 5 or above. State funded schools nationally achieved 45.3%. The Royal Borough is ranked 27th LA on this measure. The percentage of Royal Borough pupils attaining English and Maths GCSE at grade 4 or above is 73.2%. This is well above the state funded national figure of 65.1%.

School Centred Initial Teacher Training (SCITT)

- 2.26 RBWM has been running a School-centred initial teacher training (SCITT) programme for 20 years to help with recruitment of teachers in RBWM (Grow our own). The school-led teacher training programme leads to Qualified Teacher Status (QTS) and a PGCE. SCITT teacher training offers hands-on teaching experience in at least two schools within RBWM.
- 2.27 Last academic year (2022-2023), RBWM SCITT successfully trained 23 teachers, 13 Primary and 10 Secondary. 100% of trainees gained QTS and 100% went onto employment in teaching which is in the top 20% of all providers. In February 2022 RBWM (SCITT) was Ofsted Inspected and this resulted in a good judgement.
- 2.28 Recruitment has been challenging this year both nationally and locally throughout the year and the current cohort (2023-2024), is made up of 24 trainees, 14 primary and 10 secondaries.
- 2.29 September 2023 is the third year of the Early Career Framework to support Early Career Teachers over the first 2 years of their career. This has replaced a one-year programme for Newly Qualified Teachers. RBWM currently have 159 Early Career Teachers with Nursery, Primary, Secondary and Special Schools split into two cohorts. Cohort one 81 and Cohort two 78.

Absence data

- 2.30 Overall absence is measured by the % of half day sessions missed. COVID restrictions were lifted on attendance from 8th March 2021 for all pupils, four school weeks prior to the end of term. Due to the disruption faced during the spring term caution should be taken when comparing data to previous years.
- RBWM attendance continues to be better than national.
 - RBWM Primary school attendance level has increased in line with national, resulting in a small ranking change from equal 24th Local Authority in 2019 to equal 18th LA in 2021.
 - Secondary school attendance level increased slightly compared to 2018/19. RBWM attendance ranking has increased from equal 28th Local Authority in 2019 to equal 21st Local Authority in 2021.

Persistent Absentee

- 2.31 A pupil enrolment is identified as a persistent absentee if they miss 10% or more of their possible sessions.

RBWM figures continue to be better than national and are in line with statistical neighbours.

- Primary school persistent absence levels are ranked 20th Local Authority out of 150 Local Authorities.
 - RBWM's Secondary school persistent absence ranking is 21st Local Authority out of 150 Local Authorities.
- 2.32 The New "Working Together to Improve School Attendance Guidance" was applied across the borough from September 2023. This ended our current Traded Service for the Education Welfare Service as every school in RBWM (including independent and special schools) has an allocated Education Welfare Officer (EWO) as a named point of contact. They will support schools

strategically regarding attendance and signpost to Local Authority support services for those children and young people with persistent absenteeism (<90%). We also offered a traded service for schools to buy back allocated EWO hours to become directly involved with cases of severe absenteeism (<50%)

- 2.33 The Education Welfare Service will also provide Attendance Support Meetings to all 88 schools (including Independent) in the borough each full term. The service will also provide networking and sharing of effective practice through Attendance Network Meetings.
- 2.34 The allocated Education Welfare Officers and Local Authority will provide legal support and process all Fixed Penalty Notices
- 2.35 Schools will be required to have a robust day to day process for recording, monitoring and following up attendance. They will be required to share data electronically with the DfE and continue to inform the EWS of pupils not attending regularly or being added to or removed from the school roll. Schools will be required to publish their Attendance Policy on their website and have a named Attendance Lead on the Senior Leadership Team. We are the second borough in the country to achieved 100% attendance data submission to the DfE.
- 2.36 Schools will be required to inform a pupil's social worker and Virtual School if they have an unexplained absence or leave the school roll This means that decisive action can then be taken by the wider team.
- 2.37 Please see appendix 2 for a full breakdown and analysis of the Education and Welfare Service and next steps.

Permanent exclusions

- 2.38 National comparisons relate to 2021/22 academic year and come from the DfE SFR. National data for 2022/23 is expected to be published in July 2024.

Table 2: Permanent exclusions from Royal Borough schools, by year

Academic Year	17/18	18/19	19/20	20/21	21/22	22/23
Number of pupils:#	21	31	20	20	25	16
% of total pupils:	0.09%	0.14%	0.09%	0.09%	0.11%	—

Source: Exclusions SFR

SFR rounds total pupil numbers to nearest 10 until 2018/9

- 2.39 2022/23 - RBWM exclusion figure was 16 - which shows a reduction of 9 permanent exclusions compared with 2021/22.
- 2.40 The national exclusion rate in 2021/22 (the latest year for which data is available) was 0.08% (i.e., on average 8 students in every 10,000 were permanently excluded) up from 0.05% in 2019/20.
- 2.41 In 2021/22 all RBWM permanent exclusions (four exclusions) were in the primary phase and twenty-one were in the Secondary phase.

- 2.42 Whilst it is difficult to compare figures in 2019/20 and 2020/21 due to the pandemic, the trend from 2018/19 to 2022/23 shows a reduced rate of permanent exclusions by 15 which reflects a 49% overall reduction.
- 2.43 Please see appendix 3 for a full breakdown and analysis of permanent exclusion by the service and next steps.
- 2.44 In 2022/23, the Education Welfare service saw a significant increase in children being electively home educated (EHE) in the borough. At the end of July 2023, a total of 242 children were recorded as EHE, currently as of mid-January 2024, 237 pupils are on the register and 20 pupils returned to school in September 2024. This significant increase in referrals has also been seen nationally.
- 2.45 To ensure that all children and young people who are electively home educated are receiving a good level of education, we appointed a full time, Elective Home Education Coordinator, to ensure contact is made with young person.
- 2.46 The local authority has a duty to be satisfied that all young people are receiving a reasonable education. This includes conducting home visits; making virtual calls; liaising with the school and family and involved professionals; chasing the education proposal form; and analysing the returned form to ensure we are satisfied.
- 2.47 It is important to highlight that the overall number of children who are Electively Home Educated, does not reflect the churn in referrals on a monthly basis. For example, 10 children may return to education and 10 new referrals for home education are received. Whilst the overall number remains the same, a large amount of work is put in to supporting the children and families making the transition to return to school and processing and supporting new notifications.

Pupil destination

- 2.48 The pupil Key Stage 4 (e.g. GCSE) and Key Stage 5 (e.g. A Level) destinations for 2022/23 are taken from the DfE Statistical First Release. The key points are:
- **Education and employment - at the end of Key Stage 4.** The proportion of RBWM students (94%) that went on to, or remained in, education or employment was similar to national (94%) and South East. (94%)
 - **Types of institution - at the end of Key Stage 4** The proportion of RBWM pupils in school sixth forms (55%) continues to be well above national and South East (37% and 38%).
 - **Disadvantaged pupils - at the end of Key Stage 4** at the end of Key Stage 4. The proportion of disadvantaged students at KS4 in sustained education or employment in RBWM was 88%, similar to South East and national (87% and 88%).
 - **Education and employment – at the end of Key Stage 5.** The proportion of students from RBWM (school sixth forms) recorded in sustained education and/or employment in the year after A levels is 91% two percentage points above South East and national. Nationally and locally the sustained destination rate has increased in 2021/22 following a decline

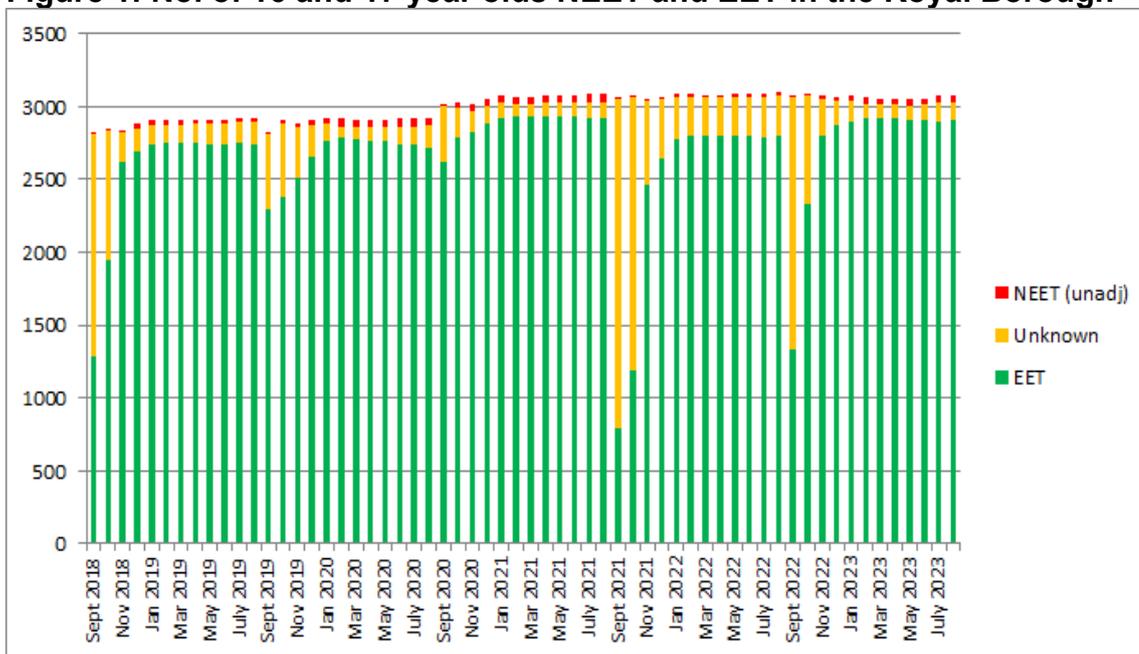
the previous year, higher proportions of students went into apprenticeships and employment in 2021/22. The increase is mainly due to a change in the underlying cohort as well as the impacts of the coronavirus pandemic.

- **Selective Institutes – at the end of Key Stage 5.** RBWM has a far higher proportion of pupils in school sixth forms than nationally. National data shows that students at colleges are much less likely to go to selective institutions. The combined figure for schools and colleges shows RBWM has higher percentages than national going to selective institutions.
- **Disadvantaged pupils – at the end of Key Stage 5.** The proportion of KS5 students in RBWM schools and colleges who were disadvantaged and were in sustained education or employment/training is 74% just above the national figure.

Young people Not known to be in Education, Employment & Training (NEET)

2.49 Figure 1 shows the numbers of RBWM 16–17-year-olds identified as NEET (not in Education, Employment and Training), EET (in Education, Employment and Training) and the number for which the information is unknown from September 2016.

Figure 1: No. of 16 and 17 year olds NEET and EET in the Royal Borough



2.50 The key findings were as follows:

- the average number of 16–17-year-olds identified as NEET in RBWM was 43 over the 3 months to August 2023.
- the average % NEET for August 2022 was 1.4%. This is the percentage of young people known to be NEET and indicates the minimum proportion of young people that are NEET. This is less than the England average for the same period of 3.3%.
- the percentage unknown was 4.2% for August 2023 down from 9.2% in August 2022. This is higher than the England average of 3.7% for the same period and places Windsor and Maidenhead in the bottom quintile.
- There was a very high Not Known in year 2022. This is due to the data gaps in collecting the admissions data from Windsor & Maidenhead schools/colleges. It had a very big impact on Windsor & Maidenhead's

performance. No local tracking work took place within the borough, which kept the Not Known constantly high.

- From September 2022 there has been a notable improvement. With the help of the Business Support Team in the borough the schools' data has been collected but we are still below national on Not Known. Improvement in this area will be an ongoing priority over the next year.

Social Emotional Mental Health Service (SEMH)

- 2.51 The SEMH intervention service was established in September 2019 to reduce the risk of primary permanent exclusions and increase capacity within the primary schools across the Borough.
- 2.52 Schools Forum agreed to the creation of the SEMH Intervention Service (including Behaviour support and an additional two SEMH Coach/Mentors) to be funded through an invest to save model until 2025, to provide this service to all schools and phases as well as additional SEMH initiatives.
- 2.53 Since then, the service has supported 109 pupils who were at risk of exclusion across all phases of schools. Only 4 pupils who have received support from the service have subsequently been excluded. The coach/mentors have supported pupils through their transition to Alternative Provision, where appropriate.
- 2.54 The Pupil Inclusion/Support Manager and Inclusion and Access Manager provide a reactive and relational approach to support leaders in schools to reduce the risk of permanent exclusion for pupils with SEMH and increase capacity within schools.
- 2.55 SEMH Training has been attended by 883 school staff members and 280 have received follow up or bespoke training. The training is received well with an average overall feedback rating of 4.6 out of 5.
- 2.56 The project has evolved to include a secondary model that was purchased through a Buy Back initiative for Middle and Secondary Schools. Schools Forum agreed to the creation of the SEMH Intervention Service (including Behaviour support and an additional 2 SEMH Coach/Mentors) to be funded through an invest to save model until July 2025 to provide this service to all schools and phases as well as additional SEMH initiatives.
- 2.57 SEMH Network Meetings were launched in September 2021. This is a virtual network meeting for the 171 SEMH Leads across the borough by providing information sharing, new initiatives of support, examples of good practice and networking opportunities in an easily accessible way. The meetings are well attended and recorded to provide training opportunities and cascading information where necessary.
- 2.58 RBWM have purchased 65 Boxhall profile licences for all school settings across the borough. We are the first borough to provide this in the country. Each setting has 300 subscriptions and can assess a child as many times as required throughout the academic year. This initiative has been adopted by 62 schools. 50 have allocated the Borough as a Super-User to track data and support consultations for individual children. 931 Online Boxall Profiles were completed in the academic year 2022/23. This is a significant fall from the previous year, and we will be considering not renewing this initiative in the

next academic year. Work is ongoing to evaluate impact. The Boxall Profile provides a framework for the precise assessment of children and young people's social and emotional aptitudes.

- 2.59 Please see appendix 4 for a full breakdown and analysis of the SEMH service and next steps.

SEND Services

- 2.60 The SEND service is responsible for carrying out statutory Education, Health & Care Assessments of children and young people with significant special educational needs in our borough. The main role of the service is arranging SEN provision and placement for all Children and Young People (CYP) with Education, Health & Care Plans (EHCP) along with coordinating multi-agency EHC Assessments for those children and young people who require significant additional educational support.

Table 3: Primary EHCP need in the Royal Borough

Primary Need	Total Pupil No.	Total Pupil No.	Increase/ Decrease Pupil No.
	Dec -22	Dec -23	
Autistic Spectrum Disorder	443	509	66
Social, Emotional and Mental Health	195	216	21
Hearing Impairment	17	16	-1
Moderate Learning Difficulty	84	82	-2
Multi-Sensory Impairment	0	0	0
Physical Disability	60	54	-6
Profound & Multiple Learning	15	15	0
Speech, Language Communication	186	198	12
Severe Learning Difficulty	19	20	1
Specific Learning Difficulty	42	40	-2
Visual Impairment	12	9	-3
Other	41	38	-3
Not Recorded		1	1
Total	1114	1198	

- 2.61 The highest frequency primary need in our Borough is Autism, followed by Social, Emotional and Mental Health and Speech and Language Communication. See table 3 for full Borough breakdown of need for Children and Young People with EHCPs.
- 2.62 The majority of CYP with EHCPs are placed in state-funded mainstream and special schools and Further Education colleges, with around 40% in mainstream schooling, 23% in state-funded special schools and 14% in Further Education colleges. A small number are placed in Early Years settings in the Private and voluntary sector and Alternative provision.
- 2.63 The remaining (around 12%) of CYP with EHCPs are educated in the independent sector, which represents the highest cost placements and accounts for 26% of the overall High Needs block expenditure.

- 2.64 The percentage of EHC assessment completed within the 20-week statutory timescale remains in the 80%-100% range compared to national averages of 60% within timeframes.
- 2.65 Workforce capacity issues continue to be frequently reported by several Local Authorities, with reported impacts on meeting statutory timeframes.
- 2.66 We have appointed an Annual Review Officer to monitor and improve the completion rate of EHCP reviews and measure our compliance with statutory annual review timeframes, but this remains a focus for the service.
- 2.67 The service will continue to focus on minimising the number of children with an EHCP who are not able to access all the provision in their plan. This typically occurs when schools struggle to provide the required services and relationships breakdown as a result, with the young person then not in school enough of the time. The SEND team challenge this through actions such as:
- ensuring schools follow the statutory SEN process and arranging interim reviews to discuss placement concerns rather than moving to exclude pupils.
 - closer monitoring of annual reviews to more proactively identify where changes to placements or provision may be needed for SEN pupils.
 - regular monitoring of placements at risk / pupils out of education through fortnightly team discussions
 - continuing to look for long term placement solutions for those children in interim/alternate placements due to nationally shortage of Specialist provision.

Resource Base Investments

- 2.68 A range of specialist resource provision has been opened to increase the capacity in specialist settings within the Borough. This will reduce the need to place pupils in out of borough schools, including independent non maintained settings.
- 2.69 In September 2023 a SEN Unit was opened at South Ascot Village Primary School for pupils with complex needs associated with an ASD diagnosis. Pupils are expected to spend over 50% of their time in the unit where a range of interventions are delivered.
- 2.70 In September 2023, The Anchor was also opened at the Lawns Nursery, Windsor. This is a School Readiness Hub providing an intervention programme for young people in reception or KS1 who are not yet able to regulate their behaviour to enable them to learn.
- 2.71 In September 2024 two further Resource Bases will be opened each for ten pupils. At Hilltop First School a resource base is being opened to support young people with Speech and Communication Needs (SLCN) associated with an ASD diagnosis. At Trevelyan Middle School a Base is opening to support young people with complex Cognition and Learning difficulties. In both Bases pupils will be expected to eventually spend more than 50% of their time in the school's mainstream classes.
- 2.72 An Intervention provision has also been created at Homer First School in response to an increase in number of pupils who are experiencing Emotionally

Related School Avoidance (ERSA). This will provide a steppingstone for young people between being supported by Specialist Advisory Teachers (medically vulnerable and SEND) and a return to school.

- 2.73 We are currently consulting for further Resource Bases, including provision for sixth form aged young people.
- 2.74 RBWM has been successful in bidding to the Department for Education (DfE) for an additional special school in the Borough. This will provide an educational setting for pupils in KS2 to KS4 who have a Social Emotional Mental Health (SEMH) difficulty. In December 2023, the DfE conducted interviews with a few Multi Academy Trusts who have applied to run the new school and we are currently awaiting the results of these interview, The school will be in Windsor and is due to open in September 2026.
- 2.75 Please see appendix 5 for a full breakdown and analysis of the SEND service and next steps.

Update of Statement of Action (SEND)

- 2.76 A Statement of action was written in response to the 2017 RBWM SEND inspection. After a successful revisit in October 2019, we had shown sufficient progress in 6 of the 8 areas for improvement.
- 2.77 On 31st May 2023 we received a letter from the DfE and NHS England stating that based on the evidence provided, *'it is the view of the DfE and NHS England that you have demonstrated clear and sustained progress'*. This means that we no longer need to continue with formal monitoring, and we were removed from a Written Statement of Action. However, we are now in the window for an Area SEND Inspection.
- 2.78 The government is making an unprecedented level of investment in high needs funding with revenue funding increasing by more than 40% between 2020-21 and 2023-24. However, nationally spending is still outstripping funding. Two thirds of local authorities have deficits in their dedicated schools grant budget as a result of high needs cost pressures. By the end of 2021- 22 the national deficit was over £1 billion. This would equate to an average deficit across 128 authorities of £7.813M, or an average across the two thirds that have a deficit of £11.765M. RBWM has a planned deficit of £1.5M by March 2024.
- 2.79 RBWM was invited to be part of the Delivering Better Value (DBV) programme that was announced by the Department for Education (DfE) in February 2022. The DBV programme is designed to provide dedicated support and funding to help 55 local authorities with substantial deficit issues in their high needs block of the dedicated schools grant (DSG) to reform their high needs systems, with the aim to put more local authorities on a more sustainable footing so that they are better placed to respond to the official forthcoming special educational needs and/or disabilities (SEND) reforms. There is currently £85m allocated to this programme. A further 14 authorities with more severe deficits are engaged in the Safety Valve project which involves contractual arrangements with the DfE and the majority of neighbouring boroughs has slipped into safety Value.
- 2.80 RBWM was on WAVE2 of the DVB programme, and we secured £1M to invest and support our SEND Strategy by:

- ordinarily Available Provision in mainstream settings: Improving mainstream schools' capacity to meet the needs of pupils with SEND.
- right decisions at the right time: auditing and learning from decisions made by SEND Panels A and B.
- ordinarily Available Provision in post 16 settings: Improving post 16 settings' capacity to meet the needs of young people with SEND.

Area SENCo and SEND Strategy

- 2.81 Our new SEND Strategy was created through consultation with key stakeholders, including parents and carers and has now been published. It was launched to parents and carers at the Inclusion Summit in February 2023.
- 2.82 Our SEND steering Board continues to be a multi-agency board with representation from parents and carers, schools, LA SEND and education services as well as social care and health. The SEND Strategy Implementation work streams report directly to the Board.
- 2.83 The Area SENCo and our SEND Consultant are continuing to work on improving our SEND provision in schools by building a community of practice through a number of initiatives to; support SENCos to share good practice and celebrate inclusion.

These include:

- Leadership of Inclusion Quality Mark or SEND Peer Review.
- Annual SEND Conference.
- Localised SENCo clusters.
- Termly SENCo Leadership Forum.
- Cross-phase SEND register moderation Clusters.
- Training including SENCos new to post.
- The Collaborative responsibility resource and promotional staff meetings.
- Implement and monitor on RBWM's 5-year SEND strategy pathway.
- To mitigate the risk of needs remaining unmet because of the waiting times.

- 2.84 Please see appendix 6 for a full breakdown and analysis of the Area SENCo service and next steps.

Summary of key priorities

- 2.85 Based on the analysis above, the following items are the key priorities for the council to continue to ensure that all pupils in the borough get a great education.

Table 4: Key priorities for raising educational attainment.

Key Priorities	Next Steps
Maintain school improvement focus on all schools	To continue to support schools to maintain and improve their Ofsted ratings
Continued focus on disadvantaged pupil plans and outcomes	Through network meetings, continue to support schools to establish Quality First Teaching approaches for their disadvantaged pupils. Set-up cluster groups of disadvantaged networks to moderate and compare data and share good

Key Priorities	Next Steps
	practice and to encourage schools to sign up to Tom Sherrington Quality Teach First programme
Transform therapy services with health for additional needs	The Area SENCo and the Associate Director for SEND will continue to work closely with Berkshire Health Foundation Trust (BHFT), CYPIT and CCG colleagues on both a larger East Berkshire Transformation Occupational Therapy (OT). Some of the recent work has involved: Online training delivered, facilitated by Area SENCo (OT) and face-to-face provision demonstrations in schools (SALT). Representatives from health are in the SEND implementation group work streams as well as the SEND steering board.
DSG finance management	Work on current action plan to address areas of high needs spending including out of borough and independent places and also completing the DfE Delivering Better Values Programme.
EHE and exclusions – making sure pupils on the edges are not missing out	The appointed additional EHE coordinator who will work closely with all families, children and school where a child is either newly home educated or has been home educated for a period of time to encourage a return to school. Children who are at risk of exclusion or have been permanently excluded will be supported by the education service including the Inclusion & Access Manager. Support will be provided to help young people access early help and prevention services. Where a young person is ready to return to mainstream education, the fair access panel will work effectively with all schools to ensure a child returns to mainstream education as quickly as possible.
SEND Ofsted Inspection	Services will prepare for the New Area SEND Ofsted Inspection as we at risk of an inspection in the very near future. Service currently working on Self Evaluation Document. Quality Assurance and the documents required for Annex A

Options

Table 5: Options arising from this report

Option	Comments
Congratulates local schools on their continued success. This is the recommended option	Give schools the recognition of producing high-quality education in the borough, with of 92% of pupils receiving a good or better education.

Option	Comments
Endorses the key priorities set out in paragraph 2.85. This is the recommended option	To address our development areas and improve services to meet the growing needs.
Do Nothing This is not the recommended option	Statutory responsibilities will not be met and the quality of education will decrease.

3. KEY IMPLICATIONS

Outcome	Unmet	Met	Exceeded	Significantly Exceeded	Date of delivery
Maintain school improvement focus on all schools (Ofsted results % Good/Outstanding)	<86%	National 86%	>86%	97%	2024 academic year
Continued focus on disadvantaged pupil plans and outcomes (Percentage gap decrease between disadvantaged and peers)	>10%	10%	<10%	5%	2024 academic year
Transform therapy services with health for additional needs decrease waiting times for OT (currently at 248)	>30%	Reduce by 30%	<30%	50% reduction	2024 academic year
Designated Schools Grant finance management reduce deficit	1.3%	1.3%	<1.0%	<0.7%	2025 Financial Year
Inclusion and Access for Pupils who may be vulnerable to missing education (permanent exclusion figures).	>30%	Reduce by 30%	<30%	60% reduction on exclusion	2024 academic year

4. FINANCIAL DETAILS / VALUE FOR MONEY

Capital Funding

- 4.1 The level of overspend in the High Needs services remains unaffordable for the Council, therefore, it is important that all local partners continue to work to bring the cost of high needs services back in line with the Government grant allocation.

- 4.2 The 2023/24 budget relies on: promoting independence and use of the local education offer; managing increasing demand for services through increased early intervention; working with partners to ensure that everyone involved in a child's education is confident in supporting children with additional needs; and increasing the amount of local provision, ensuring that provision is aligned to need.
- 4.3 The financial trajectory will need to be carefully monitored in 2023/24 to ensure that the level of spending on education services is affordable. Schools Forum and schools will have a clear role in monitoring the position and in implementing the plans in partnership.
- 4.4 The DSG conditions of grant 2023/2024 requires that any Local Authority with an overall deficit on its DSG account at the end of the financial year 2022/23, or whose DSG surplus has substantially reduced during the year, must be able to present a plan to the Department for Education (DfE) for managing their future DSG spend.
- 4.5 Based on current demand, pricing and estimated future grant funding the current projected cumulative deficit for the DSG by 31 March 2024 is in the region of £1.5m.

5. LEGAL IMPLICATIONS

- 5.1 There are no legal implications arising from this report.

6. RISK MANAGEMENT

Table 6: Impact of risk and mitigation

Threat or risk.	Impact with no mitigations in place/all mitigations fail.	Likelihood of risk occurring with no mitigations in place.	Mitigations currently in place.	Mitigations proposed.	Impact of risk once all mitigations in place and working.	Likelihood of risk occurring with all mitigations in place.
The school improvement grant, which currently comes to the local authority, could be delegated to schools. This would mean that there is no grant to run a school improvement service	Extreme	Medium	Schools Forum has agreed funding for school improvement 23/24	The grant funding for 2023-24 has ceased and alternative funding is required through the schools forum.	Moderate	Moderate
Waiting times for occupational therapy (OT) are increasing. As a result, too many children and young people's needs continue to be unmet.	Extreme	Medium	East Berkshire project working group set-up	Working closely with commissioners, therapy providers and school settings to broaden training offer and ordinarily available provision for those on the waiting list. An east Berkshire project team has been established to develop a sustainable model	Moderate	Moderate
New Area SEND Inspection Framework – Inspection due in Summer Term	Extreme	Medium	Appointed an Associate Director for SEND – Self evaluation Form completed	Services will have to prepare for Area SEND inspections which will consider how local authorities use, commission and oversee alternative provision. Under the new area SEND framework greater emphasis on the experiences of children and young people who attend alternative provision.	Moderate	Moderate

7. POTENTIAL IMPACTS

- 7.1 Equalities. Equality Impact Assessments are published on the [council's website](#). An Equalities Impact Assessment (EqIA) is attached at Appendix E.
- 7.2 Climate change/sustainability. There are no climate change/sustainability risks arising from this report.
- 7.3 Data Protection/GDPR. There are no data protection or GDPR implications arising from this report.

8. CONSULTATION

- 8.1 No consultation has been required for the completion of this report. Consultation will be sourced with stakeholders such as Youth Council and Parents for ongoing improvements.

9. TIMETABLE FOR IMPLEMENTATION

- 9.1 No implementations arising from this report.

10. APPENDICES

- 10.1 This report is supported by 6 appendices:
- Appendix 1: The Education Data Pack 2022-23
 - Appendix 2: Education Welfare Service
 - Appendix 3: Permanent Exclusion Service
 - Appendix 4: SEMH Service
 - Appendix 5: SEND Service
 - Appendix 6: Area SENCo Service

11. BACKGROUND DOCUMENTS

- 11.1 This report is supported by no background documents:

12. CONSULTATION

Name of consultee	Post held	Date sent	Date returned
<i>Mandatory: Statutory Officers (or deputy)</i>			
Elizabeth Griffiths	Executive Director of Resources/S151 Officer	26.02.24	
Elaine Browne	Deputy Director of Law & Governance & Monitoring Officer	26.02.24	12.03.24
<i>Deputies:</i>			
Julian McGowan	Deputy S151 Officer	15.04.24	15.04.24
Jane Cryer	Principal Lawyer & Deputy Monitoring Officer		
<i>Mandatory: Procurement Manager (or deputy) - if report requests approval to go to tender or award a contract</i>			
Lyn Hitchinson	Procurement Manager	26.02.24	
<i>Mandatory: Data Protection Officer (or deputy) - if decision will result in processing of personal data; to advise on DPIA</i>			
Samantha Wootton	Data Protection Officer	26.02.24	18.03.24
<i>Mandatory: Equalities Officer – to advise on EQiA, or agree an EQiA is not required</i>			
Ellen McManus-Fry	Equalities & Engagement Officer	26.02.24	27.02.24
<i>Other consultees:</i>			
<i>Directors (where relevant)</i>			
Stephen Evans	Chief Executive	26.02.24	
Andrew Durrant	Executive Director of Place		
Kevin McDaniel	Executive Director of Adult Social Care & Health	26.02.24	
Lin Ferguson	Executive Director of Children's Services & Education	30.01.24	06.02.24

Confirmation relevant Cabinet Member(s) consulted	Cabinet member for Children's Services, Education and Windsor	Yes
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REPORT HISTORY

Decision type:	Urgency item?	To follow item?
Key decision: First entered into the Cabinet	No	No

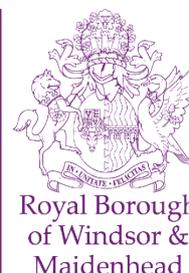
Forward Plan: 10/10/2023		
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Report Author: Clive Haines, Deputy Director of Education

Appendix A - Equality Impact Assessment

For support in completing this EQIA, please consult the EQIA Guidance Document or contact equality@rbwm.gov.uk

www.rbwm.gov.uk



1. Background Information

Title of policy/strategy/plan:	Standards and Quality of Education – A Review of the Academic Year 2022-23
Service area:	Education
Directorate:	Childrens Services

Provide a brief explanation of the proposal:

- What are its intended outcomes?
- Who will deliver it?
- Is it a new proposal or a change to an existing one?

This report sets out the progress across the Borough's schools, summarising the available qualitative and quantitative data that is contained in the Education Pack 2021-22 and other appendices. It is of note that attainment data has not been published nationally for specific groups of pupils and the results are not comparable. This report outlines some of the support provided by the Education Service and the next priority steps for continued improvement in education to give all pupils the best chance of success.

2. Relevance Check

Is this proposal likely to directly impact people, communities or RBWM employees?

- If No, please explain why not, including how you've considered equality issues.
- Will this proposal need a EQIA at a later stage? (for example, for a forthcoming action plan)

Future actions plans may result in EQIA

If 'No', proceed to 'Sign off'. If unsure, please contact equality@rbwm.gov.uk

3. Evidence Gathering and Stakeholder Engagement

<p>Who will be affected by this proposal? For example, users of a particular service, residents of a geographical area, staff</p>
<p>Among those affected by the proposal, are protected characteristics (age, sex, disability, race, religion, sexual orientation, gender reassignment, pregnancy/maternity, marriage/civil partnership) disproportionately represented? For example, compared to the general population do a higher proportion have disabilities?</p>
<p>What engagement/consultation has been undertaken or planned?</p> <ul style="list-style-type: none">• How has/will equality considerations be taken into account?• Where known, what were the outcomes of this engagement?
<p>What sources of data and evidence have been used in this assessment? Please consult the Equalities Evidence Grid for relevant data. Examples of other possible sources of information are in the Guidance document.</p>

4. Equality Analysis

Please detail, **using supporting evidence**:

- How the protected characteristics below might influence the needs and experiences of individuals, in relation to this proposal.
- How these characteristics might affect the impact of this proposal.

Tick positive/negative impact as appropriate. If there is no impact, or a neutral impact, state 'Not Applicable'

More information on each protected characteristic is provided in the Guidance document.

	Details and supporting evidence	Potential positive impact	Potential negative impact
Age	The Service focuses on the provision needed to meet the required support in schools and settings. There are no decisions relating to this characteristic.		
Disability	The Service focuses on the provision needed to meet the required support in schools and settings. There are no decisions relating to this characteristic.		
Sex	The Service focuses on the provision needed to meet the required support in schools and settings. There are no decision		
Race, ethnicity and religion	The Service focuses on the provision needed to meet the required support in schools and settings. There are no decisions relating to this characteristic.		
Sexual orientation and gender reassignment	The Service focuses on the provision needed to meet the required support in schools and settings. There are no decisions relating to this characteristic.		
Pregnancy and maternity	The Service focuses on the provision needed to meet the required support in schools and settings. There are no decisions relating to this characteristic.		
Marriage and civil partnership	The Service focuses on the provision needed to meet the required support in schools and settings. There are no decisions relating to this characteristic.		
Armed forces community	The Service focuses on the provision needed to meet the required support in schools and settings. There are no decisions relating to this characteristic.		

Socio-economic considerations e.g. low income, poverty	The Service focuses on the provision needed to meet the required support in schools and settings. There are no decisions relating to this characteristic.		
Children in care/Care leavers	The Service focuses on the provision needed to meet the required support in schools and settings. There are no decisions relating to this characteristic.		

5. Impact Assessment and Monitoring

If you have not identified any disproportionate impacts and the questions below are not applicable, leave them blank and proceed to Sign Off.

<p>What measures have been taken to ensure that groups with protected characteristics are able to benefit from this change, or are not disadvantaged by it? For example, adjustments needed to accommodate the needs of a particular group</p>
N/A
<p>Where a potential negative impact cannot be avoided, what measures have been put in place to mitigate or minimise this?</p> <ul style="list-style-type: none"> For planned future actions, provide the name of the responsible individual and the target date for implementation.
For planned future actions, provide the name of the responsible individual and the target date for implementation.
<p>How will the equality impacts identified here be monitored and reviewed in the future? See guidance document for examples of appropriate stages to review an EQIA.</p>
N/A

6. Sign Off

Completed by: Clive Haines	Date: 26/01/2024
Approved by:	Date:

If this version of the EQIA has been reviewed and/or updated:

Reviewed by:

Date:

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RBWM

Education Data Pack

Academic Year 2022 – 2023

RBWM

Education Data Pack

Academic Year 2022 – 2023

GLOSSARY

KEY STAGES OF THE CURRICULUM

1. The curriculum is split into stages according to the age of the pupils, see Table A.

Table A – Key Stage and Age Summary

Stage	Age range	School year	National exam or test at end of Key Stage
Foundation Stage	3-5	Nursery and Reception	Assessment
Key Stage 1	5-7	1-2	Assessment
Key Stage 2	7-11	3-6	SATS
Key Stage 3	11-14	7-9	
Key Stage 4	14-16	10-11	GCSE
Key Stage 5	Post 16	12+	A /Level 3

2. Pupil assessment is:
 - At Foundation stage pupils is assessed against a profile which has a strong emphasis on the three prime areas of communication and language; physical; and personal, social and emotional development. Practitioners make a best-fit assessment of whether children are emerging, expected or exceeding against each of the 17 early learning goals. The percentage of children achieving at least the expected level in the prime areas of learning and in the specific areas of literacy and mathematics are defined as having reached a ‘Good Level of Development’ (GLD).
 - At the end of Year 1 pupils take a phonics screening test.
 - Pupils are assessed by teachers in the core subjects of Reading, Writing and Mathematics at the end of Key Stage 1.
 - At the end of Key Stage 2, tests take place in Reading, Mathematics and Grammar, Punctuation and Spelling and teacher assessments are carried out in Reading, Writing, Mathematics and Science. Pupils are required to reach the expected standard in Reading test, Writing assessment and Maths test.
 - At the end of Key Stage 3 there are no statutory assessment requirements.
 - At Key Stage 4 and 5, pupils undertake external examinations, most commonly GCSEs and A levels.

STATISTICAL NEIGHBOURS

The tables and charts in the report compare schools in the Royal Borough with those nationally and those in statistically similar authorities, known as our ‘Statistical Neighbours’. The Royal Borough’s current statistical neighbours are: Surrey, Buckinghamshire, Bracknell Forest, Hertfordshire, Wokingham, West Berkshire, Oxfordshire, Cambridgeshire, Hampshire and Trafford. They were last changed in October 2015 with the introduction of Trafford and the loss of Cheshire East.

RUSSELL GROUP UNIVERSITIES

The Russell Group represents 24 leading UK universities which are ‘committed to maintaining the very best research, an outstanding teaching and learning experience and unrivalled links with business and the public sector’:

University of Birmingham, University of Bristol, University of Cambridge, Cardiff University, Durham University, University of Edinburgh, University of Exeter, University of Glasgow, Imperial College London, King's College London, University of Leeds, University of Liverpool, London School of Economics & Political Science, University of Manchester, Newcastle University, University of Nottingham, University of Oxford, Queen Mary University of London, Queen's University Belfast, University of Sheffield, University of Southampton, University College London, University of Warwick, University of York.

ACRONYMS

DfE	Department for Education
SFR	Statistical First Release
KS1-5	Key Stage 1-5
OFSTED	Office for Standards in Education
CiC	Child(ren) in care, Looked-after child(ren)
FSM	(Pupils eligible for) Free School Meals
FSM6	Pupils eligible for Free School meals anytime in the last 6 years
SEN	Special Educational Needs
SEN-EHC	SEN pupils with Education Healthcare Plan (previously statemented pupils) Pupils with statutory assessment of severe and complex needs
NOE/NOR	Number of entries/Number on Roll
ALPS	A Level Performance System
EYFS	Early Years Foundation Stage
LA	Local Authority
SUPP	Information suppressed (by DfE) because the underlying numbers are too small
Facilitating Subjects	The A level subjects most commonly required by top universities: Mathematics and Further Mathematics; English Literature; Physics; Biology; Chemistry; Geography; History; Languages (modern and classic).
TA	Teacher Assessment
PRU	Pupil Referral Unit
EPAS	Educational Performance Analysis System
KEYPAS	Key Stage Performance Analysis System
NOVA	Replacement for EPAS system

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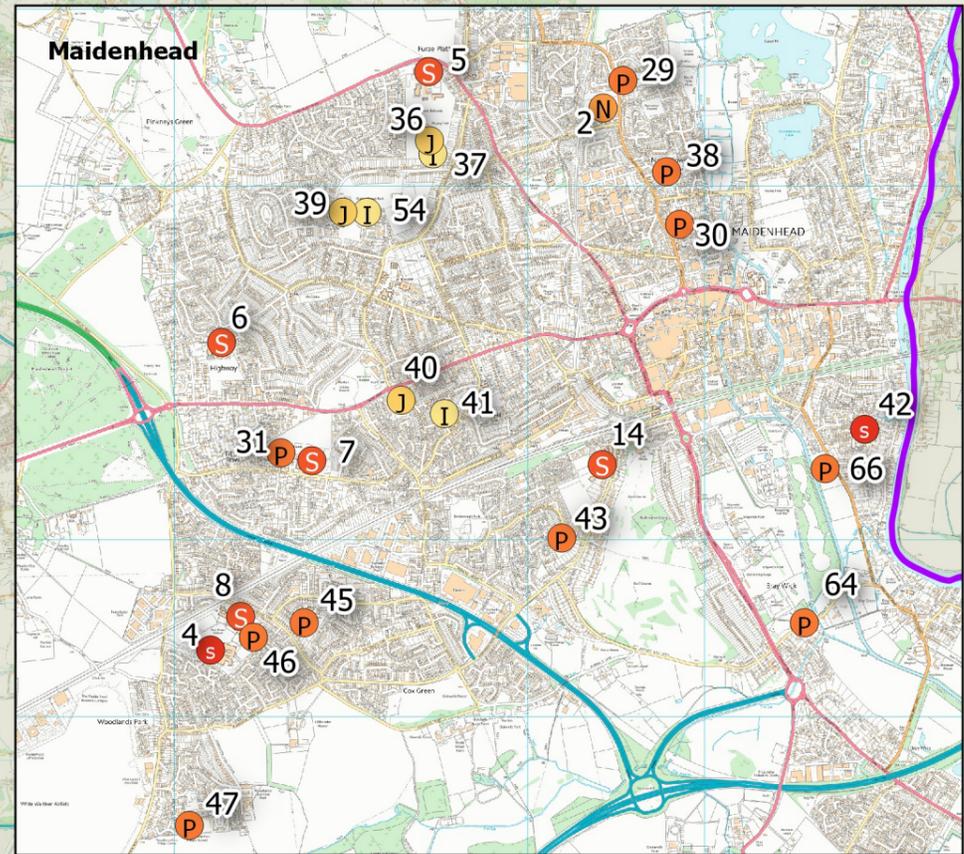
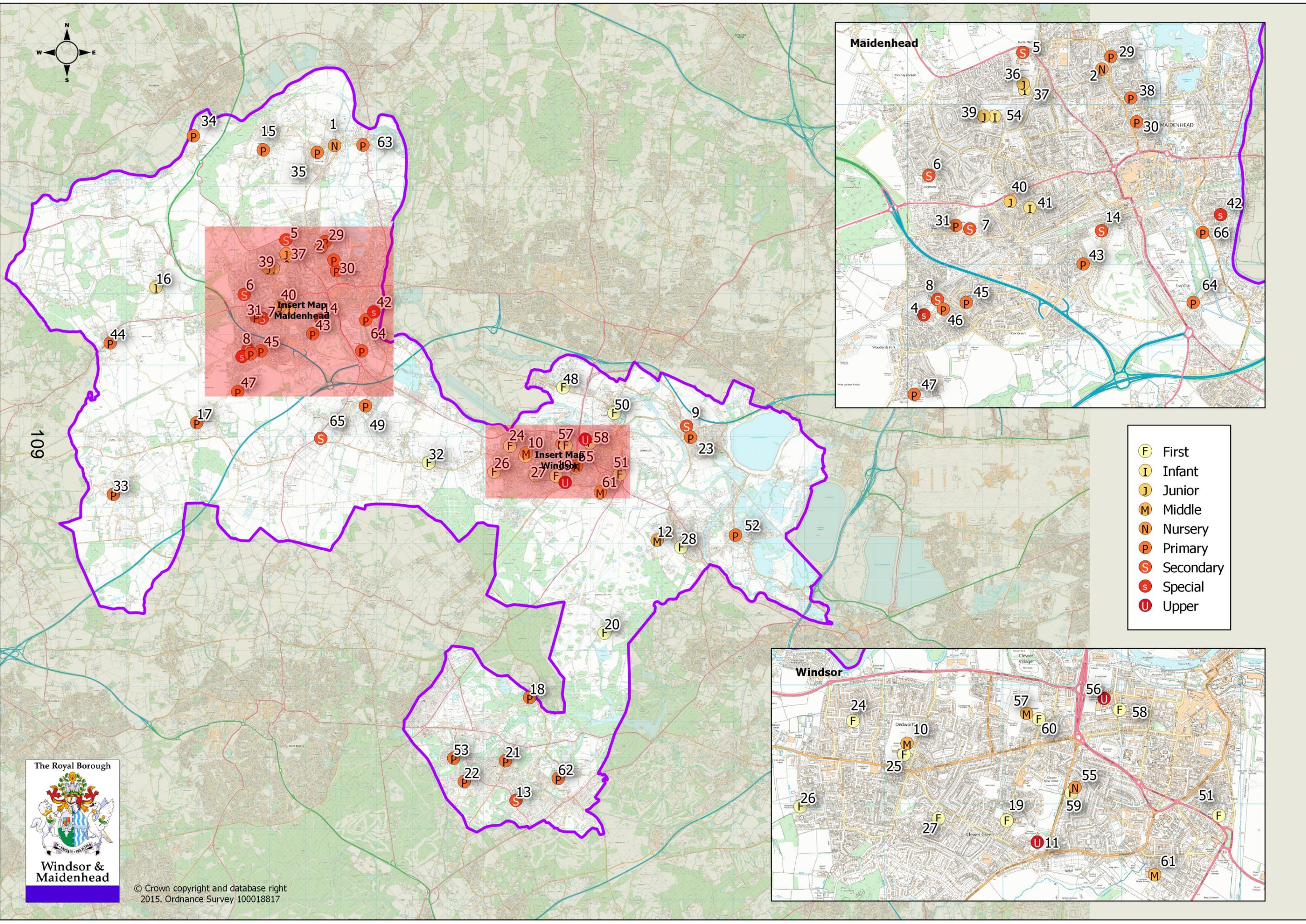
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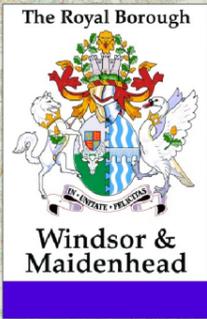
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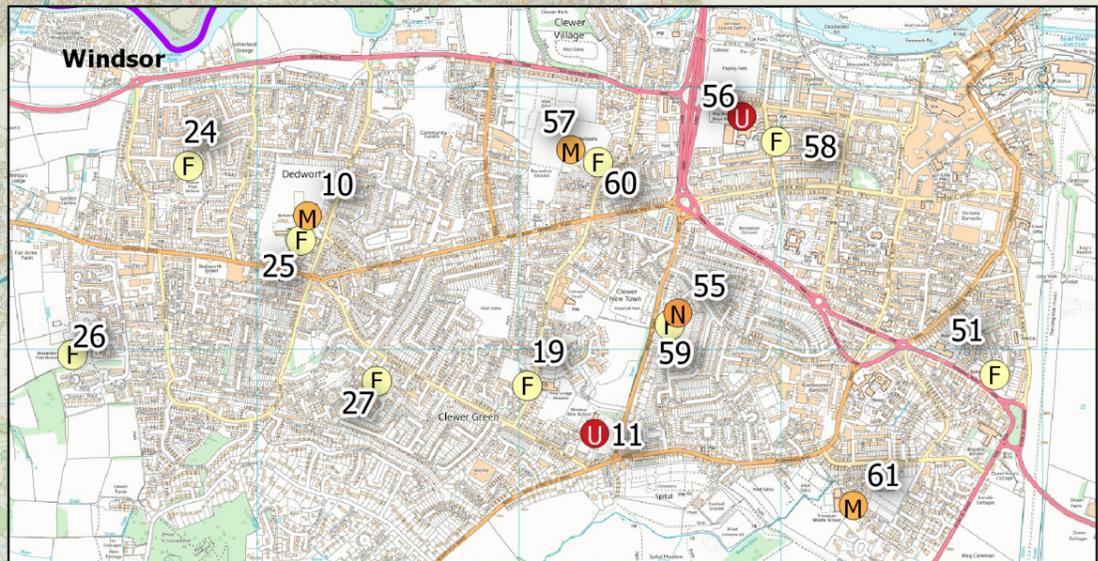
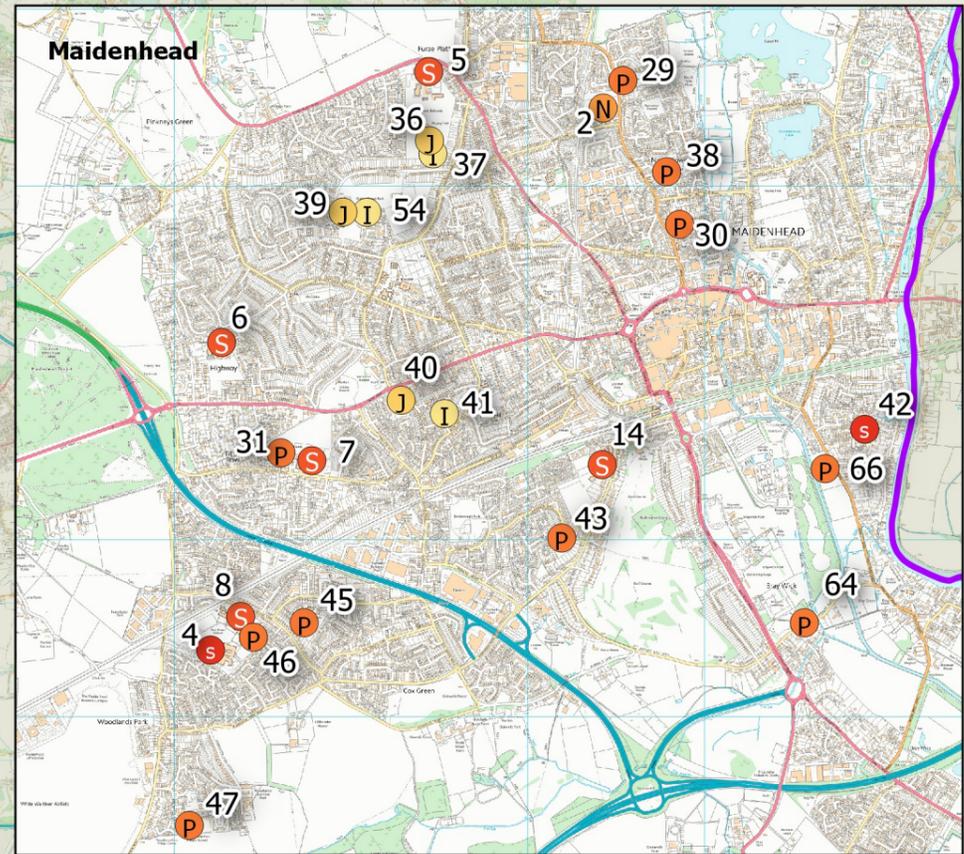
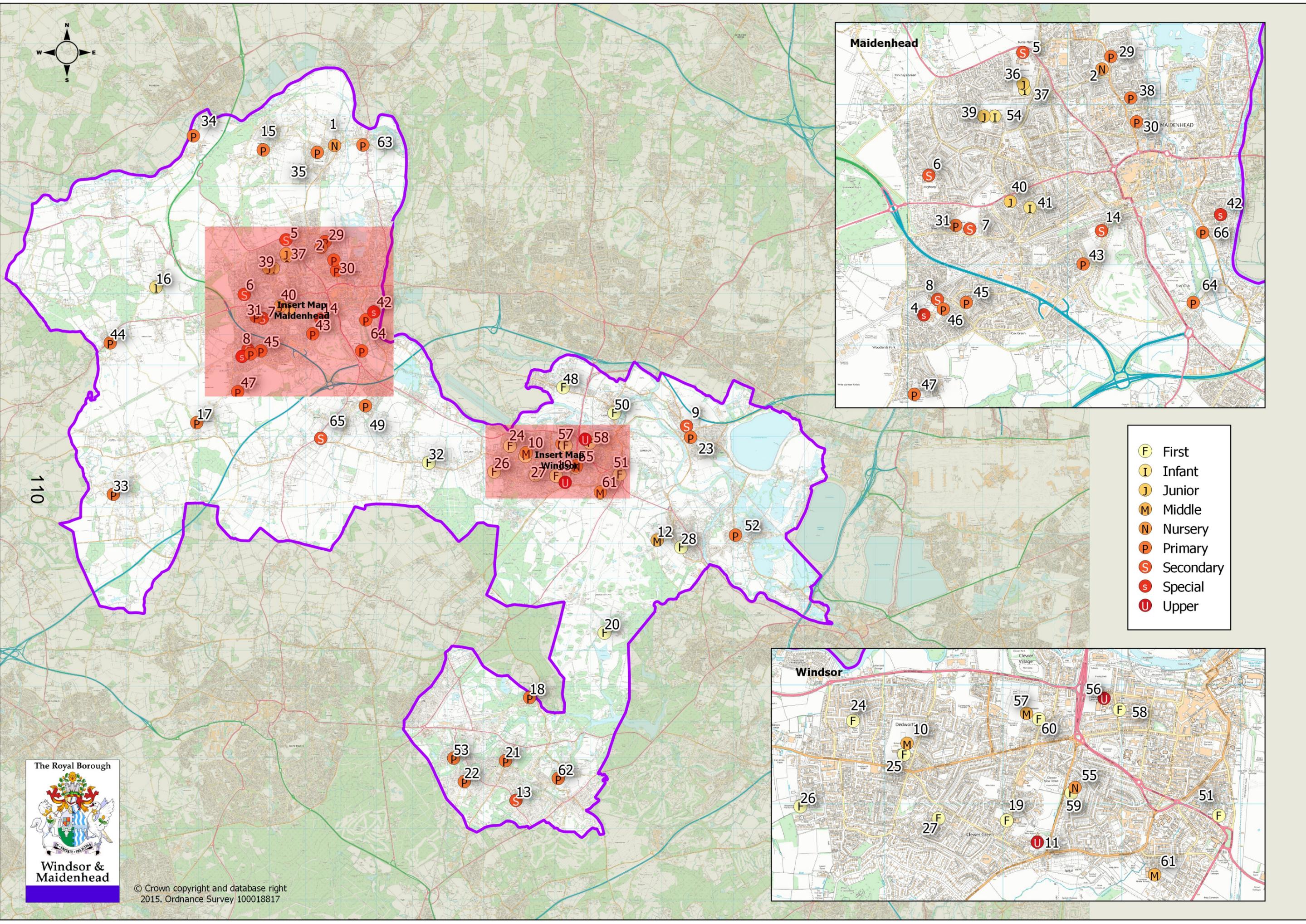
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TA	Teacher Assessment
PRU	Pupil Referral Unit
EPAS	Educational Performance Analysis System
KEYPAS	Key Stage Performance Analysis System
NOVA	Replacement for EPAS system

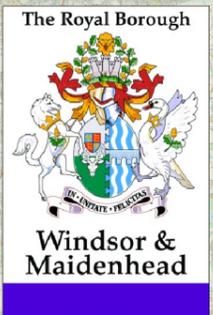


- (F) First
- (I) Infant
- (J) Junior
- (M) Middle
- (N) Nursery
- (P) Primary
- (S) Secondary
- (s) Special
- (U) Upper





- (F) First
- (I) Infant
- (J) Junior
- (M) Middle
- (N) Nursery
- (P) Primary
- (S) Secondary
- (s) Special
- (U) Upper



1	Cookham Nursery School	34	Bisham School
2	Maidenhead Nursery School	35	Cookham Rise Primary School
3	RISE (not shown on map)	36	Furze Platt Junior School
4	Manor Green School	37	Furze Platt Infant School
5	Furze Platt Senior School	38	Riverside Primary School & Nursery
6	Newlands Girls' School	39	Courthouse Junior School
7	Altwood Church of England School	40	All Saints Church of England Junior School
8	Cox Green School	41	Boyne Hill C of E Infant and Nursery School
9	Churchmead Church of England School	42	Forest Bridge School
10	Dedworth Middle School	43	Larchfield Primary and Nursery School
11	Windsor Girls' School	44	Knowl Hill CE Primary School
12	St Peter's Church of England Middle School	45	Wessex Primary School
13	Charters School	46	Lowbrook Academy
14	Desborough College	47	Woodlands Park Primary & Nursery School
15	Cookham Dean CE Primary School	48	Eton Wick C of E First School
16	Burchetts Green CE Infant School	49	Holyport C of E (Aided) Primary School & Foundation Unit
17	White Waltham C of E Academy	50	Eton Porny C of E First School
18	Cheapside CE Primary School	51	The Queen Anne Royal Free CE First School
19	Clewer Green CE School	52	Wraysbury Primary School
20	The Royal School (Crown Aided)	53	South Ascot Village Primary School
21	St Michael's C of E Primary School	54	Alwyn Infant School
22	St Francis Catholic Primary School	55	The Lawns Nursery
23	Datchet St Mary's C of E Primary Academy	56	The Windsor Boys' School
24	Homer First School	57	St Edward's Royal Free Ecumenical Middle School
25	Dedworth Green First School	58	Trinity St Stephens Church of England First School
26	Alexander First School	59	Oakfield First School
27	Hilltop First School	60	St Edward's Catholic First School
28	Kings Court First School	61	Trevelyan Middle School
29	St Mary's Catholic Primary School	62	Holy Trinity CE Primary School
30	St Luke's Church of England Primary School	63	Holy Trinity C of E Primary School
31	St Edmund Champion Catholic Primary School	64	Braywick Court School
32	Braywood C of E First School	65	Holyport College
33	Waltham St Lawrence Primary School	66	Oldfield Primary School

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EXECUTIVE SUMMARY

SUMMARY OF KEY DATA

1. School Ofsted Inspections

- 1.1 The number of RBWM schools given an Ofsted judgement of good or outstanding has decreased in the 2022/23 academic year to 91% (from 97%) while nationally it has increased from 88% to 89%.
- 1.2 89% of primary schools and all secondary schools are rated good or outstanding (higher than the secondary national figure of 82%).

2. Attainment and progress

- 2.1 These are the second attainment statistics since 2019, after assessments and exams were cancelled in 2020 and 2021 due to the pandemic. These pupils experienced disruption to their learning and caution should be exercised when comparing to previous years. There was a marked fall in national and RBWM results in 2022 but these increased for primary key stage assessments in 2023. For GCSE and A levels grades awarded were similar to 2019 exams and are lower than the teacher assessment grades awarded in 2020 and 2021 and the 2022 mid point grading as exams returned.
- 2.2 Standards in RBWM for 2022/23 were similar to national at Early Years and above national all Key Stages except for Key Stage 1 writing:
 - At Early Years Foundation Stage 67% of children in RBWM attained “a good level of development”. It places the Royal Borough just below the national result. (Section 3.1)
 - 80% of Year 1 children reached the required standard in the phonic screening test. RBWM ranked 42nd on this measure. (Section 3.2)
 - Children at the end of Key Stage 1, age 7, achieve well. There continues to be an above average performance at KS1 in the core subjects of Reading (70%) and Maths (71%). Writing remained flat in RBWM while nationally it increased by 3 percentage points This placed RBWM joint 36th for Reading, 89th for writing and 59th for Maths. (Section 3.3)
 - The multiplication tables check became statutory in 2022 at the end of year 4. 27% of children in the borough achieved full marks in 2023. (section 3.4)
 - Children at the end of Key Stage 2, aged 11, achieve well. There continues to be an above average performance at KS2 in the combined core subjects of Reading Writing and Maths (61%), with RBWM remaining above the national result by one percentage point. This placed RBWM joint 59th in the country. (Section 3.5)
 - In 2022, Pupils in RBWM have made average progress at KS2 compared to national in Reading and Maths, while progress in Writing was below national.
 - At Key Stage 4, age 16, the percentage of pupils attaining a strong pass (i.e., 5 or higher) in both English and Mathematics GCSE was 53%, well above the national average of 45% for state schools. The LA was 27th on this measure. (Section 4.4)

- On the Progress 8 measure, RBWM achieved +0.11 in 2023. (Section 4.9)
- At Key Stage 5, age 18, the average point score per A level student in their three best subjects, expressed as a grade was C+. the same as the state funded national average. The Borough ranked 59th on this measure (Section 5.2 Table 5a)
- The proportion of RBWM A level students achieving grades AAB or better, including two or more facilitating subjects was 17.3%, well above the 15.6% national figure for state-funded schools/colleges. The borough ranked 35th on this measure (Section 5.3)

3. Performance of pupil groups

- 3.1 At Key Stage 2, the proportion of pupils achieving 'expected standard' in the headline measure of reading, writing and maths combined at Key Stage 2 is above national overall, but below national for some vulnerable sub-groups including FSM and Disadvantaged. (Section 6.2)
- 3.2 At Key Stage 4, Progress 8 results for the Royal Borough is above average national progress ranking for all pupils group except Asian pupils, and those whose first language is not English. However, for pupils in two of these groups the actual Progress 8 score was positive – i.e., these pupils made more progress than the average for all pupils with the same prior attainment (Section 6.3)
- 3.3 FSM pupils underperform at each key-stage compared to non-FSM pupils in RBWM, statistical neighbours and nationally every year from 2016 to 2023. (Table 6d). FSM pupils have been disproportionately affected by the pandemic.
- 3.4 With ten or fewer children in care for each Key Stage, most published data will suppress RBWM figures and hence comparisons with national figures, when available, will be very difficult to assess. Whilst based on a very small cohort, we should aim to raise performance at all Key Stages. (Section 6 Table 6e)

4. Pupil absence

RBWM absences for primary for 2021/22 were 5.9% and for secondary 8.3% Corresponding national figures for 2021/22 were 6.3% for primary and 9.0% for secondary (Section 7.1).

5. Pupil exclusions

The number of permanent exclusions in RBWM has increased in the first post Covid academic year 2021/22 to 25 pupils (0.11% of total pupils). Nationally 8 students in every 10,000 (0.08%) were excluded. (Section 8.2 Table 8a)

6. Pupil destinations and not in education employment or training (2021/22)

The analysis of pupil destinations shows:

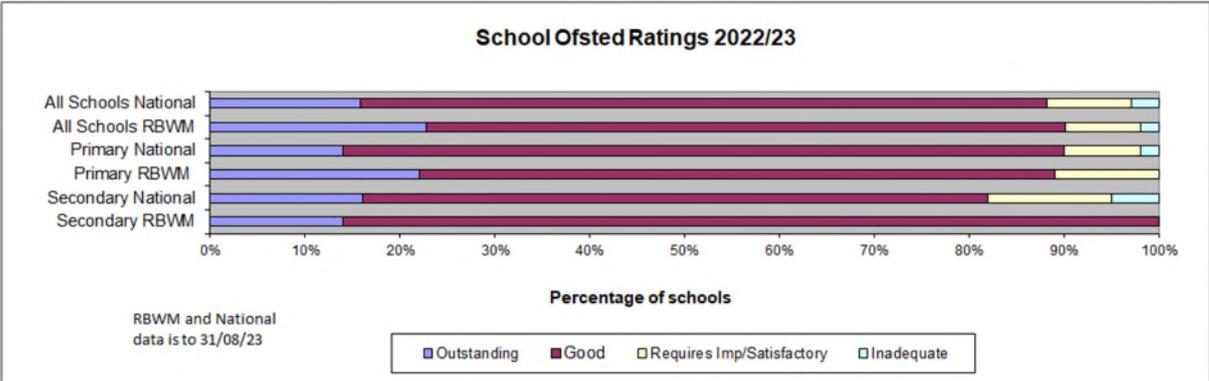
- 6.1 At the end of Key Stage 4, 94% of RBWM students went on to, or remained in, education or employment, similar to national. (Section 9.1).
- 6.2 At the end of Key Stage 5, 63% of RBWM school pupils progressed to UK Higher Education Institutions. (Section 9 Table 9c)
- 6.3 The average number of young people who were known to be not in education employment or training (NEET) during the 3 months to August 2022 was 43; this represents 1.4% of the cohort. The % unknown is 4.2 which has come down from 9.2 in the 2022 but is still above the national average for the same period and places RBWM in the bottom quintile. (Section 10.5)

SECTION 1 - SCHOOL OFSTED INSPECTIONS

ALL SCHOOLS

- 1.1 In 2022/23 Ofsted carried out the highest number of inspections in the last five years. This is largely because the DfE gave Ofsted funding to catch up on the inspections it missed during the COVID-19 pandemic. In the academic year 2022/23, eighteen Royal Borough schools were inspected by Ofsted; these consisted of three first schools, one infant, eight primary schools, two middle school, three secondary age schools and one special school.
- 1.2 The number of RBWM schools given an Ofsted judgement of good or better has decreased in the 2022/23 academic year to 91% (from 97%) while nationally it increased from 88% to 89%.

Table 1a School Ofsted Ratings 2022/23



SPECIAL SCHOOLS

- 1.3 One special school was inspected. It remained good.

PRIMARY AGE SCHOOLS

- 1.4 Overall, 89% of RBWM primaries were rated good or outstanding at the end of academic year 2022/23.
- 1.5 Twelve RBWM primary age schools were inspected in the academic year 2021/22, of which four maintained the same rating and eight decreased.

SECONDARY AGE SCHOOLS (including middle schools for Ofsted purposes)

- 1.6 All RBWM secondary schools were rated good or outstanding at the end of the academic year 2022/23. RBWM is well above the national figure of 82%.
- 1.7 Two RBWM secondary age schools were inspected in the academic year 2021/22. One maintained its Good rating, while one increased its rating to Good.

OFSTED CHARTS

- 1.8 The Ofsted ratings – RBWM schools (Data Pack Figure 1a) shows the schools and their ratings as at 31.08.23.
- 1.9 The Ofsted status table (Data Pack Figure 1b) shows percentage of schools by category and type for the academic year 2022/23.
- 1.10 Data Pack Figure 1c is the same as Figure 1b but gives the latest information as at **12/12/23**. In the academic year 2022/2023, one infant school, two primary and one secondary school have been inspected to date. One primary school improved its rating from requires improvement to good.

Data Pack Figure 1a - Ofsted Ratings

School Type	School	Overall effectiveness
Nursery	Cookham Nursery	Outstanding
	Maidenhead Nursery	Outstanding
	The Lawns Nursery	Outstanding
Infant	Alwyn Infants	Good
	Boyne Hill CE Infant and Nursery	Outstanding
	Burchetts Green CE Infants	Outstanding
	Furze Platt Infants	Good
Junior	All Saints CE Junior	Inadequate
	Courthouse Junior	Good
	Furze Platt Junior	Outstanding
Primary	Bisham CE Primary	Good
	Braywick Court	Outstanding
	Cheapside CE Primary	Good
	Cookham Dean CE Primary	Good
	Cookham Rise Primary	Good
	Datchet St Mary's Primary	Good
	Holy Trinity CE Primary Cookham	Good
	Holy Trinity CE Primary Sunningdale	Good
	Holyport CE Primary	Good
	Knowl Hill CE Primary	Outstanding
	Larchfield Primary and Nursery	Good
	Lowbrook Primary	Good
	Oldfield Primary	Outstanding
	Riverside Primary	Requires Improvement
	South Ascot Village School	Good
	St Edmund Campion Catholic Primary	Requires Improvement
	St Francis Catholic Primary	Outstanding
	St Luke's CE Primary	Outstanding
	St Mary's Catholic Primary	Requires Improvement
	St Michael's CE Primary	Good
	Waltham St Lawrence Primary	Outstanding
	Wessex Primary School	Requires Improvement
	White Waltham CE	Good
Woodlands Park Primary	Good	
Wraysbury Primary	Requires Improvement	
First	Alexander First	Good
	Braywood CE First	Outstanding
	Clewer Green CE Aided First	Good
	Dedworth Green First	Good
	Eton Porny CE First	Good
	Eton Wick CE First	Good
	Hilltop First	Good
	Homer First	Good
	King's Court First	Good

	Oakfield First	Good
	St Edward's Catholic First	Good
	The Queen Anne Royal Free CE Controlled First	Good
	The Royal (Crown Aided)	Good
	Trinity St Stephen CE Aided First	Good
Middle (deemed secondary) Schools	Dedworth Middle	Good
	St Edward's Royal Free Ecumenical Middle	Good
	St Peter's CE Middle	Good
	Trevelyan Middle	Good
Secondary School	Altwood Church of England	Good
	Charters	Good
	Churchmead CE (VA) School	Good
	Cox Green	Good
	Desborough College	Good
	Furze Platt	Good
	Holyport College	Good
	Newlands Girls	Outstanding
	The Windsor Boys'	Good
Windsor Girls'	Outstanding	
Special	Manor Green	Good
	Forest Bridge	Good
AP	RBWM Alternative Learning Provision (RISE)	Good

Inspection Date	Report Date	Type of Establishment
23rd January 2018	22nd February 2018	LA Maintained
12th June 2018	29th June 2018	LA Maintained
14th February 2019	12th March 2019	LA Maintained
27th March 2018	27th April 2018	LA Maintained
6th June 2013	27th June 2013	LA Maintained
29th March 2023	26th May 2023	Academy Converter
25th September 2014	17th October 2014	LA Maintained
9th February 2022	4th April 2022	Academy Converter
1st October 2019	11th November 2019	LA Maintained
4th December 2018	9th January 2019	LA Maintained
4th November 2021	6th December 2021	Academy Converter
25th April 2023	16th June 2023	Free
10th December 2019	22nd January 2020	LA Maintained
8th June 2022	25th July 2022	LA Maintained
26 April 2022	1st July 2022	LA Maintained
11th September 2018	3rd October 2018	Academy Converter
6th June 2022	24th July 2022	LA Maintained
19th June 2018	10th July 2018	LA Maintained
30th April 2019	17th May 2019	Academy Converter
21st March 2017	3rd May 2017	Academy Converter
10th June 2015	3rd July 2015	LA Maintained
6th December 2022	9th March 2023	Academy Converter
30th September 2014	22nd October 2014	LA Maintained
12th November 2019	12th December 2019	LA Maintained
11th July 2019	29th July 2019	LA Maintained
11th January 2023	28th March 2023	Academy Converter
15th January 2013	1st February 2013	Academy Converter
11th October 2017	20th November 2017	Academy Converter
7th February 2023	23rd March 2023	Academy Converter
3rd March 2020	12th May 2020	LA Maintained
21st February 2023	27th April 2023	LA Maintained
19th April 2023	15th June 2023	LA Maintained
26th February 2019	18th March 2019	Academy Converter
8th November 2017	12th December 2017	Academy Converter
28th February 2023	17th May 2023	LA Maintained
7th March 2023	28th April 2023	LA Maintained
15th February 2011	15th March 2011	LA Maintained
12th February 2019	11th March 2019	Academy Converter
6th November 2018	27th November 2018	Academy Converter
3rd October 2018	31st October 2018	Sponsored Academy
28th September 2021	17th November 2021	LA Maintained
29th November 2022	31 January 2023	LA Maintained
6th October 2021	23rd November 2021	LA Maintained
3rd March 2020	24th June 2020	LA Maintained

6th November 2018	27th November 2018	Academy Converter
7th February 2023	23rd March 2023	LA Maintained
24th September 2019	18th October 2019	LA Maintained
21st October 2021	6th December 2021	LA Maintained
22nd November 2017	3rd January 2018	LA Maintained
22nd June 2022	21st September 2022	Academy Converter
21st September 2022	23rd November 2022	LA Maintained
13th June 2023	27th July 2023	Academy Converter
1st October 2019	11th November 2019	Academy Converter
11th October 2017	22nd November 2017	Academy Converter
28th March 2023	24th May 2023	Academy Converter
2nd July 2019	19th July 2019	LA Maintained
20th September 2018	6th November 2018	Academy Converter
12th February 2019	7th March 2019	Academy Converter
17th November 2021	14th January 2022	Academy Converter
23rd May 2023	6th July 2023	Free
9th October 2018	19th November 2018	Academy Converter
10th May 2023	23rd June 2023	Academy Converter
9th May 2013	7th June 2013	Academy Converter
19th April 2023	16th June 2023	LA Maintained
13th June 2018	17th July 2018	Free
19th November 2019	5th December 2019	LA Maintained

Academy Conversion date	Inspection
	Current
	Current
	Current
	Current
	Current
1st December 2014	Current Academy
	Current
1st January 2023	Historic Academy
	Current
	Current
6th September 2017	Current Academy
New	Current Free
	Current
	Current
	Current
1st January 2012	Current Academy
	Current
	Current
1st June 2016	Current Academy
1st September 2014	Current Academy
	Current
1st April 2011	Current Academy
	Current
	Current
	Current
6th July 2017	Current Academy
1st September 2015	Historic Academy
1st December 2014	Current Academy
1st July 2013	Current Academy
	Current
	Current
	Current
1st September 2012	Current Academy
1st November 2022	Historic Academy
	Current
	Current
	Current
1st April 2020	Historic Academy
1st May 2016	Current Academy
1st February 2016	Current Academy
	Current
	Current
	Current
	Current

1st October 2021	Historic Academy
	Current
	Current
	Current
	Current
1st May 2016	Current Academy
	Current
1st November 2014	Current Academy
1st November 2016	Current Academy
1st July 2012	Current Academy
1st October 2012	Current Academy
	Current
1st December 2011	Current Academy
1st October 2012	Current Academy
1st December 2011	Current Academy
New	Current Free
1st October 2015	Current Academy
1st March 2015	Current Academy
1st March 2015	Historic Academy
	Current
New	Current Free
	Current

Data Pack Figure 1b Ofsted Status -

KEY STATISTICS (ofsted format)		Outstanding			
Count	Maintained Schools	RBWM		National	RBWM
3	Nursery Schools	3	100%	62%	0
28	Primary Schools	5	18%	15%	20
1	Middle	0	0%	13%	1
1	Secondary Schools	0	0%		1
1	Special Schools	0	0%	38%	1
1	Pupil Referral Units	0	0%	17%	1
Count	Academies	Outstanding			
11	Primary Phase(Converters)	3	27%	17%	6
7	Secondary Phase(Converters)	1	14%	20%	6
1	Primary (Sponsor-led)	0	0%	9%	1
3	Middle	0	0%	20%	3
Count	Free Schools	Outstanding			
1	Primary	1	100%	31%	0
1	Secondary	0	0%	25%	1
1	Special	0	0%	16%	1
Count	Academies Historic Inspections only	Outstanding			
5	Primary (Converters)	1	20%	0%	3
1	Secondary Phase (Converters)	1	100%	15%	0
Count		Outstanding			
		RBWM		National	RB
35	Maintained schools July 2023	8	23%		24
60	Current inspected schools July 2023	13	22%		42
66	All Inspected Schools July 2023	15	23%	16%	45
66	All Inspected Schools 31 Aug 2022	22	33%	16%	42
	Change (since last academic year)		↓		↑

National as at 31/8/2023

Improved:

Same: St Edwards Middle, Waltham St Lawrence, Alexander First, Burchetts Green, Braywick Court, M

Declined: Hilltop, Lowbrook, St Marys, St Edwards First, St Edmund Campion, Wraysbury, Charters, W

Total Schools

Stats Neighbour LAs are Bracknell Forest, Bucks, Cambridgeshire, Hants, Herts, Oxon, Surrey, Trafford,

Grey cells give national data by school type

South East comprises of 19 LAs

We have 66 schools

Key Headlines

There have been eighteen inspections this academic year.

RBWM Schools (31/08/2023)

Good		Requires Improvement			Inadequate		
	National	RBWM		National	RBWM		National
0%	35%	0	0%	2%	0	0%	1%
71%	78%	3	11%	7%	0	0%	1%
100%	75%	0	0%	11%	0	0%	1%
100%		0	0%		0	0%	
100%	57%	0	0%	4%	0	0%	1%
100%	76%	0	0%	5%	0	0%	2%
Good		Requires Improvement			Inadequate		
55%	74%	2	18%	8%	0	0%	1%
86%	65%	0	0%	11%	0	0%	4%
100%	68%	0	0%	19%	0	0%	4%
100%	65%	0	0%	11%	0	0%	4%
Good		Requires Improvement			Inadequate		
0%	64%	0	0%	5%	0	0%	0%
100%	62%	0	0%	11%	0	0%	2%
100%	64%	0	0%	18%	0	0%	2%
Good		Requires Improvement			Inadequate		
60%	4%	0	0%	10%	1	20%	86%
0%	28%	0	0%	53%	0	0%	12%
Good		Requires Improvement			Inadequate		
WM	National	RBWM		National	RBWM		National
69%		3	9%		0	0%	
70%		5	8%		0	0%	
68%	73%	5	8%	9%	1	2%	3%
64%	73%	1	2%	9%	1	2%	3%
		↑			→		

	0
anor Green, TWBS, St Peters Middle	9
/essex, Holyport College, HT Cookham	9
	18

Schools Good/Out	60
Schools RI/Inadeq	6

West Berks and Wokingham



<i>Inspections this Academic Year 2022/2023 (published reports)</i>	
Autumn Term	2
Spring Term	4
Summer Term	12

91%
9%

Data Pack Figure 1b Ofsted S

Currently Inspected schools

KEY STATISTICS (ofsted format)		Outstanding		
Count	Maintained Schools	RBWM		National
3	Nursery Schools	3	100%	62%
28	Primary Schools	5	13%	15%
1	Middle	0	0%	13%
1	Secondary Schools	0	0%	
1	Special Schools	0	0%	38%
1	Pupil Referral Units	0	0%	17%
Count	Academies	Outstanding		
12	Primary Phase	3	25%	15%
7	Secondary Phase	1	14%	20%
3	Middle	0	0%	
Count	Free Schools	Outstanding		
1	Primary	1	100%	31%
1	Secondary	0	0%	25%
1	Special	0	0%	16%
Count	Academies Historic Inspections only	Outstanding		
5	Primary	1	20%	0%
1	Secondary Phase	1	100%	15%
Count		Outstanding		
		RBWM		National
35	Maintained schools Dec 2023	8	23%	
60	Current inspected schools Dec 2023	13	22%	
66	All Inspected Schools Dec 2023	15	43%	16%
66	All Inspected Schools 31 Aug 2023	15	43%	16%
	Change (since last academic year)		→	

National as at 31/8/2023

Improved: Riverside
Same: St Lukes, Furze Platt Infants, Altwood
Declined:
Total Schools

Grey cells give national data by school type

We have 66 schools

Key Headlines

There have been four inspections this academic year.

Status - RBWM Schools (12/12/2023)

Good			Requires Improvement			Inadequate		
RBWM		National	RBWM		National	RBWM		National
0	0%	35%	0	0%	2%	0	0%	1%
21	79%	78%	2	7%	7%	0	0%	1%
1	100%	75%	0	0%	11%	0	0%	1%
1	100%		0	0%		0	0%	
1	100%	57%	0	0%	4%	0	0%	1%
1	100%	76%	0	0%	5%	0	0%	2%
Good			Requires Improvement			Inadequate		
7	58%	75%	2	17%	9%	0	0%	1%
6	86%	65%	0	0%	11%	0	0%	4%
3	100%		0	0%		0	0%	
Good			Requires Improvement			Inadequate		
0	0%	64%	0	0%	5%	0	0%	0%
1	100%	62%	0	0%	11%	0	0%	2%
1	100%	64%	0	0%	18%	0	0%	2%
Good			Requires Improvement			Inadequate		
3	60%	4%	0	0%	10%	1	20%	86%
0	0%	28%	0	0%	53%	0	0%	12%
Good			Requires Improvement			Inadequate		
RBWM		National	RBWM		National	RBWM		National
25	71%		2	6%		0	0%	
43	72%		4	7%		0	0%	
46		73%	4		9%	1		3%
45	68%	73%	5	8%	9%	1	2%	3%
↑			↓			→		

	1
	3
	4

Schools Good/Out	61
Schools RI/Inadeq	5

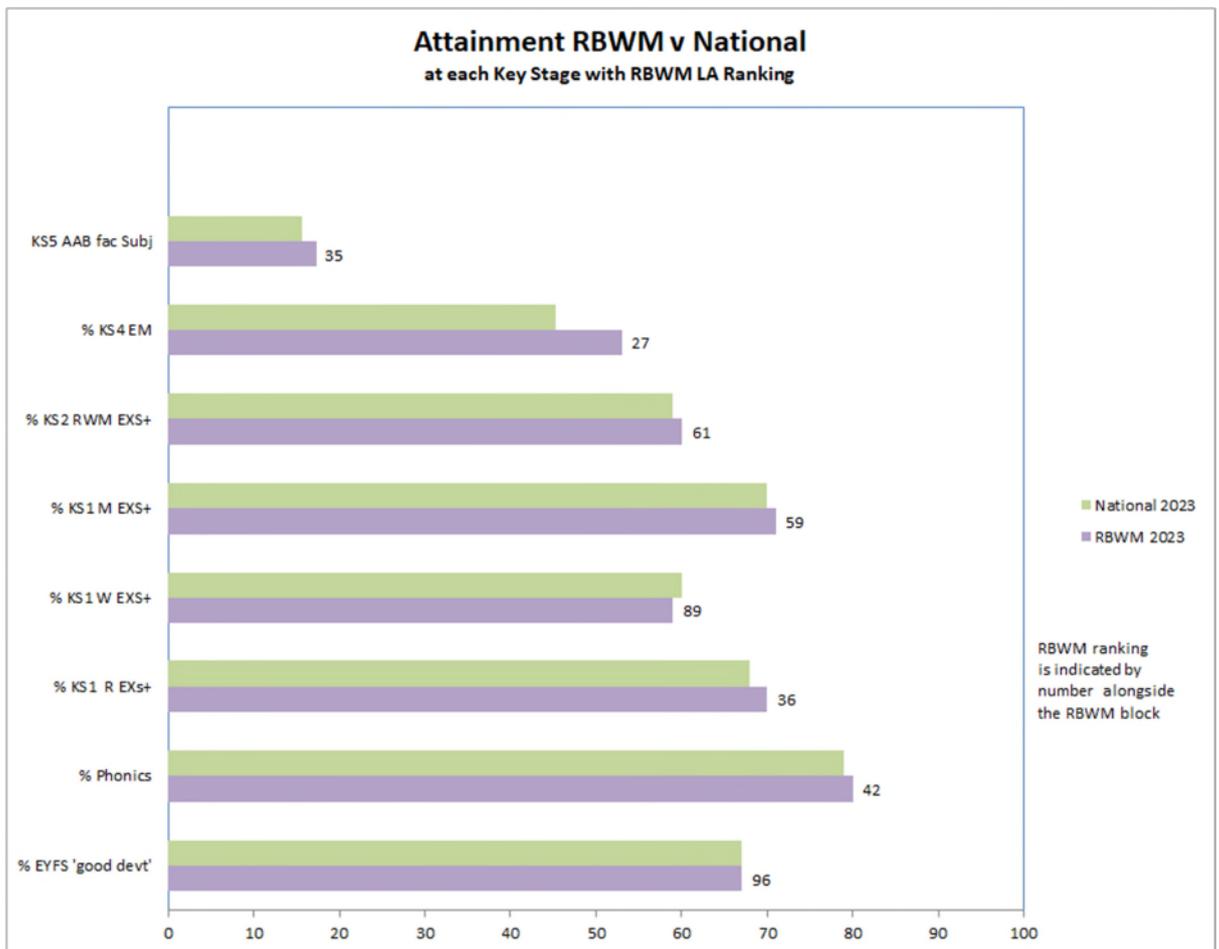
<i>Inspections this Academic Year 2022/2023 (published reports)</i>	
Autumn Term	4
Spring Term	
Summer Term	

SECTION 2 - OVERALL EDUCATIONAL ATTAINMENT

SUMMARY

- 2.1 This year saw the return to pre-pandemic grading of summer exams. Comparisons over time and between LAs should be treated with caution as the pandemic had an uneven impact. The Royal Borough of Windsor and Maidenhead is a high achieving local authority for educational attainment.
- 2.2 Chart 2a shows that pupils outperformed national at all national assessment stages except for Early Years Foundation Stage profile and some KS1 writing. The figures by the RBWM blocks give our rankings out of the 150 LAs which have educational data.

Chart 2a



Source DfE LAIT tool 2023

Data Pack Figure 2a summarises Educational Attainment by Key Stage and School. It also includes the Ofsted rating as at 31 August 2023.

Section 3 - Primary attainment and progress

This section summarises the attainment of Borough pupils in primary education for each national curriculum assessment stage. These are the second primary attainment statistics since the pandemic, after assessments were cancelled in 2020 and 2021.

Early Years

- 3.1 These statistics report on teacher assessments of children's development at the end of the early years foundation stage (EYFS), specifically the end of the academic year in which a child turns 5. This is typically the summer term of reception year. The assessment framework, or EYFS profile, consists of 17 early learning goals (ELGs) across 7 areas of learning. In 2021/22 EYFS reforms were introduced in September 2021. As part of those reforms, the EYFS profile was significantly revised. **It is therefore not possible to directly compare assessments outcomes after 2021/2 with earlier years.** In 2019/20 and 2020/21 data collections were cancelled due to coronavirus. Children have been deemed to have reached a good level of development (GLD) in the new profile if they achieve at least the expected level in the ELGs in the prime areas of learning (personal, social and emotional development; physical development; and communication and language) and in the specific areas of mathematics and literacy.
- DFE statistics for the Early Years Foundation Stage (EYFS) show the proportion of pupils attaining the DFE's definition of 'a good level of development' in RBWM for 2023 was 67%.
 - The attainment of pupils in the EYFS this year was similar to national at 67%
 - This result placed us joint 96th in the LA rankings for England.
 - Pupils may be aged anything between still 4 and nearly 6 when assessed at the end of reception. The differing age of pupils can have a marked effect on their level of development.

Phonics

- 3.2 In 2012, the government introduced a statutory phonics screening check for all children in Year 1. The purpose of the check is 'to confirm whether each child has learnt phonic decoding to an age-appropriate standard'. The test is repeated in Year 2 for those that did not meet the required standard in Year 1.
- In RBWM for 2023, 80% of pupils reached the required standard in phonic decoding, which was just above the national result of 79% and placed us 42nd. Nationally the number of pupils meeting the standard is still three percentage points down since 2019 and for RBWM it has also fallen by three percentage points.
 - The RBWM result for those gaining the required standard in phonic decoding by the end of year 2 was 89% (down from 93% in 2019), whilst the national average was also 87% (previously 91%).

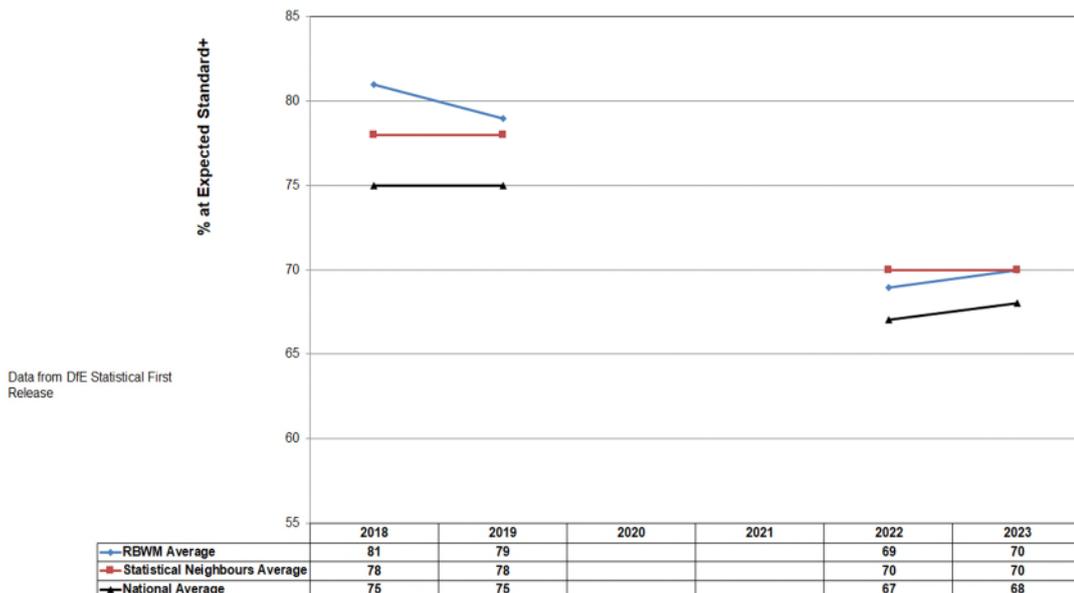
Key Stage 1 (KS1)

3.3 KS1 pupils are those aged 5 – 7 in years 1 and 2. The judgement of expected standard or greater depth is arrived at through a combination of reading, maths and grammar, punctuation and spelling tests and the teacher’s own assessment of how well the child is operating. These are the second Key Stage 1 assessments since 2019 after assessments were cancelled in 2020 and 2021 due to the pandemic. There has been a marked fall in national and RBWM results since the pandemic

- The Borough continues to be above average national at KS1 in the core subjects of Reading - 70% vs National 68% (2019 was 79% vs 75%), and Maths, 71% vs National 70% (2019 was 80% vs 76%). In Writing RBWM was 59% below the National 60% (2019 was 71% vs 69%) Nationally and RBWM results have increased on average by two percentage points since the 2022 low, the first year after the pandemic. This placed RBWM joint 36th for Reading, joint 89th for writing and joint 59th for Maths respectively.
- Looking at those pupils achieving higher than the expected standard, RBWM is a top quartile local authority nationally, being placed joint 13th (24%), joint 53rd (9%) and joint 32nd (19%) in Reading, Writing and Maths respectively.

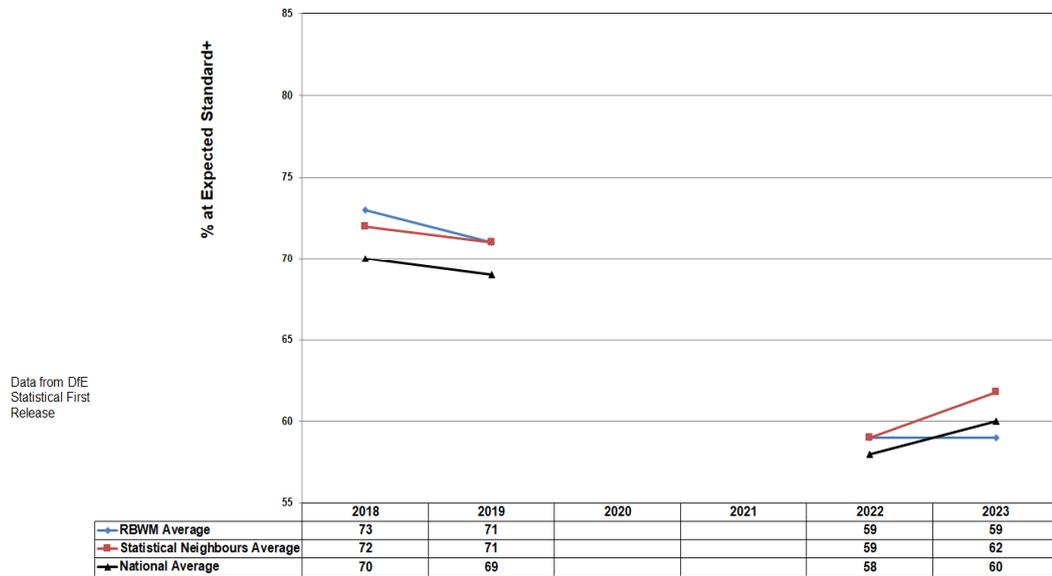
KS1 Reading

Chart 3a - Percentage of pupils attaining the expected standard or above in KS1 Reading



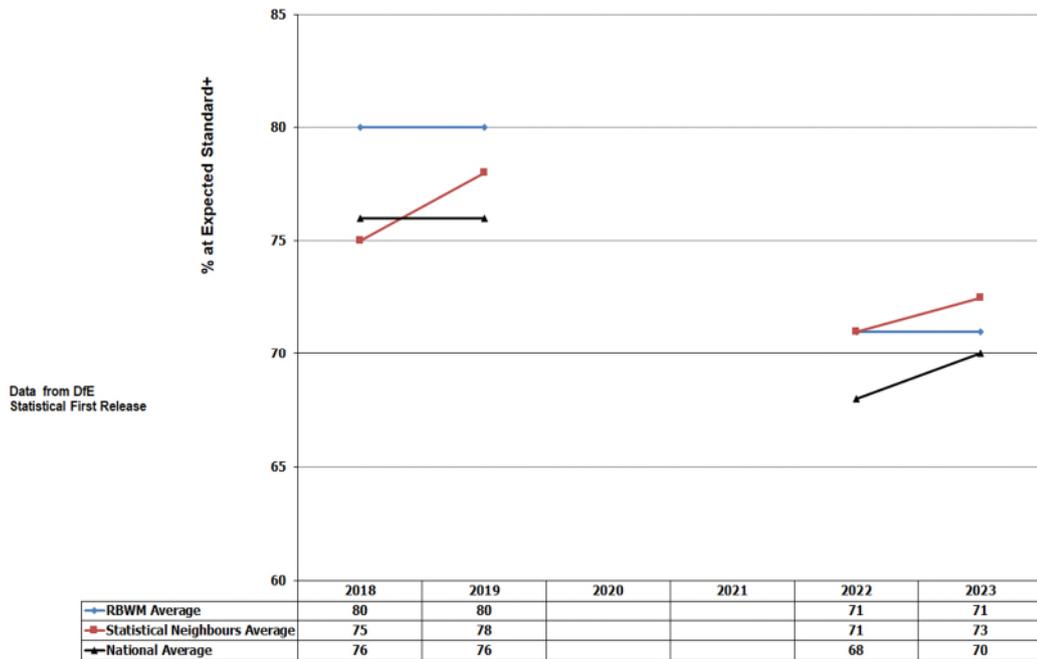
KS1 Writing

Chart 3b - Percentage of pupils attaining the expected standard or above in KS1 Writing



KS1 Mathematics

Chart 3c - Percentage of pupils attaining the expected standard or above in KS1 Maths



Multiplication Tables Check

- 3.4 The multiplication tables check publication became statutory in 2022 for all year 4 pupils registered at state-funded maintained schools, special schools, or academies (including free schools) in England. It is an on-screen assessment designed to determine whether pupils can fluently recall their multiplication tables up to 12, through a set of timed questions.

Nationally 29% of eligible pupils scored 25 (full marks) in the multiplication table check, an increase of 2.9 percentage points compared to 2022. This was the most common score achieved. In the borough 27% of pupils achieved full marks and this was up from 25% in 2022. The average attainment nationally was 20.2 and for Windsor and Maidenhead it was 19.9.

Key Stage 2 (KS2)

- 3.5 KS2 pupils are ages 7 – 11 in Years 3 - 6. These statistics cover the attainment of year 6 pupils who took assessments in summer 2023. These pupils experienced disruption to their learning during the pandemic, particularly at the end of year 3 and in year 4. Attainment in reading, writing and maths is still below 2019 both nationally and locally.

Even with the pandemic, there continues to be an above average performance at KS2 in the combined core subjects of reading writing and maths (61%), with RBWM above the national result by one percentage points. This placed RBWM joint 59th in the country and means that we are top 40% attaining authority (see Chart 3e below). Results locally and nationally, have not yet returned to the post pandemic levels achieved in 2018 and 2019.

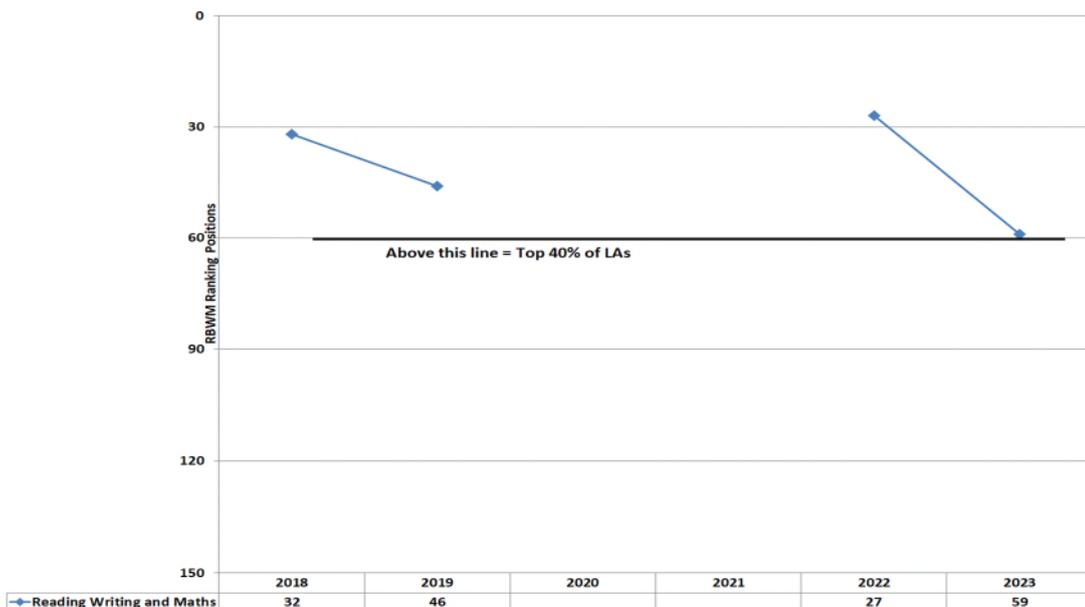
The percentage of pupils achieving above the expected standard in reading, writing and maths was only 8% nationally. RBWM achieved 11%, placing the Royal Borough equal 25th nationally.

KS2 Reading Writing and Mathematics

Chart 3d - Percentage of pupils attaining the expected standard or better at KS2 in Reading, Writing and Maths combined



Chart 3e – KS2 Attainment rankings for Reading, Writing and Maths combined measure (out of 150 Local Authorities)



KS1- 2 Progress

- 3.6 Each child's exam mark is given a scaled score and these are compared with the average scaled score for their own KS1 prior attainment group. If a child has performed better than their group's average, they will gain a POSITIVE score – if they do less well than the average, they gain a NEGATIVE score.

The national average rate of progress is deemed to be zero and therefore a positive score indicates that the pupils concerned have made better progress than the national average. Typically, most schools and almost all LAs will score between +5 and -5 in each of the 3 main subjects.

The Confidence Interval measures how much variation there could have been to the result on another occasion. If, when the CI is both subtracted and added, the progress range remains greater than zero, the score is deemed to be statistically significantly HIGHER than the national. However, if, when the CI is both subtracted and added, the progress range remains less than zero, the score is deemed to be statistically significantly LOWER than the national.

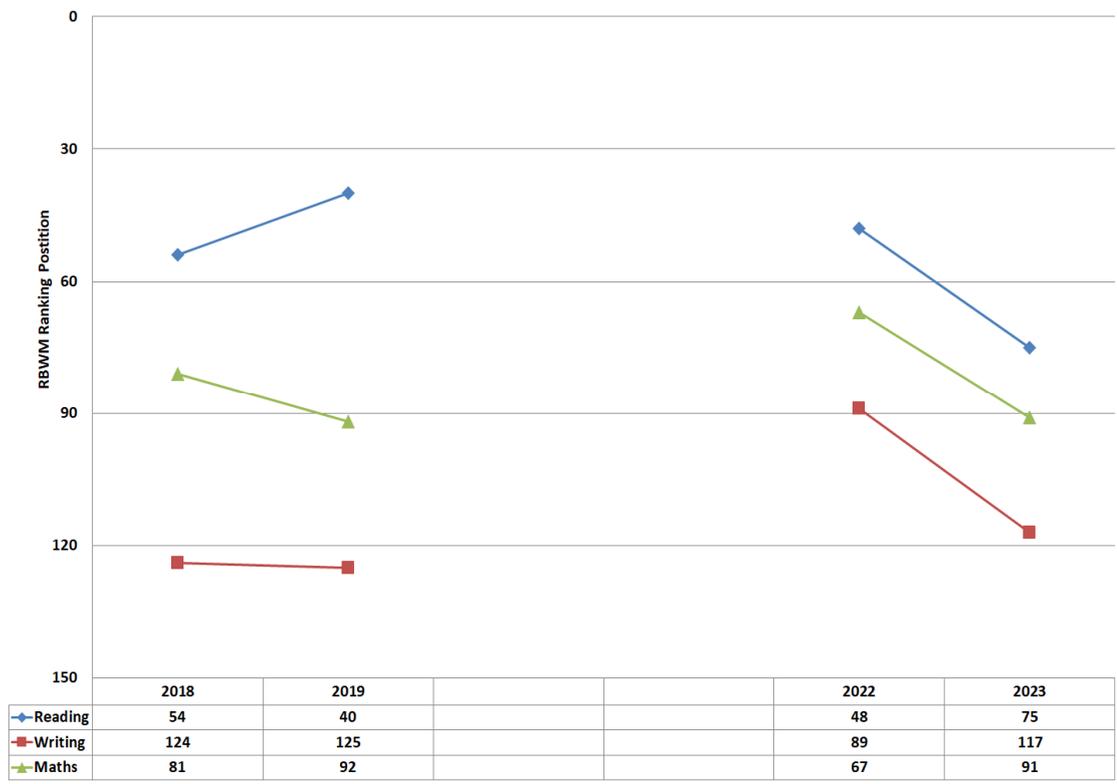
Therefore, for 2023, in reading and maths RBWM has made similar progress to national and significantly lower progress in reading (See Table 3a below).

Table 3a - KS1 to KS2 Progress

Pupils progress score vs national average progress	Reading	Writing	Maths
2018	0.6	-0.7	-0.2
	Range 0.9 to 0.3	Range -0.4 to -1.0	Range 0.1 to -0.5
	Sig. +	Sig. -	not sig
2019	0.5	-0.6	-0.2
	Range 0.2 to 0.8	Range -0.3 to -0.9	Range -0.5 to 0.1
	Sig. +	Sig. -	not sig
2022	0.5	-0.1	0.2
	Range 0.2 to 0.8	Range -0.4 to 0.2	Range -0.1 to 0.5
	Sig. +	not sig	not sig
2023	0.1	-0.4	0.2
	Range -0.2 to 0.40	Range -0.7 to -0.08	Range -0.5 to 0.13
	not sig	Sig. -	not sig

Source DfE SFR 2023

Chart 3f – KS2 Progress measure rankings for Reading, Writing and Maths 2016 – 2019 (out of 150 LAs)



Data Pack Figure 3a

Educational Attainment by Key Stage and School

School Name	OFSTED Inspection as at 31.08.22	OFSTED Inspection as at 31.08.23	EYFS (ages 4 - 5)				PHONICS Y1 (ages 5 - 6)				KS1 % meeting age related expectations										KS2 % meeting expected standard			
			2023 NOR	2019 % Good Level of Dev't	2022 % Good Level of Dev't	2023 % Good Level of Dev't	2023 NOR	2019 % Wkg At Standard	2022 % Wkg At Standard	2023 % Wkg At Standard	2023 NOR	2019 Rdg	2019 Wtg	2019 Ma	2022 Rdg	2022 Wtg	2022 Ma	2023 Rdg	2023 Wtg	2023 Ma	2023 NOR	2019 RWM	2022 RWM	2023 RWM
Alexander First	Good	Good	12	53	62	75	16	60	70	75	19	65	53	77	71	52	71	74	63	58				
All Saints CE Junior	Inadequate	Inadequate																			59	59	52	49
Alwyn Infants	Good	Good	74	73	66	69	80	86	43	79	82	85	79	88	81	61	75	68	44	74				
Bisham CE Primary	Good	Good	11	82	88	73	13	100	70	54	12	77	77	85	80	60	90	75	42	75	10	n/a	89	40
Boyne Hill CE Infant and Nursery	Outstanding	Outstanding	59	72	48	66	60	80	61	72	54	83	72	83	71	56	67	69	63	69				
Braywick Court Free School	Outstanding	Outstanding	30	80	84	80	30	93	94	97	30	83	77	83	83	93	97	83	90		31		66	74
Braywood CE First	Outstanding	Outstanding	26	84	91	85	25	96	88	92	27	97	86	100	80	72	80	82	74	82				
Burchetts Green CE Infants	Outstanding	Outstanding	15	84	83	100	19	80	82	95	14	86	73	86	80	73	80	93	86	93				
Cheapside CE Primary	Good	Good	23	83	48	65	26	76	75	85	24	71	71	71	77	80	67	50	63	30	89	53	77	
Clewer Green CE Aided First	Good	Good	46	75	85	54	50	80	55	88	59	87	75	90	81	77	72	71	46	78				
Cookham Dean CE Primary	Good	Good	28	85	78	86	27	100	64	78	28	93	85	93	79	68	79	79	68	79	27	85	85	78
Cookham Rise Primary	Good	Good	30	80	84	70	30	80	90	90	30	77	74	73	76	62	72	73	63	80	30	77	63	67
Courthouse Junior	Good	Good																			117	50	65	62
Datchet St Mary's Primary	Good	Good	28	73	60	71	30	100	79	80	29	80	70	80	60	57	63	66	66	69	29	59	64	59
Dedworth Green First	Good	Good	28	72	13	43	30	52	34	67	30	60	53	73	52	33	59	37	30	47				
Dedworth Middle	Good	Good																			129	50	58	47
Eton Porny CE First	Good	Good	29	83	80	76	30	95	89	90	30	84	79	79	82	68	82	77	67	83				
Eton Wick CE First	Good	Good	21	53	50	52	17	82	75	65	13	64	54	64	67	42	58	77	62	77				
Furze Platt Infants	Good	Good	91	73	72	73	90	94	82	89	90	81	75	82	76	71	83	77	71	82				
Furze Platt Junior	Outstanding	Outstanding																			90	74	68	62
Hilltop First	Outstanding	Good	45	82	65	71	37	86	84	78	42	87	67	76	77	46	62	83	64	71				
Holy Trinity CE Primary Cookham	Outstanding	Good	30	83	90	93	30	87	93	93	30	90	97	90	79	62	93	80	70	83	29	97	61	79
Holy Trinity CE Primary Sunningdale	Good	Good	30	86	80	73	30	93	80	93	31	90	72	90	73	50	83	65	61	77	30	90	78	73
Holyport CE Primary	Good	Good	30	75	79	67	29	83	87	72	30	88	82	88	63	63	70	80	77	77	45	76	69	71
Homer First	Good	Good	30	78	65	72	31	87	68	55	41	82	76	76	62	55	57	85	61	51				
King's Court First	Good	Good	29	79	74	79	32	84	83	81	24	93	72	86	67	61	85	75	63	79				
Know Hill CE Primary	Outstanding	Outstanding	12	80	82	67	11	90	80	64	17	77	77	77	70	65	75	59	47	78	24	74	55	58
Larchfield Primary and Nursery	Good	Good	29	83	69	72	30	77	57	77	29	74	77	63	54	29	39	59	45	55	30	57	52	60
Lowbrook Primary	Outstanding	Good	60	93	92	90	61	100	97	99	59	98	93	95	97	97	100	93	93	98	60	97	100	98
Lokfield First	Good	Good	60	78	70	68	57	81	85	86	59	88	71	86	77	64	74	83	75	68				
Oldfield Primary	Outstanding	Outstanding	60	81	78	70	60	92	80	85	60	83	78	87	70	55	72	78	68	88	60	87	85	85
Riverside Primary	Requires Imp.	Requires Imp.	43	47	39	44	42	53	77	86	55	46	39	44	40	23	49	47	38	62	59	23	51	47
South Ascot Village School	Good	Good	16	71	85	69	19	70	62	79	22	64	61	71	40	30	50	73	59	55	29	83	81	66
St Edmund Campion Catholic Primary	Outstanding	Requires Imp.	60	78	75	78	60	95	100	93	60	83	75	83	78	68	78	82	75	87	60	88	85	82
St Edward's Catholic First	Outstanding	Good	46	72	76	70	60	90	65	63	60	88	85	90	82	72	76	63	52	60				
St Edward's Royal Free Ecumenical Middle	Good	Good																			119	80	67	67
St Francis Catholic Primary	Outstanding	Outstanding	30	90	77	83	30	83	87	70	30	80	70	90	90	80	80	83	83	83	30	87	93	70
St Luke's CE Primary	Outstanding	Outstanding	43	36	25	23	41	71	60	78	42	55	55	66	42	31	40	31	26	36	39	49	61	62
St Mary's Catholic Primary	Good	Requires Imp.	43	73	56	35	39	84	79	69	44	44	71	57	52	48	68	62	52	57	45	63	38	44
St Michael's CE Primary	Good	Good	26	86	79	65	23	90	83	83	30	77	70	73	50	67	70	73	53	67	30	70	67	63
St Peter's CE Middle	Good	Good																			90	66	51	52
The Queen Anne Royal Free CE First	Good	Good	30	67	63	60	30	90	58	77	30	86	71	75	80	57	63	57	53	60				
The Royal (Crown Aided)	Good	Good	19	90	80	90	24	70	60	92	18	95	91	100	65	39	46	67	61	83				
Trevelyan Middle	Good	Good																			146	82	58	66
Trinity St Stephen CE Aided First	Good	Good	25	73	73	60	28	97	80	86	30	86	77	79	86	79	79	70	67	73				
Waltham St Lawrence Primary	Outstanding	Outstanding	21	86	56	62	21	90	91	81	23	74	63	74	67	71	76	83	70	87	18	78	58	56
Wessex Primary School	Good	Requires Imp.	51	82	50	53	61	70	86	80	49	74	66	74	57	46	73	76	51	65	60	69	38	42
White Waltham CE	Good	Good	30	79	83	80	30	93	65	80	24	83	83	90	79	83	100	71	50	75	29	60	75	55
Woodlands Park Primary	Good	Good	19	58	53	58	24	90	65	50	24	81	77	81	50	45	50	42	38	42	30	39	9	37
Wraysbury Primary	Good	Requires Imp.	46	66	55	57	55	84	60	69	54	64	50	69	63	50	63	69	44	61	45	50	45	18
RBWM			1598	74	67	67	1,588	83	74	80	1611	79	71	80	69	59	71	70	59	71	1683	69	63	61
National				72	65	67		82	75	79		75	69	76	67	58	68	67	60	70		64	59	60

Well Above National - i.e. 10 or more percentage points HIGHER than NATIONAL OR 100%
Above National - i.e. between 5 and 10 percentage points HIGHER than NATIONAL
In Line with National - i.e. within 5 percentage points of NATIONAL
Below National - i.e. between 5 and 10 percentage points LOWER than NATIONAL
Well Below National - i.e. 10 or more percentage points LOWER than NATIONAL

Data Pack Figure 3a

Educational Attainment by Key Stage and School

School Name	OFSTED Inspection as at 31.08.22	OFSTED Inspection as at 31.08.23	EYFS (ages 4 - 5)				PHONICS Y1 (ages 5 - 6)				KS1 % meeting age related expectations										KS2 % meeting expected standard			
			2023 NOR	2019 % Good Level of Dev't	2022 % Good Level of Dev't	2023 % Good Level of Dev't	2023 NOR	2019 % Wkg At Standard	2022 % Wkg At Standard	2023 % Wkg At Standard	2023 NOR	2019 Rdg	2019 Wtg	2019 Ma	2022 Rdg	2022 Wtg	2022 Ma	2023 Rdg	2023 Wtg	2023 Ma	2023 NOR	2019 RWM	2022 RWM	2023 RWM
Alexander First	Good	Good	12	53	62	75	16	60	70	75	19	65	53	77	71	52	71	74	63	58				
All Saints CE Junior	Inadequate	Inadequate																			59	59	52	49
Alwyn Infants	Good	Good	74	73	66	69	80	86	43	79	82	85	79	88	81	61	75	68	44	74				
Bisham CE Primary	Good	Good	11	82	88	73	13	100	70	54	12	77	77	85	80	60	90	75	42	75	10	n/a	89	40
Boyne Hill CE Infant and Nursery	Outstanding	Outstanding	59	72	48	66	60	80	61	72	54	83	72	83	71	56	67	69	63	69				
Braywick Court Free School	Outstanding	Outstanding	30	80	84	80	30	93	94	97	30	83	77	83	83	93	97	83	90		31		66	74
Braywood CE First	Outstanding	Outstanding	26	84	91	85	25	96	88	92	27	97	86	100	80	72	80	82	74	82				
Burchetts Green CE Infants	Outstanding	Outstanding	15	84	83	100	19	80	82	95	14	86	73	86	80	73	80	93	86	93				
Cheapside CE Primary	Good	Good	23	83	48	65	26	76	75	85	24	71	71	71	77	77	80	67	50	63	30	89	53	77
Clewer Green CE Aided First	Good	Good	46	75	85	54	50	80	55	88	59	87	75	90	81	77	72	71	46	78				
Cookham Dean CE Primary	Good	Good	28	85	78	86	27	100	64	78	28	93	85	93	79	68	79	79	68	79	27	85	85	78
Cookham Rise Primary	Good	Good	30	80	84	70	30	80	90	90	30	77	74	73	76	62	72	73	63	80	30	77	63	67
Courthouse Junior	Good	Good																			117	50	65	62
Datchet St Mary's Primary	Good	Good	28	73	60	71	30	100	79	80	29	80	70	80	60	57	63	66	66	69	29	59	64	59
Dedworth Green First	Good	Good	28	72	13	43	30	52	34	67	30	60	53	73	52	33	59	37	30	47				
Dedworth Middle	Good	Good																			129	50	58	47
Eton Porny CE First	Good	Good	29	83	80	76	30	95	89	90	30	84	79	79	82	68	82	77	67	83				
Eton Wick CE First	Good	Good	21	53	50	52	17	82	75	65	13	64	54	64	67	42	58	77	62	77				
Furze Platt Infants	Good	Good	91	73	72	73	90	94	82	89	90	81	75	82	76	71	83	77	71	82				
Furze Platt Junior	Outstanding	Outstanding																			90	74	68	62
Hilltop First	Outstanding	Good	45	82	65	71	37	86	84	78	42	87	67	76	77	46	62	83	64	71				
Holy Trinity CE Primary Cookham	Outstanding	Good	30	83	90	93	30	87	93	93	30	90	97	90	79	62	93	80	70	83	29	97	61	79
Holy Trinity CE Primary Sunningdale	Good	Good	30	86	80	73	30	93	80	93	31	90	72	90	73	50	83	65	61	77	30	90	78	73
Holyport CE Primary	Good	Good	30	75	79	67	29	83	87	72	30	88	82	88	63	63	70	80	77	77	45	76	69	71
Homer First	Good	Good	30	78	65	72	31	87	68	55	41	82	76	76	62	55	57	85	61	51				
King's Court First	Good	Good	29	79	74	79	32	84	83	81	24	93	72	86	67	61	85	75	63	79				
Know Hill CE Primary	Outstanding	Outstanding	12	80	82	67	11	90	80	64	17	77	77	77	70	65	75	59	47	78	24	74	55	58
Larchfield Primary and Nursery	Good	Good	29	83	69	72	30	77	57	77	29	74	77	63	54	29	39	59	45	55	30	57	52	60
Lowbrook Primary	Outstanding	Good	60	93	92	90	61	100	97	99	59	98	93	95	97	97	100	93	93	98	60	97	100	98
Oakfield First	Good	Good	60	78	70	68	57	81	85	86	59	88	71	86	77	64	74	83	75	68				
Oldfield Primary	Outstanding	Outstanding	60	81	78	70	60	92	80	85	60	83	78	87	70	55	72	78	68	88	60	87	85	85
Riverside Primary	Requires Imp.	Requires Imp.	43	47	39	44	42	53	77	86	55	46	39	44	40	23	49	47	38	62	59	23	51	47
South Ascot Village School	Good	Good	16	71	85	69	19	70	62	79	22	64	61	71	40	30	50	73	59	55	29	83	81	66
St Edmund Campion Catholic Primary	Outstanding	Requires Imp.	60	78	75	78	60	95	100	93	60	83	75	83	78	68	78	82	75	87	60	88	85	82
St Edward's Catholic First	Outstanding	Good	46	72	76	70	60	90	65	63	60	88	85	90	82	72	76	63	52	60				
St Edward's Royal Free Ecumenical Middle	Good	Good																			119	80	67	67
St Francis Catholic Primary	Outstanding	Outstanding	30	90	77	83	30	83	87	70	30	80	70	90	90	80	80	83	83	83	30	87	93	70
St Luke's CE Primary	Outstanding	Outstanding	43	36	25	23	41	71	60	78	42	55	55	66	42	31	40	31	26	36	39	49	61	62
St Mary's Catholic Primary	Good	Requires Imp.	43	73	56	35	39	84	79	69	44	44	71	57	52	48	68	62	52	57	45	63	38	44
St Michael's CE Primary	Good	Good	26	86	79	65	23	90	83	83	30	77	70	73	50	67	70	73	53	67	30	70	67	63
St Peter's CE Middle	Good	Good																			90	66	51	52
The Queen Anne Royal Free CE First	Good	Good	30	67	63	60	30	90	58	77	30	86	71	75	80	57	63	57	53	60				
The Royal (Crown Aided)	Good	Good	19	90	80	90	24	70	60	92	18	95	91	100	65	39	46	67	61	83				
Trevelyan Middle	Good	Good																			146	82	58	66
Trinity St Stephen CE Aided First	Good	Good	25	73	73	60	28	97	80	86	30	86	77	79	86	79	79	70	67	73				
Waltham St Lawrence Primary	Outstanding	Outstanding	21	86	56	62	21	90	91	81	23	74	63	74	67	71	76	83	70	87	18	78	58	56
Wessex Primary School	Good	Requires Imp.	51	82	50	53	61	70	86	80	49	74	66	74	57	46	73	76	51	65	60	69	38	42
White Waltham CE	Good	Good	30	79	83	80	30	93	65	80	24	83	83	90	79	83	100	71	50	75	29	60	75	55
Woodlands Park Primary	Good	Good	19	58	53	58	24	90	65	50	24	81	77	81	50	45	50	42	38	42	30	39	9	37
Wraysbury Primary	Good	Requires Imp.	46	66	55	57	55	84	60	69	54	64	50	69	63	50	63	69	44	61	45	50	45	18
RBWM			1598	74	67	67	1,588	83	74	80	1611	79	71	80	69	59	71	70	59	71	1683	69	63	61
National				72	65	67		82	75	79		75	69	76	67	58	68	67	60	70		64	59	60

Well Above National - i.e. 10 or more percentage points HIGHER than NATIONAL OR 100%
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Below National - i.e. between 5 and 10 percentage points LOWER than NATIONAL
Well Below National - i.e. 10 or more percentage points LOWER than NATIONAL

Primary Progress by School

School Name	OFSTED Inspection as at 31.08.23	2023 NOR	PROVISIONAL 2019 Progress Scaled Scores			PROVISIONAL 2022 Progress Scaled Scores			2023 Progress Scaled Scores			PROVISIONAL 2019 Progress Scaled Scores			PROVISIONAL 2022 Progress Scaled Scores			2023 Progress Scaled Scores			PROVISIONAL 2019 Progress Scaled Scores			PROVISIONAL 2022 Progress Scaled Scores			2023 Progress Scaled Scores		
			Progress Score	Lower Limit	Upper Limit	Progress Score	Lower Limit	Upper Limit	Progress Score	Lower Limit	Upper Limit	Progress Score	Lower Limit	Upper Limit	Progress Score	Lower Limit	Upper Limit	Progress Score	Lower Limit	Upper Limit	Progress Score	Lower Limit	Upper Limit	Progress Score	Lower Limit	Upper Limit	Progress Score	Lower Limit	Upper Limit
All Saints CE Junior	Inadequate	59	-1.8	-3.2	-0.5	0.3	-1.3	2.0	-1.1	-2.9	0.8	-2.3	-3.6	-1.1	-2.7	-4.3	-1.1	-1.4	-3.2	0.3	-2.0	-3.2	-0.8	0.3	-1.2	1.9	-1.1	-2.9	0.6
Bisham CE Primary	Good	10				4.2	0.0	8.5	-3.6	-8.0	0.7				-1.4	-5.6	2.8	-1.1	-5.3	3.0				2.3	-1.8	6.4	-4.8	-8.9	-0.7
Braywick Court	Outstanding	31				0.6	-1.7	2.9	1.6	-0.7	3.8				-0.5	-2.7	1.7	3.8	1.7	5.9				2.6	0.5	4.7	1.5	-0.6	3.6
Cheapside CE Primary	Good	30	2.7	-0.1	5.4	1.5	-1.0	4.0	2.0	-0.4	4.5	1.2	-1.4	3.8	-3.6	-5.9	-1.2	-0.2	-2.5	2.2	1.8	-0.6	4.2	1.2	-1.1	3.5	2.0	-0.3	4.3
Cookham Dean CE Primary	Good	27	1.9	-0.5	4.3	1.8	-0.6	4.2	1.1	-1.5	3.6	1.1	-1.1	3.3	1.7	-0.6	4.0	7.0	4.5	9.4	-1.1	-3.3	1.0	-0.1	-2.3	2.2	0.2	-2.1	2.6
Cookham Rise Primary	Good	30	0.6	-1.6	2.9	-0.2	-2.4	2.1	1.2	-1.1	3.4	0.8	-1.3	2.9	-2.2	-4.4	0.0	-0.6	-2.8	1.5	3.0	1.1	5.0	-0.1	-4.2	0.0	0.8	-1.3	3.0
Courthouse Junior	Good	117	1.3	0.1	2.6	0.1	-1.3	1.6	-0.6	-1.9	0.6	-2.2	-3.3	-1.0	-2.8	-4.1	-1.4	-1.4	-2.6	-0.3	-0.1	-1.2	1.0	-1.9	-3.3	-0.6	-2.3	-3.5	-1.2
Datchet St Mary's CE Primary	Good	29	2.5	-0.5	5.5	2.3	-0.1	4.7	1.0	-1.4	3.4	4.9	2.1	7.7	0.1	-2.3	2.4	-1.7	-4.0	0.7	3.6	1.0	6.2	2.4	0.2	4.7	0.3	-1.9	2.6
Dedworth Middle	Good	129	-2.5	-3.6	-1.5	-0.5	-1.6	0.7	-1.7	-2.9	-0.6	-2.8	-3.8	-1.9	0.5	-0.6	1.6	-1.3	-2.4	-0.2	-2.6	-3.5	-1.7	-0.9	-2.0	0.1	-2.3	-3.3	-1.2
Furze Platt Junior	Outstanding	90	0.4	-0.9	1.7	-2.3	-3.6	-1.0	-0.5	-1.8	0.9	-0.2	-1.4	1.0	-0.6	-1.9	0.7	-1.2	-2.5	0.1	1.0	-0.1	2.1	0.2	-1.1	1.4	-0.9	-2.2	0.3
Holy Trinity CE Primary Cookham	Good	29	3.8	1.6	6.1	-2.1	-4.6	0.4	-0.7	-3.0	1.6	2.4	0.4	4.5	2.0	-0.4	4.5	0.5	-1.7	2.7	3.0	1.0	5.0	-2.6	-4.9	-0.3	0.6	-1.5	2.8
Holy Trinity CE Primary Sunningdale	Good	30	0.6	-1.6	2.8	2.0	0.3	3.7	-0.3	-2.6	2.1	-2.5	-4.6	-0.5	-0.9	-2.5	0.7	-1.3	-3.5	1.0	1.0	-0.9	2.9	1.3	-0.3	2.8	1.2	-1.0	3.4
Holyport CE Primary	Good	45	-0.4	-2.1	1.3	0.5	-1.3	2.4	1.2	-0.7	3.1	-2.6	-4.2	-1.1	0.1	-1.7	1.8	-1.4	-3.2	0.5	-1.6	-3.1	-0.1	-0.4	-2.1	1.3	-0.4	-2.2	1.4
Knowl Hill CE Primary	Outstanding	24	-2.2	-5.1	0.7	-3.7	-6.5	-0.9	-2.8	-5.5	-0.2	-5.4	-8.1	-2.6	-2.1	-4.8	0.6	-4.3	-6.8	-1.8	-5.0	-7.6	-2.4	-2.8	-5.4	-0.2	-3.1	-5.6	-0.6
Larchfield Primary and Nursery	Good	30	-1.7	-4.1	0.7	1.1	-1.4	3.5	-1.0	-3.4	1.3	-2.4	-4.6	-0.2	-1.1	-3.5	1.3	-1.8	-4.0	0.5	-1.2	-3.2	0.9	2.7	0.4	5.0	0.1	-2.1	2.3
Lowbrook Primary	Good	60	2.2	-0.1	4.5	4.0	2.4	5.6	3.6	2.0	5.2	2.8	0.7	5.0	5.7	4.1	7.2	3.4	1.8	4.9	4.8	2.8	6.8	5.0	3.6	6.5	6.1	4.6	7.6
Oldfield Primary	Outstanding	59	1.3	-0.3	2.9	2.9	1.2	4.5	2.2	0.5	3.8	1.5	0.1	3.0	4.4	2.9	6.0	2.2	0.7	3.8	1.7	0.3	3.1	3.1	1.6	4.6	3.8	2.2	5.3
Riverside Primary	Requires Impr.	59	-1.3	-3.2	0.5	0.8	-1.1	2.6	-0.8	-2.5	1.0	-2.2	-3.9	-0.5	0.5	-1.3	2.3	1.3	-0.4	3.0	-0.7	-2.3	0.9	1.8	0.1	3.6	1.2	-0.5	2.8
S Ascot Village Primary	Good	29	2.4	0.4	4.3	4.2	2.0	6.4	1.9	-0.4	4.2	0.5	-1.2	2.2	1.7	-0.5	3.8	1.9	-0.4	4.1	2.8	1.1	4.5	3.7	1.6	5.7	3.1	0.9	5.2
St Edmund Camplon Catholic Primary	Requires Impr.	60	5.2	3.6	6.8	4.2	2.6	5.8	5.5	3.9	7.1	1.8	0.4	3.3	2.0	0.4	3.5	1.2	-0.4	2.8	4.4	3.0	5.7	4.3	2.8	5.8	7.4	5.8	8.9
St Edward's Royal Free Middle	Good	119	0.5	-0.6	1.7	1.7	0.6	2.8	1.7	0.5	2.8	0.6	-0.5	1.6	0.2	-0.9	1.3	-0.9	-2.0	0.3	-2.1	-3.0	-1.1	0.1	-1.0	1.1	-0.1	-1.2	1.0
St Francis Catholic Primary	Outstanding	30	3.7	1.5	6.0	5.8	3.6	8.1	-0.4	-2.7	1.8	2.5	0.4	4.6	6.0	3.8	8.2	3.1	0.9	5.3	4.4	2.4	6.3	8.0	5.9	10.1	1.9	-0.3	4.0
St Luke's CE Primary	Outstanding	39	1.5	-0.5	3.5	-0.2	-2.2	1.9	4.8	2.7	6.8	3.1	1.3	5.0	-0.1	-2.1	1.8	0.0	-2.0	2.0	2.3	0.5	4.0	3.4	1.5	5.3	4.4	2.4	6.3
St Mary's Catholic Primary	Requires Impr.	45	2.5	0.6	4.3	1.2	-0.9	3.2	-2.9	-4.8	-0.9	-2.5	-4.2	-0.7	-0.4	-2.4	1.5	-0.3	-2.2	1.5	1.9	0.3	3.5	-3.0	-4.8	1.1	-3.8	-5.6	-1.9
St Michael's CE Primary	Good	30	0.4	-1.9	2.7	2.7	0.3	5.2	3.1	0.7	5.4	-1.4	-3.5	0.7	-0.4	-2.8	2.0	-0.8	-3.1	1.5	-0.9	-2.9	1.1	-0.2	-2.5	2.1	-0.9	-3.1	1.3
St Peter's CE Middle	Good	90	-1.1	-2.8	0.6	-1.7	-3.1	-0.3	-1.9	-3.2	-0.6	-2.2	-3.8	-0.6	-1.0	-2.3	0.4	0.8	-0.4	2.1	-2.3	-3.8	-0.8	-3.3	-4.6	-2.0	-2.7	-4.0	-1.5
Trevelyan Middle	Good	147	2.2	1.2	3.2	0.5	-0.5	1.6	0.5	-0.5	1.6	2.5	1.6	3.5	0.3	-0.7	1.3	1.7	0.6	2.7	0.3	-0.6	1.2	-0.1	-1.1	0.9	-0.1	-1.1	0.9
Waltham St Lawrence Primary	Outstanding	18	0.3	-3.1	3.6	-1.0	-3.8	1.8	0.7	-2.3	3.7	0.3	-2.8	3.4	0.0	-2.7	2.7	-0.6	-3.5	2.3	-1.2	-4.1	1.8	2.4	-0.2	5.1	0.4	-2.4	3.2
Wessex Primary	Requires Impr.	60	-2.5	-4.1	-0.8	0.5	-1.1	2.2	0.4	-1.2	2.0	-2.3	-3.8	-0.8	-2.4	-4.0	-0.9	-2.4	-4.0	-0.9	-0.5	-1.9	1.0	0.2	-1.3	1.7	1.3	-0.2	2.8
White Waltham CE	Good	29	-1.3	-3.6	0.9	0.5	-1.9	2.8	0.4	-2.0	2.7	-2.9	-5.0	-0.8	-1.0	-3.2	1.3	-2.5	-4.8	-0.2	-1.5	-3.5	0.5	-2.0	-4.1	0.2	-0.3	-2.6	1.9
Woodlands Park Primary	Good	30	-2.5	-5.1	0.0	-2.9	-7.0	1.3	-2.2	-4.7	0.3	-2.5	-4.9	-0.1	-5.7	-9.7	-1.8	-5.0	-7.3	-2.7	-1.6	-3.8	0.7	-6.6	-10.5	-2.8	-3.9	-6.2	-1.5
Wraysbury Primary	Requires Impr.	45	3.8	2.0	5.5	-1.7	-3.5	0.1	-3.3	-5.3	-1.4	-2.3	-3.9	-0.7	-1.7	-3.5	0.1	-5.4	-7.3	-3.5	-1.6	-3.1	-0.1	-1.7	-3.4	-0.1	-6.6	-8.5	-4.8
RBWM			0.5	0.2	0.8	0.5	0.2	0.8	0.1	-0.2	0.4	-0.6	-0.9	-0.3	-0.1	-0.4	0.2	-0.4	-0.7	-0.1	-0.2	-0.4	0.1	0.2	-0.1	0.5	-0.2	-0.5	0.1
National																													

SOURCES:
2018 & 2019 Progress Figures from DfE . 2022 Provisional from ASP 2023 from DfE performance tables

NOTE

Progress from KS1 to KS2 is measured by comparing the Scaled Scores of every pupil according to their KS1 Grouping's Average KS2 Scaled Score

Scaled Scores are derived from pupils' actual marks in the KS2 tests

Each School's Progress Score is an average of its pupils' positive and negative progress scores
The LOWER and UPPER LIMITS indicate what the school's progress score could have been on another day

Schools with Progress Scores of less than -5 in reading and maths and -7 in writing are below the Floor Standards set by the DfE

KEY to 2019 Progress Measure

- Progress within the Top 10% of Schools
- Progress within the Top 20% of Schools
- Progress within the middle 63% of Schools
- Progress within the Bottom 17% of Schools
- Progress within the Bottom 10% of Schools

KEY to 2023 Progress Measure - DfE definition

- Well above average
- Above Average
- Average
- Below average
- Well below average

Primary Progress by School

School Name	OFSTED Inspection as at 31.08.23	2023 NOR	PROVISIONAL 2019 Progress Scaled Scores			PROVISIONAL 2022 Progress Scaled Scores			2023 Progress Scaled Scores			PROVISIONAL 2019 Progress Scaled Scores			PROVISIONAL 2022 Progress Scaled Scores			2023 Progress Scaled Scores			PROVISIONAL 2019 Progress Scaled Scores			PROVISIONAL 2022 Progress Scaled Scores			2023 Progress Scaled Scores		
			Progress Score	Lower Limit	Upper Limit	Progress Score	Lower Limit	Upper Limit	Progress Score	Lower Limit	Upper Limit	Progress Score	Lower Limit	Upper Limit	Progress Score	Lower Limit	Upper Limit	Progress Score	Lower Limit	Upper Limit	Progress Score	Lower Limit	Upper Limit	Progress Score	Lower Limit	Upper Limit	Progress Score	Lower Limit	Upper Limit
All Saints CE Junior	Inadequate	59	-1.8	-3.2	-0.5	0.3	-1.3	2.0	-1.1	-2.9	0.8	-2.3	-3.6	-1.1	-2.7	-4.3	-1.1	-1.4	-3.2	0.3	-2.0	-3.2	-0.8	0.3	-1.2	1.9	-1.1	-2.9	0.6
Bisham CE Primary	Good	10				4.2	0.0	8.5	-3.6	-8.0	0.7				-1.4	-5.6	2.8	-1.1	-5.3	3.0				2.3	-1.8	6.4	-4.8	-8.9	-0.7
Braywick Court	Outstanding	31				0.6	-1.7	2.9	1.6	-0.7	3.8				-0.5	-2.7	1.7	3.8	1.7	5.9				2.6	0.5	4.7	1.5	-0.6	3.6
Cheapside CE Primary	Good	30	2.7	-0.1	5.4	1.5	-1.0	4.0	2.0	-0.4	4.5	1.2	-1.4	3.8	-3.6	-5.9	-1.2	-0.2	-2.5	2.2	1.8	-0.6	4.2	1.2	-1.1	3.5	2.0	-0.3	4.3
Cookham Dean CE Primary	Good	27	1.9	-0.5	4.3	1.8	-0.6	4.2	1.1	-1.5	3.6	1.1	-1.1	3.3	1.7	-0.6	4.0	7.0	4.5	9.4	-1.1	-3.3	1.0	-0.1	-2.3	2.2	0.2	-2.1	2.6
Cookham Rise Primary	Good	30	0.6	-1.6	2.9	-0.2	-2.4	2.1	1.2	-1.1	3.4	0.8	-1.3	2.9	-2.2	-4.4	0.0	-0.6	-2.8	1.5	3.0	1.1	5.0	-2.1	-4.2	0.0	0.8	-1.3	3.0
Courthouse Junior	Good	117	1.3	0.1	2.6	0.1	-1.3	1.6	-0.6	-1.9	0.6	-2.2	-3.3	-1.0	-2.8	-4.1	-1.4	-1.4	-2.6	-0.3	-0.1	-1.2	1.0	-1.9	-3.3	-0.6	-2.3	-3.5	-1.2
Datchet St Mary's CE Primary	Good	29	2.5	-0.5	5.5	2.3	-0.1	4.7	1.0	-1.4	3.4	4.9	2.1	7.7	0.1	-2.3	2.4	-1.7	-4.0	0.7	3.6	1.0	6.2	2.4	0.2	4.7	0.3	-1.9	2.6
Dedworth Middle	Good	129	-2.5	-3.6	-1.5	-0.5	-1.6	0.7	-1.7	-2.9	-0.6	-2.8	-3.8	-1.9	0.5	-0.6	1.6	-1.3	-2.4	-0.2	-2.6	-3.5	-1.7	-0.9	-2.0	0.1	-2.3	-3.3	-1.2
Furze Platt Junior	Outstanding	90	0.4	-0.9	1.7	-2.3	-3.6	-1.0	-0.5	-1.8	0.9	-0.2	-1.4	1.0	-0.6	-1.9	0.7	-1.2	-2.5	0.1	1.0	-0.1	2.1	0.2	-1.1	1.4	-0.9	-2.2	0.3
Holy Trinity CE Primary Cookham	Good	29	3.8	1.6	6.1	-2.1	-4.6	0.4	-0.7	-3.0	1.6	2.4	0.4	4.5	2.0	-0.4	4.5	0.5	-1.7	2.7	3.0	1.0	5.0	-2.6	-4.9	-0.3	0.6	-1.5	2.8
Holy Trinity CE Primary Sunningdale	Good	30	0.6	-1.6	2.8	2.0	0.3	3.7	-0.3	-2.6	2.1	-2.5	-4.6	-0.5	-0.9	-2.5	0.7	-1.3	-3.5	1.0	1.0	-0.9	2.9	1.3	-0.3	2.8	1.2	-1.0	3.4
Holyport CE Primary	Good	45	-0.4	-2.1	1.3	0.5	-1.3	2.4	1.2	-0.7	3.1	-2.6	-4.2	-1.1	0.1	-1.7	1.8	-1.4	-3.2	0.5	-1.6	-3.1	-0.1	-0.4	-2.1	1.3	-0.4	-2.2	1.4
Knowl Hill CE Primary	Outstanding	24	-2.2	-5.1	0.7	-3.7	-6.5	-0.9	-2.8	-5.5	-0.2	-5.4	-8.1	-2.6	-2.1	-4.8	0.6	-4.3	-6.8	-1.8	-5.0	-7.6	-2.4	-2.8	-5.4	-0.2	-3.1	-5.6	-0.6
Larchfield Primary and Nursery	Good	30	-1.7	-4.1	0.7	1.1	-1.4	3.5	-1.0	-3.4	1.3	-2.4	-4.6	-0.2	-1.1	-3.5	1.3	-1.8	-4.0	0.5	-1.2	-3.2	0.9	2.7	0.4	5.0	0.1	-2.1	2.3
Lowbrook Primary	Good	60	2.2	-0.1	4.5	4.0	2.4	5.6	3.6	2.0	5.2	2.8	0.7	5.0	5.7	4.1	7.2	3.4	1.8	4.9	4.8	2.8	6.8	5.0	3.6	6.5	6.1	4.6	7.6
Oldfield Primary	Outstanding	59	1.3	-0.3	2.9	2.9	1.2	4.5	2.2	0.5	3.8	1.5	0.1	3.0	4.4	2.9	6.0	2.2	0.7	3.8	1.7	0.3	3.1	3.1	1.6	4.6	3.8	2.2	5.3
Riverside Primary	Requires Impr.	59	-1.3	-3.2	0.5	0.8	-1.1	2.6	-0.8	-2.5	1.0	-2.2	-3.9	-0.5	0.5	-1.3	2.3	1.3	-0.4	3.0	-0.7	-2.3	0.9	1.8	0.1	3.6	1.2	-0.5	2.8
S Ascot Village Primary	Good	29	2.4	0.4	4.3	4.2	2.0	6.4	1.9	-0.4	4.2	0.5	-1.2	2.2	1.7	-0.5	3.8	1.9	-0.4	4.1	2.8	1.1	4.5	3.7	1.6	5.7	3.1	0.9	5.2
St Edmund Camplon Catholic Primary	Requires Impr.	60	5.2	3.6	6.8	4.2	2.6	5.8	5.5	3.9	7.1	1.8	0.4	3.3	2.0	0.4	3.5	1.2	-0.4	2.8	4.4	3.0	5.7	4.3	2.8	5.8	7.4	5.8	8.9
St Edward's Royal Free Middle	Good	119	0.5	-0.6	1.7	1.7	0.6	2.8	1.7	0.5	2.8	0.6	-0.5	1.6	0.2	-0.9	1.3	-0.9	-2.0	0.3	-2.1	-3.0	-1.1	0.1	-1.0	1.1	-0.1	-1.2	1.0
St Francis Catholic Primary	Outstanding	30	3.7	1.5	6.0	5.8	3.6	8.1	-0.4	-2.7	1.8	2.5	0.4	4.6	6.0	3.8	8.2	3.1	0.9	5.3	4.4	2.4	6.3	8.0	5.9	10.1	1.9	-0.3	4.0
St Luke's CE Primary	Outstanding	39	1.5	-0.5	3.5	-0.2	-2.2	1.9	4.8	2.7	6.8	3.1	1.3	5.0	-0.1	-2.1	1.8	0.0	-2.0	2.0	2.3	0.5	4.0	3.4	1.5	5.3	4.4	2.4	6.3
St Mary's Catholic Primary	Requires Impr.	45	2.5	0.6	4.3	1.2	-0.9	3.2	-2.9	-4.8	-0.9	-2.5	-4.2	-0.7	-0.4	-2.4	1.5	-0.3	-2.2	1.5	1.9	0.3	3.5	-3.0	-4.8	1.1	-3.8	-5.6	-1.9
St Michael's CE Primary	Good	30	0.4	-1.9	2.7	2.7	0.3	5.2	3.1	0.7	5.4	-1.4	-3.5	0.7	-0.4	-2.8	2.0	-0.8	-3.1	1.5	-0.9	-2.9	1.1	-0.2	-2.5	2.1	-0.9	-3.1	1.3
St Peter's CE Middle	Good	90	-1.1	-2.8	0.6	-1.7	-3.1	-0.3	-1.9	-3.2	-0.6	-2.2	-3.8	-0.6	-1.0	-2.3	0.4	0.8	-0.4	2.1	-2.3	-3.8	-0.8	-3.3	-4.6	-2.0	-2.7	-4.0	-1.5
Trevelyan Middle	Good	147	2.2	1.2	3.2	0.5	-0.5	1.6	0.5	-0.5	1.6	2.5	1.6	3.5	0.3	-0.7	1.3	1.7	0.6	2.7	0.3	-0.6	1.2	-0.1	-1.1	0.9	-0.1	-1.1	0.9
Waltham St Lawrence Primary	Outstanding	18	0.3	-3.1	3.6	-1.0	-3.8	1.8	0.7	-2.3	3.7	0.3	-2.8	3.4	0.0	-2.7	2.7	-0.6	-3.5	2.3	-1.2	-4.1	1.8	2.4	-0.2	5.1	0.4	-2.4	3.2
Wessex Primary	Requires Impr.	60	-2.5	-4.1	-0.8	0.5	-1.1	2.2	0.4	-1.2	2.0	-2.3	-3.8	-0.8	-2.4	-4.0	-0.9	-2.4	-4.0	-0.9	-0.5	-1.9	1.0	0.2	-1.3	1.7	1.3	-0.2	2.8
White Waltham CE	Good	29	-1.3	-3.6	0.9	0.5	-1.9	2.8	0.4	-2.0	2.7	-2.9	-5.0	-0.8	-1.0	-3.2	1.3	-2.5	-4.8	-0.2	-1.5	-3.5	0.5	-2.0	-4.1	0.2	-0.3	-2.6	1.9
Woodlands Park Primary	Good	30	-2.5	-5.1	0.0	-2.9	-7.0	1.3	-2.2	-4.7	0.3	-2.5	-4.9	-0.1	-5.7	-9.7	-1.8	-5.0	-7.3	-2.7	-1.6	-3.8	0.7	-6.6	-10.5	-2.8	-3.9	-6.2	-1.5
Wraysbury Primary	Requires Impr.	45	3.8	2.0	5.5	-1.7	-3.5	0.1	-3.3	-5.3	-1.4	-2.3	-3.9	-0.7	-1.7	-3.5	0.1	-5.4	-7.3	-3.5	-1.6	-3.1	-0.1	-1.7	-3.4	-0.1	-6.6	-8.5	-4.8
RBWM			0.5	0.2	0.8	0.5	0.2	0.8	0.1	-0.2	0.4	-0.6	-0.9	-0.3	-0.1	-0.4	0.2	-0.4	-0.7	-0.1	-0.2	-0.4	0.1	0.2	-0.1	0.5	-0.2	-0.5	0.1
National																													

SOURCES:
2018 & 2019 Progress Figures from DfE . 2022 Provisional from ASP 2023 from DfE performance tables

<p>NOTE</p> <p>Progress from KS1 to KS2 is measured by comparing the Scaled Scores of every pupil according to their KS1 Grouping's Average KS2 Scaled Score</p> <p>Scaled Scores are derived from pupils' actual marks in the KS2 tests</p> <p>Each School's Progress Score is an average of its pupils' positive and negative progress scores</p> <p>The LOWER and UPPER LIMITS indicate what the school's progress score could have been on another day</p> <p>Schools with Progress Scores of less than -5 in reading and maths and -7 in writing are below the Floor Standards set by the DfE</p>	<p>KEY to 2019 Progress Measure</p> <p>Progress within the Top 10% of Schools</p> <p>Progress within the Top 20% of Schools</p> <p>Progress within the middle 63% of Schools</p> <p>Progress within the Bottom 17% of Schools</p> <p>Progress within the Bottom 10% of Schools</p>
	<p>KEY to 2023 Progress Measure - DfE definition</p> <p>Well above average</p> <p>Above Average</p> <p>Average</p> <p>Below average</p> <p>Well below average</p>

SECTION 4 - SECONDARY ATTAINMENT AND PROGRESS

KEY STAGE 4 (KS4) – GCSEs and equivalent

- 4.1 KS4 pupils are ages 14 – 16 in Years 10 and 11. At the end of this Key Stage pupils sit GCSE and vocational examinations.
- 4.2 This academic year saw the return to pre-pandemic grading with some protections. The ongoing uneven impacts of the pandemic on different schools and colleges and pupils is still a factor in the exam gradings.
- The KS4 performance measures reported are compared with 2022 and with 2019. The more meaningful comparison is with 2019, the last year that summer exams were taken before the pandemic. In 2020 and 2021 teacher assessment grades were awarded. In 2022 outcomes broadly reflected a mid-point between 2019 and 2021, to take account of the impact of the pandemic and in line with Ofqual's approach. It is expected that performance in 2023 will generally be lower than in 2022. For this reason, users need to exercise extreme caution when considering comparisons over time, as they may not reflect changes in pupil performance alone.
- 4.3 The top-line attainment measures for KS4 are
- the percentage of pupils achieving a grade 5 or above (strong pass) in English (language or literature) and mathematics.
 - the percentage of pupils entering the English Baccalaureate, which is English and mathematics, two sciences, a humanity (specifically history or geography) and a language.
 - The Ebacc average point score measure (APS) across the five pillars of the Ebacc using the pupil's best grades. This ensures the attainment of all pupils is recognised, not just those at particular grade boundaries, encouraging schools to enter pupils of all abilities, and support them to achieve their full potential.
 - the Attainment 8 measure, which looks at attainment across 8 subjects including English and Maths (both double counted), three Ebacc subjects and 3 other subjects (which can include additional Ebacc subjects or approved non-GCSEs).
 - The Progress 8 which measures progress from KS2

English and Maths GCSE

- 4.4 Overall 53% of pupils in Windsor and Maidenhead achieved English and Maths GCSE at grade 5 or above. State funded schools nationally achieved 45.3%.
- The Royal Borough is 27th LA on this measure.
 - The percentage of Royal Borough pupils attaining English and Maths GCSE at grade 4 or above is 73.2%. This is well above the state funded national figure of 65.1%.

Attainment 8

- 4.5 Attainment 8 is based on students' attainment measured across eight subjects: English and Maths (both double-weighted), three other English Baccalaureate subjects and three further approved subjects which can include vocational qualifications. The numerical grades are used for reformed GCSEs. See Appendix A for a detailed description of how this is calculated for other qualifications.
- 4.6 The average Attainment 8 score across RBWM was 49.4. This compares to 46.2 for state-schools nationally.

English Baccalaureate

- 4.7 The English Baccalaureate (Ebacc) requires pupils to enter English, maths, two sciences, a humanity (specifically history or geography) and a language. The Ebacc average point score measure (APS) across the five pillars of the Ebacc using the pupils best 9 – 1 scores.
- 40.8% of RBWM pupils were entered for all elements of the Ebacc in 2022, above the national state school figure of 39.4%.
 - The England state-maintained APS for the Ebacc was 4.05, and for RBWM 4.42. RBWM was ranked 30th best LA on this measure.

KEY STAGE 2 - 4 PROGRESS

- 4.8 The measure for progress is Progress 8. See Appendix A for a detailed explanation of how this is calculated.
- 4.9 A value of 0.0 means that progress is in-line with expectations given the starting points of the cohort. A score of -0.5 or below means the school is deemed 'below the floor', exposing them to challenges and interventions from local or national government. A score of +1.0 or above exempts the school from an OFSTED

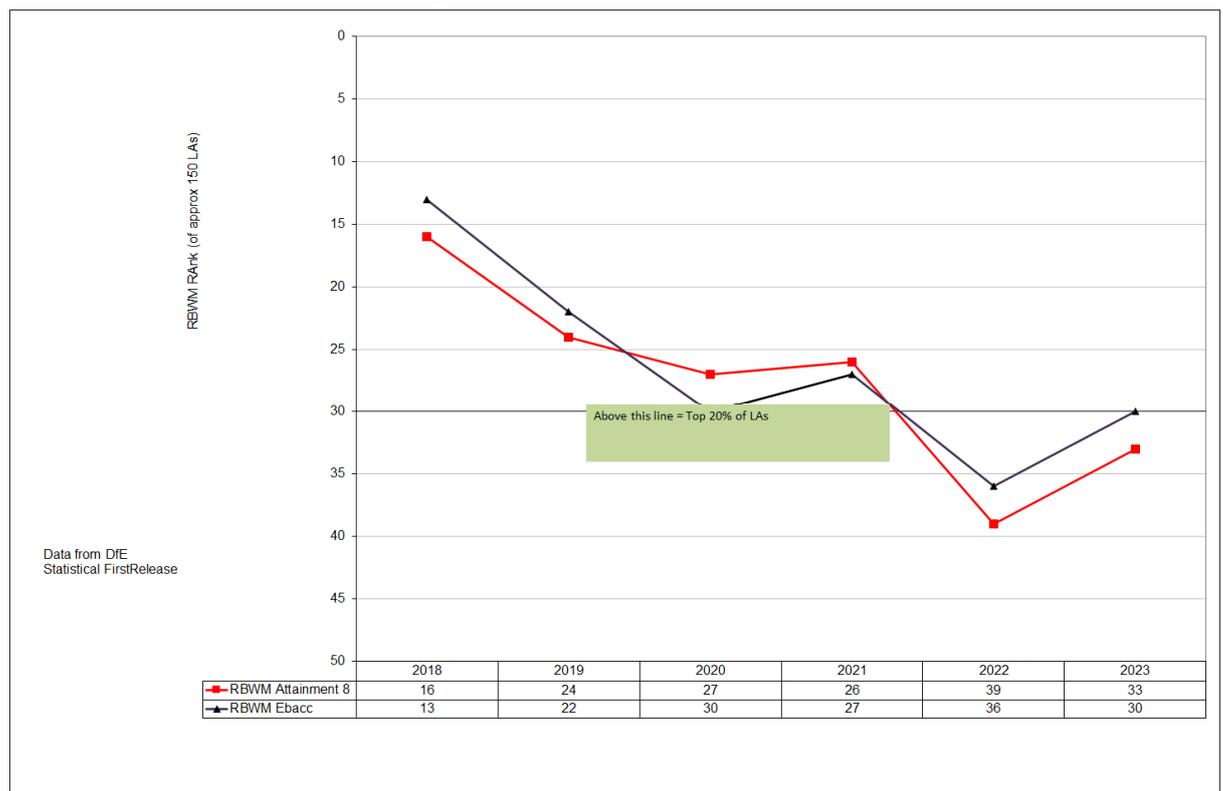
inspection for a year and means that, on average, every pupil in the school got one grade higher in each of the Attainment 8 subjects than the national average for pupils with the same prior attainment.

- RBWM had an overall Progress 8 score of +0.11. This means that on average RBWM pupils attained a grade higher in 1 subject than pupils with equivalent prior attainment nationally. The confidence interval is +/- 0.07, meaning that the Borough's result is better than national and that there is a 95% certainty that the result lies between -0.04 and +0.18.

RANKINGS

4.10 Data Pack Chart 4a shows RBWM's ranking on several key attainment measures against other LAs. There are approximately 150 LAs with recorded data.

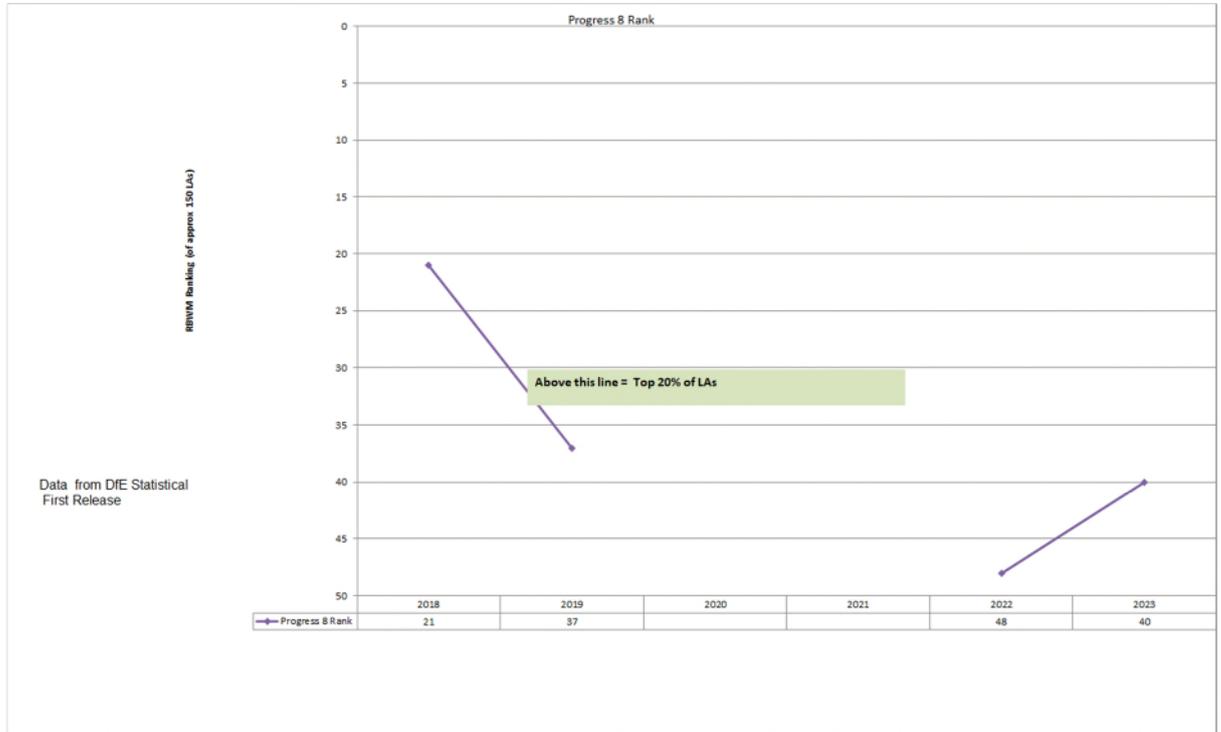
Chart 4a Attainment Rankings



4.11 RBWM's ranking compared to other Local Authorities has fallen from the top quintile to the second quintile during the covid pandemic but 2023 shows a the Ebacc ranking returning to the top quintile.

4.12 Data Pack Chart 4b shows RBWM's ranking on the top-line progress measure against other LAs. There was no progress measure calculation for 2020 and 2021.

Chart 4b Progress Rankings



4.13 The Royal Borough's ranking for Progress 8 measure has improved this year from 48th in 2018 to 40th. The Royal Borough's ranking for Progress 8 is in the second quintile of LAs of Local Authorities.

SECONDARY SCHOOL PERFORMANCE TABLES

4.14 Data Pack Figure 4a shows secondary attainment by school.

- In 2022/23, qualifications returned to pre-pandemic standards. Performance measures that are based on qualification results will reflect this and cannot be directly compared to measures from 2021/2022.
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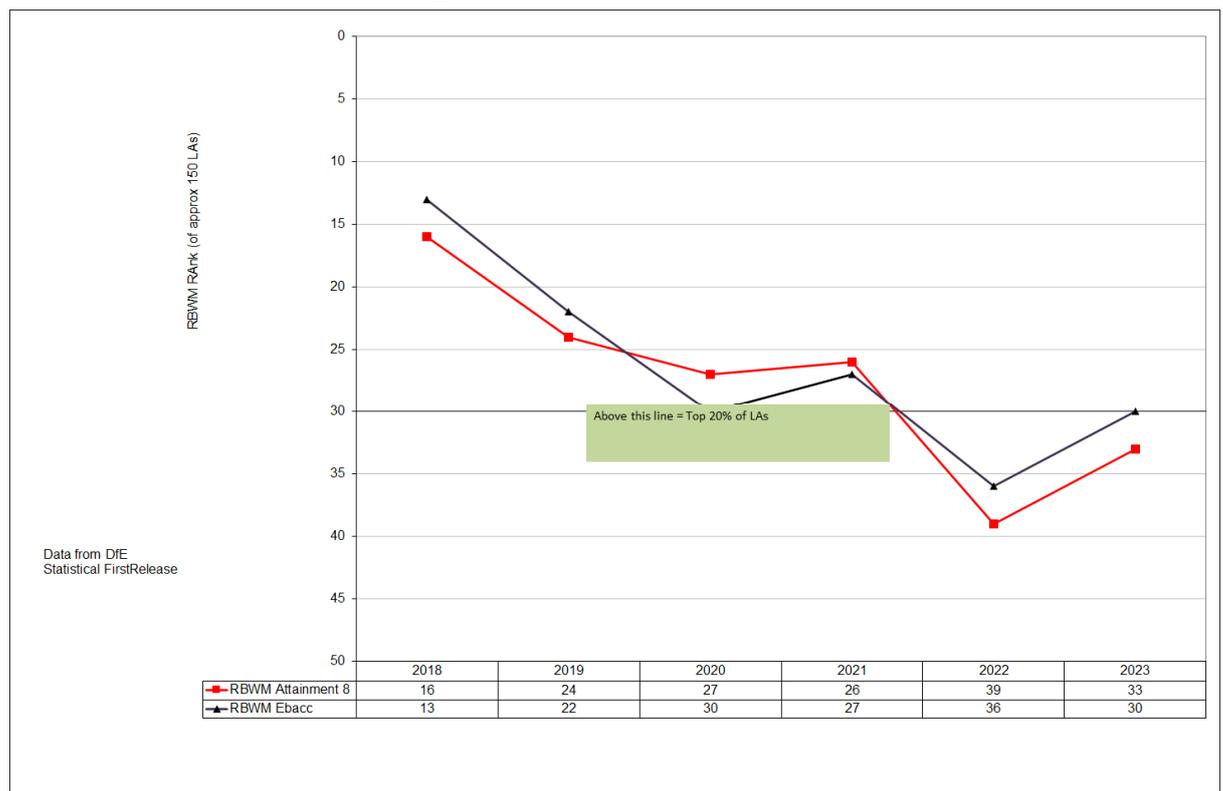
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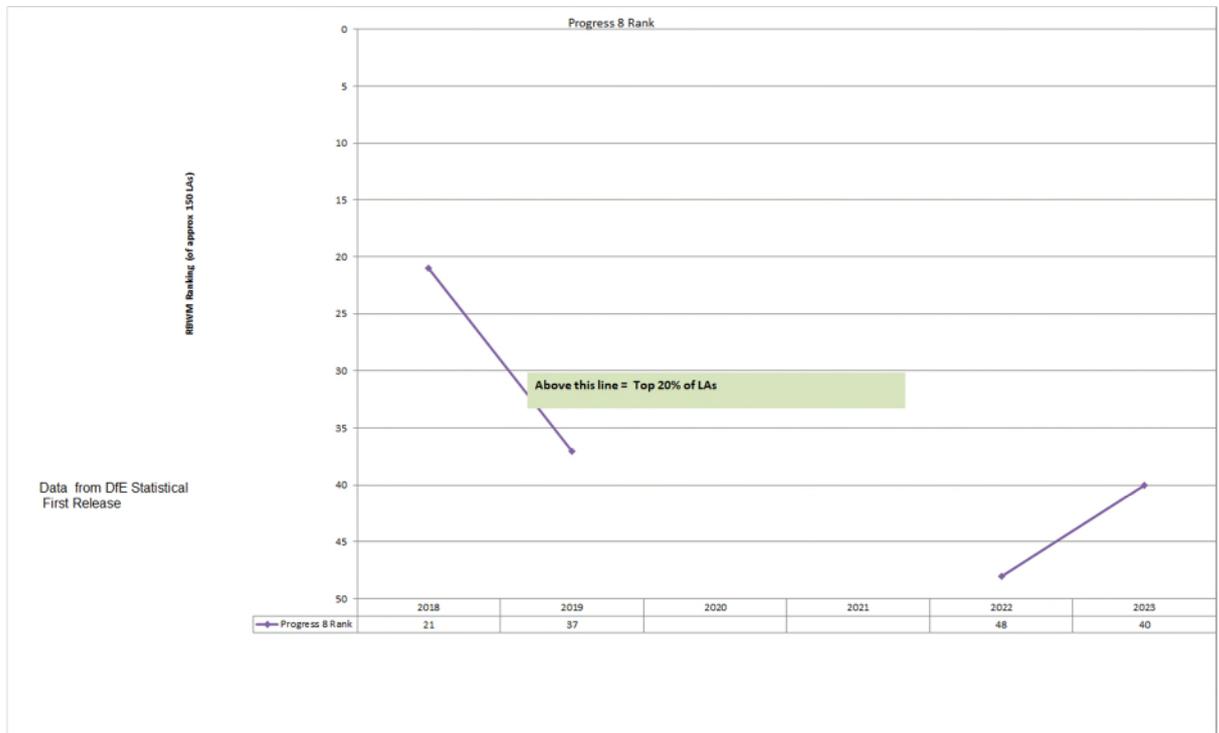
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Data Pack Figure 4a

Key Stage 4 School Performance Table Summary 2023

School	Ofsted Rating as at 01.12.23	Cohort Number	Key Stage 4 Attainment				Key Stage 2-4 Progress			Destinations
			grade 5 in English + Maths GSCES	English Bacc		Attainment 8	Progress 8			Pupils staying in education or going into employment (2021 leavers)
			%	% Entered	APS	Score	Score	DfE Description	Range	%
Altwood	Good	58	26%	10	3.57	42.3	0.17	Average	-0.22 to 0.56	92
Charters	Good	266	67%	46	5.1	56.9	0.38	Above Average	0.2 to 0.56	95
Churchmead	Good	88	32%	47	3.25	39.4	-0.25	Average	-0.55 to 0.06	91
Cox Green	Good	205	46%	20	3.8	43.8	-0.37	Below Average	-0.57 to- 0.18	98
Desborough	Good	184	53%	37	4.34	48.9	0.06	Average	-0.15 to 0.28	97
Sturze Platt	Good	216	46%	28	4.16	48	0.06	Average	-0.14 to 0.26	94
Holyport	Good	86	60%	87	5.26	54	0.31	Average	-0.04 to 0.66	82
Newlands	Outstanding	192	65%	76	5.40	56.6	0.64	Well Above Average	0.43 to 0.85	95
Windsor Boys' School	Good	224	53%	33	4.38	48.3	-0.01	n/a	-0.42 to- 0.03	91
Windsor Girls' School	Outstanding	196	58%	37	4.55	51.6	0.2	n/a	-0.01 to 0.41	96
RBWM		1737	53	41	4.42	49.4	0.11			94
National 2022 (state funded)			45	39	4.05	46.2	-0.03			94

Source: Performance Tables 2023

Data Pack Figure 4a

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SECTION 5 – PROVISIONAL POST 16 ATTAINMENT

- 5.1. In 2022/23 there was a return to pre-pandemic standards for GCSEs, AS and A levels, with protection built into the grading process to recognise the disruption that students have faced. 2023 performance measures may include some qualification grades that were awarded in 2021/22 using a different grading approach. For VTQs that are taken alongside, or instead of, GCSEs and A levels, there was also a return to pre-pandemic standards in 2022/23. The ongoing uneven impacts of the pandemic on different schools/colleges and students need to be considered.
- 5.2. Average point score (APS) per entry for all national level 3 cohorts is lower compared to 2021/22 but remains slightly higher than in 2018/9.

A LEVEL RESULTS

- 5.3. A significantly higher proportion of RBWM students continue their education in school sixth forms to take A levels than is the case nationally, resulting in more lower-performing students in schools. Attainment comparisons with national school outcomes at A level should be viewed in that context.

Table 5a - Key measures: A level cohort

	A level students								
	Number of students	APS per entry	APS per entry as a grade	Number of students entered for one or more A level or applied A level	APS per entry, best 3	APS per entry, best 3 as a grade	Percentage of students achieving 3 A*-A grades or better at A level	Percentage of students achieving grades AAB or better at A level	Percentage of students achieving grades AAB or better at A level, of which at least two are in facilitating subjects
	A level students			Students entered for at least 1 A level or applied A level					
England	293211	35.16	B-	222424	35.63	B-	15.7	25.2	18.1
England State-funded schools	256828	34.05	C+	191930	34.55	C+	13.3	22.0	15.6
Windsor and Maidenhead	794	33.69	C+	637	34.35	C+	13.3	21.4	17.3

- 5.4. The average point score per A level entry for a student's best 3 A Levels expressed as a grade for the Borough was C+. The LA ranks 65th on this measure. The associated point score of 34.35 is close to the state funded national figure of 34.55.

- The proportion of RBWM A level students achieving grades AAB or better, including two or more facilitating subjects was 17.3%, above the national state funded figure of 15.6%. RBWM ranks 35th on this measure.
- School level performance table data will be published in February 2023

VOCATIONAL RESULTS

5.5. Attainment for students studying applied general and technical qualifications are reported separately. Applied general qualifications are level 3 (advanced) qualifications that provide broad study of a vocational subject area e.g. a level 3 certificate/diploma in business or applied science. Tech level qualifications are level 3 qualifications for students wishing to specialise in a technical occupation e.g. a level 3 diploma in construction or bricklaying

5.6. Table 5b - Key measures: Vocational cohort

	Tech level students			Applied General students		
	Students entered for at least 1 tech level qualification			Students entered for at least 1 Applied General level qualification		
	Number of students	APS per entry	APS per entry as a grade	Number of students	APS per entry	APS per entry as a grade
England	27,976	28.51	Merit+	123317	29.56	Merit+
England State-funded Schools	27,822	28.49	Merit+	120984	29.51	Merit+
Windsor and Maidenhead	112	26.58	Merit	276	26.79	Merit+

- The average point score per technical qualification expressed as a grade for the Borough was Merit, below the national state funded school average of Merit+
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SECTION 6 - PERFORMANCE OF PUPIL GROUPS

KEY

6.1 The following key is used in this section:

	Top Quintile
	Second Quintile
	Middle Quintile
	Fourth Quintile
	Bottom Quintile

There are 152 Local Authorities, including City of London and Isles of Scilly. Data for these two LAs is omitted from many DfE tables, as numbers are too small to be reported.

Therefore, typically the Top Quintile represents the Top 30 Local Authorities and the Bottom Quintile the lowest 30 Local authorities.

KEY STAGE 2

Table 6a Key Stage 2: Reading, Writing and Maths

Group	Pupils 2023	RWM % Exp	RWM % Exp	% Attaining expected standard Reading+Writing+Maths			LA Ranking
		2019	2022	2023	National 2023	+/- National	2023
All	1682	67	63	61	60	1	=59
Girls	811	76	69	64	63	1	=62
Boys	871	59	58	57	57	0	=69
FSM	258	29	36	31	44	-13	=149
Non-FSM	1424	71	67	66	66	0	=74
Disadvantaged	303	35	38	33	44	-11	148
Non-Disadv	1379	73	68	67	67	0	=69
SEN	205	29	25	20	24	-4	=111
SEN – with EHC	78	6	8	12	8	4	=17
Non-SEN	1392	78	72	69	70	-1	=93
Not 1 st Lang Eng	308	60	63	56	62	-6	=112
First Lang Eng	1364	69	64	62	59	3	=43
Asian	322	63	63	66	67	-1	93
Black	25	36	57	40	60	-20	144
Mixed	138	67	74	64	62	2	57
White	1131	69	63	59	59	0	=72

Source: DfE SFR

6.2 Table 6a above has attainment and rankings for Key Stage 2.

- These statistics cover the attainment of year 6 pupils who took assessments in summer 2023. These pupils experienced disruption to their learning during the pandemic, particularly at the end of year 3 and in year 4.
- The proportion of pupils achieving the 'expected standard' in the headline measure of Reading & Writing & Maths at Key Stage 2 is in the second quintile of LAs nationally.
- There continues to be a marked gap between the progress of boys and girls both nationally and in the Royal Borough. However, the gap is similar in both groups, resulting in similar rankings.
- RBWM pupil groups that are well below national are the FSM and disadvantaged cohorts. Disadvantaged pupils are defined as those registered for free school meals at any point in the last six years, children looked after by a local authority or have left local authority care in England and Wales through adoption, a special guardianship order, a residence order or a child arrangements order. At LA and national level, the disruption due to learning during the covid pandemic has had a greater impact on disadvantaged pupils. The disadvantaged gap index nationally is only slightly down on 2022 when it was at its highest level since 2012.
- The Asian subgroup is ranked in the fourth quintile. In the Borough this group is made up of the Indian group who outperform national and the Pakistani group who perform less well both nationally and in RBWM. The black subgroup is in the fifth quintile.
- When considering each group's performance, it must be recognised that pupils do not always occupy only a single category and that those who appear in two or more categories will impact more on the results of smaller authorities such as RBWM. For example, pupils who have Special Educational Needs but who are also eligible for Free School Meals.

KEY STAGE 4

6.3 Table 6b below has progress (Progress 8) and rankings for Key Stage 4.

- Given the covid pandemic and the change to grade boundaries for 2021/22, caution needs to be applied when considering comparisons over time, as they may not reflect changes in pupil performance alone.
- The Progress 8 result for the Royal Borough is above average national progress ranking for all pupils group except Asian pupils and pupils whose first language is not English. However, for pupils in both groups, the actual Progress 8 score was positive – i.e., these pupils made more progress than the average for all pupils with the same prior attainment.

Table 6b Key Stage 4: Progress 8

Group	Pupils 2023						LA Ranking
		2019	2022	2023	National 2023	+/- National	2023
All	1737	+0.09	+0.06	+0.11	-0.03	+0.14	40
Girls	819	+0.33	0.23	0.30	0.12	+0.18	=41
Boys	918	-0.12	-0.1	-0.04	-0.17	+0.13	=39
FSM	207	-0.51	-0.58	-0.44	-0.59	+0.15	41
Non-FSM	1530	+0.14	+0.14	+0.19	0.11	+0.08	54
Disadvantaged	242	-0.37	-0.5	-0.48	-0.55	+0.07	46
Non-Disadv	1495	+0.18	+0.15	+0.21	0.15	+0.06	57
SEN	198	-0.18	-0.55	-0.31	-0.45	+0.14	=40
SEN – with EHC	61	-0.79	-1.25	-0.81	-1.12	+0.31	=18
Non-SEN	1478	+0.18	+0.17	+0.2	+0.1	+0.1	=43
Not 1 st Lang Eng	229	+0.34	+0.67	+0.35	+0.55	-0.2	=132
First Lang Eng	1508	+0.06	-0.01	+0.08	-0.12	+0.2	30
Asian	270	+0.20	0.48	+0.43	+0.54	-0.11	121
Black	37	0.28	+0.25	+0.43	+0.18	+0.25	39
Mixed	161	+0.28	+0.06	+0.16	-0.04	+0.2	33
White	1212	+0.06	-0.02	+0.02	-0.14	+0.16	36

Source: DfE LAIT/KS4 SFR

- There continues to be a marked gap between the progress of boys and girls both nationally and in the Royal Borough. However, the gap is similar in both groups, resulting in similar rankings.
- Progress for pupils with Special Educational needs (SEN) and SEN with an Educational Healthcare Plan (EHC) or statement is below that for pupils without SEN. However, in all SEN groups, the RBWM groups make better progress than their national counterparts.
- FSM and Disadvantaged pupils made less progress than their non-FSM/non-Disadvantaged counterparts. However, the LA rankings for disadvantaged groups were above average.
- The Progress 8 for the Asian pupils was brought down by the relatively poor results of the Pakistani subgroup. Results for the other main Asian groups (Indian, Bangladeshi and other Pakistani) were comparable to the high Progress 8 results achieved nationally.

ACHIEVEMENT BY ETHNICITY

6.4 Information on performance by ethnic main groups for all Key Stages is given in Data Pack Table 6c (at the end of this section).

- The RBWM Asian group is worth looking into since it holds two sub-groups – Indian and Pakistani - who perform quite differently. The Indian subgroup outperform national while the Pakistani subgroup underperform against national and at borough level.

Table 6c - Key Stage Performance by Ethnicity

Key Stage & measures	Ethnicity															
	RBWM															
	White		Mixed		Asian All		Indian		Pakistani		Chinese		Black		All	
Cohort	Result	Cohort	Result	Cohort	Result	Cohort	Result	Cohort	Result	Cohort	Result	Cohort	Result	Cohort	Result	
Early Years																
% achieving good level of development 2018	1136	76	158	72	258	74	109	86	124	63	6	100	17	65	1694	74
% achieving good level of development 2019	1060	77	154	74	241	69	102	85	117	56	3	67	13	86	1631	74
% achieving good level of development 2022	1087	69	175	65	267	66	136	76	106	54	6	67	13	64	1612	67
% achieving good level of development 2023	1024	67	190	75	270	63	130	70	104	56	7	57	31	55	1598	67
Key Stage 1																
% achieving expected standard Reading 2018	1201	81	140	90	274	77	123	86	117	66	7	100	20	85	1699	81
% achieving expected standard Reading 2019	1177	80	131	82	269	76	112	82	123	70	5	80	18	72	1726	79
% achieving expected standard Reading 2022	1042	68	161	80	274	72	125	79	110	63	n/a	n/a	29	62	1577	69
% achieving expected standard Reading 2023	1058	70	173	69	282	75	143	79	110	70	12	67	25	52	1611	70
% achieving expected standard Writing 2018	1201	73	140	82	274	73	123	82	117	62	7	100	20	75	1699	73
% achieving expected standard Writing 2019	1177	71	131	72	269	69	112	78	123	62	5	100	18	72	1726	71
% achieving expected standard Writing 2022	1042	57	161	70	274	62	125	74	110	50	n/a	n/a	29	48	1577	59
% achieving expected standard Writing 2023	1058	59	173	59	282	63	143	71	110	53	12	58	25	40	1611	59
% achieving Expected standard Maths 2018	1201	81	140	86	274	77	123	88	117	66	7	100	20	75	1699	80
% achieving Expected standard Maths 2019	1177	80	131	80	269	78	112	87	123	72	5	60	18	78	1726	80
% achieving Expected standard Maths 2022	1042	69	161	83	274	73	125	82	110	63	n/a	n/a	29	62	1577	71
% achieving Expected standard Maths 2023	1058	71	173	71	282	72	143	79	110	61	12	92	25	44	1611	71
Key Stage 2																
% achieving Expected standard R+W+M 2018	1100	69	126	64	232	69	94	92	111	67	7	86	14	64	1517	69
% achieving Expected standard R+W+M 2019	1122	69	138	67	255	63	98	81	139	49	6	100	22	36	1591	67
% achieving Expected standard R+W+M 2022	1117	63	144	74	285	63	126	77	122	51	17	41	21	57	1631	63
% achieving Expected standard R+W+M 2023	1131	59	138	64	322	66	144	78	135	57	10	60	26	40	1683	61
Key Stage 4																
% achieving grade 5+ E+M GCSE 2018	1090	52	121	59	192	45	52	50	120	40	5	60	31	36	1489	51
% achieving grade 5+ E+M GCSE 2019	1076	49	109	46	203	48	56	63	132	42	6	67	28	48	1460	48
% achieving grade 5+ E+M GCSE 2022	1185	54	144	55	220	64	91	73	101	55	4	75	30	54	1632	55
% achieving grade 5+ E+M GCSE 2023	1212	53	161	53	270	54	101	65	133	42	n/a	n/a	37	41	1737	53

2022 Data from DFE SFRs and Nexus
Data suppressed (small cohort size)

No SFR by ethnicity produced for KSS

ACHIEVEMENT BY DISADVANTAGED PUPILS

- 6.5 Data comes from SFRs. The Disadvantaged cohort is given where published (Key Stage 2 and Key Stage 4); for other Key Stages FSM eligibility is used as it is published at an LA level allowing comparisons to be made.
- 6.6 Disadvantaged pupils attract Pupil Premium (additional funding given to schools so that they can support their disadvantaged pupils and close the attainment gap between them and their peers).
- 6.7 Disadvantaged pupils comprise looked-after children, those eligible for Free School Meals (FSM) and those who had previously been eligible for Free School Meals any time in the preceding 6 years ('Ever 6 FSM' or FSM6).
- At Key Stage 2, the gap between RBWM disadvantaged pupils and other pupils is 34 percentage points, much wider than the National gap of 23 percentage points. Nationally the disadvantage gap has reduced between 2011 and 2018 before remaining at a similar level between 2018 and 2019. The gap has increased in 2022 to the highest level since 2012. It remains high in 2023 suggesting that disruption to learning during the COVID-19 pandemic has had a greater impact on disadvantaged pupils. For RBWM we are in the bottom quintile nationally meaning our disadvantaged pupils have performed well below national.
 - At Key Stage 4, RBWM disadvantaged pupils make similar progress to national. The disadvantaged gap nationally is at its highest level since 2011. This may reflect the difficult circumstances that many pupils will have experienced over the last few academic years which saw various restrictions put in place in response to the COVID-19 pandemic (e.g., periods of lockdowns and tiers) that resulted in restricted attendance to schools and periods of home learning.

FREE SCHOOL MEALS (FSM)

- 6.8 All data comes from the DfE SFRs. FSM data relates to pupils eligible for FSM at the end of the relevant Key Stage. This data does not include FSM6 (pupils entitled to Free School Meals at some point in the last 6 years). Using FSM-only data enables like-for-like gap comparisons to be made over time. The numbers of FSM pupils in RBWM are relatively small and figures for that group can fluctuate significantly from year to year because of other factors.

Table 6d - Key Stage Performance by Free School Meals

Table 6d Free School Meals - attainment gap over time																
EYFS: Good Level of Dev't																
	2018			2019			2022			2023			2017	2018	2019	2023
	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM
Cohort size RBWM	1694	82	1612	1631	100	1531	1612	110	1502	1598	167	1353				
RBWM	74	44	76	74	53	76	67	42	70	67	36	71	32	23	28	35
National	72	57	74	72	57	74	68	49	69	67	52	72	17	17	20	20
Statistical Neighbour Average	75	51	77	75	52	77	65	45	71	70	46	74	26	25	26	28
KS1: % Achieving Expected Standard in Reading																
	2018			2019			2022			2023			2017	2018	2019	2023
	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM
Cohort size RBWM	1699	114	1585	1726	123	1523	1577	1380	197	1611	217	1394				
RBWM	81	57	83	79	62	80	69	44	73	70	46	74	26	18	29	28
National	75	60	78	75	60	78	67	51	72	68	54	73	18	18	21	19
Statistical Neighbour Average	79	56	81	78	56	80	70	48	74	71	49	75	25	24	26	26
KS1: % Achieving Expected Standard in Writing																
	2018			2019			2022			2023			2017	2018	2019	2023
	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM
Cohort size RBWM	1699	114	1585	1726	123	1523	1577	1380	197	1611	217	1394				
RBWM	73	47	75	71	50	72	59	31	63	59	35	63	28	22	32	28
National	70	53	73	69	53	72	58	41	63	60	44	65	20	19	22	21
Statistical Neighbour Average	74	47	74	71	47	74	59	43	64	62	38	66	27	27	21	28
KS1: % Achieving Expected Standard in Maths																
	2018			2019			2022			2023			2017	2018	2019	2023
	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM
Cohort size RBWM	1699	114	1585	1726	123	1523	1577	1380	197	1611	217	1394				
RBWM	80	52	82	80	54	82	71	46	74	71	47	74	30	28	28	27
National	76	61	79	76	61	78	68	52	73	70	56	75	18	17	21	19
Statistical Neighbour Average	78	55	80	78	55	80	71	46	75	73	50	77	25	25	29	27
KS2: % Achieving Expected Standard in RWM																
	2018			2019			2022			2023			2017	2018	2019	2023
	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM
Cohort size RBWM	1462	96	1366	1517	85	1432	1631	204	1427	1882	258	1424				
RBWM	66	40	68	69	32	71	63	36	67	61	31	66	28	39	31	35
National	61	43	65	64	46	68	60	42	64	60	44	66	22	22	22	22
Statistical Neighbour Average	64	36	67	67	39	69	59	35	66	62	38	67	31	30	31	29
Percentage of Pupils Achieving English and Maths at L4																
	2018			2019			2022			2023			2017	2018	2019	2023
	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM
Cohort size RBWM	1489	76	1413	1597	103	1494	1579	161	1418	1737	207	1530				
RBWM	51	26	52	48	25	50	55	26	59	73	47	77	26	26	25	30
National	44	22	47	43	22	47	50	28	55	65	43	72	25	25	25	29
Statistical Neighbour Average	52	22	54	51	21	53	56	25	61	71	41	76	32	32	32	35

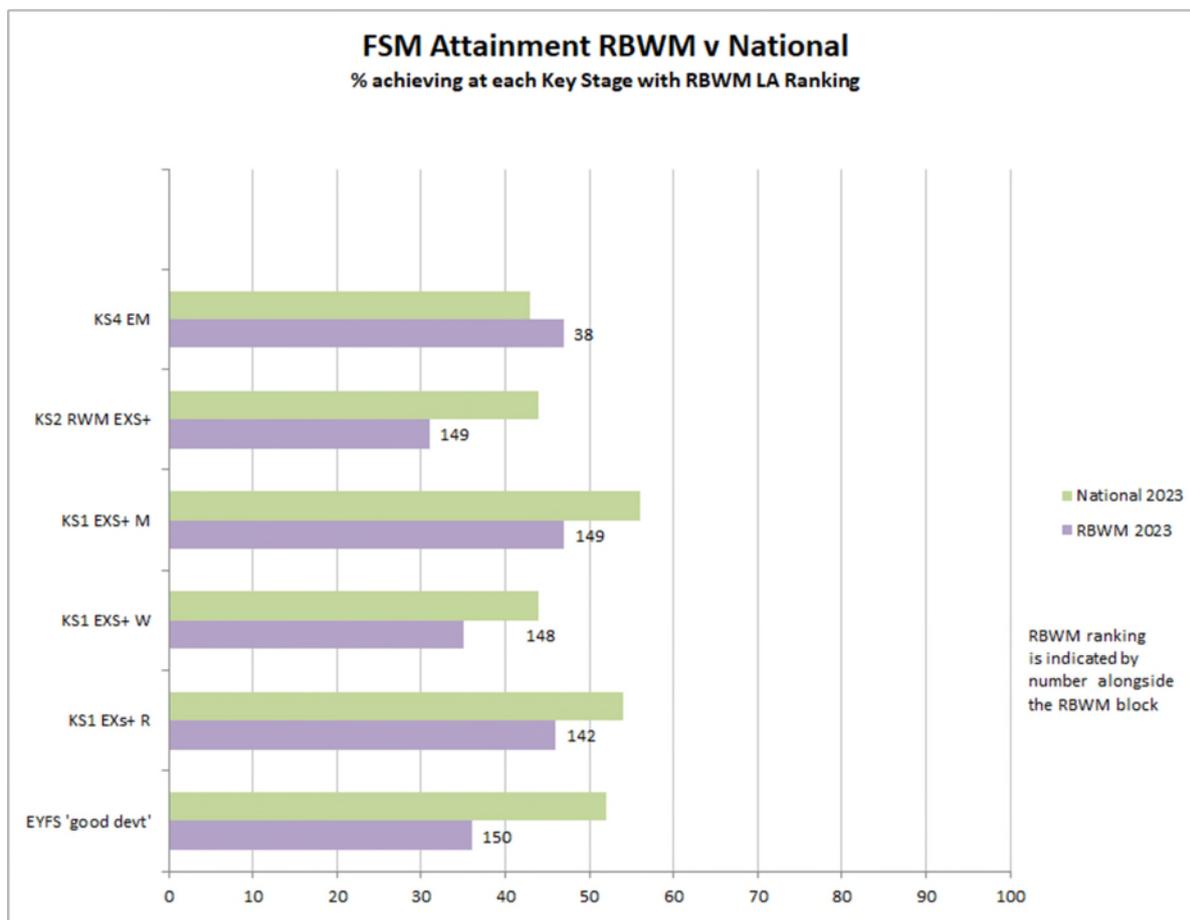
All data is FSM Eligibility (not FSM6) in line with DfE historical published SFRs

6.9 The FSM data in Table 6d shows that:

- For Foundation Stage as well KS2 and KS4, the RBWM non-FSM/FSM gaps have increased when compared to 2022. For KS1, however, the RBWM non-FSM/FSM gap has decreased when compared to 2022.
- FSM pupils underperform compared to non-FSM pupils in RBWM, Statistical Neighbours and Nationally in each year from 2017 to 2022. They have been disproportionately affected by the Covid pandemic.

- Chart 6a shows how RBWM ranks for the FSM group compared to other LAs. RBWM ranks in the bottom quintile for all primary key stages. It is in the second quintile for KS4.

Chart 6a **FSM attainment and ranking by Key Stage**



CHILDREN IN CARE (CiC) ACHIEVEMENT

6.11 While data for Children in care is published by DfE at Local Authority level (excluding Key Stage 5 results), in the case of RBWM, the data is suppressed because of the small numbers of pupils. The RBWM CiC results have therefore been obtained directly from the RBWM virtual school.

6.12 The data in columns 1 and 3 of Table 6g relates to children who have been in the care of the Royal Borough for 12 months or more and were in RBWM schools at the time of the relevant Key Stage testing. The data relates to pupils in main stream schools, with the figures in brackets including those at the Special school. Italics indicate that previous years cannot be directly compared due to change in top-line measure for that key stage or significant change in methodology.

Table 6e - Key stage Performance by Children in Care

Number of CiC pupils	KEY Stage & measures	RBWM		National	
		CiC (inc special)	All	CiC	All
	Early Years				
3	% Achieving good level of development 2018	66	74	n/a	71
1	% Achieving good level of development 2019	100	74	48	72
3	% Achieving good level of development 2022	67	67	n/a	65
	% Achieving good level of development 2023		67	n/a	67
	Key Stage 1				
2	% Achieving Expected Standard in Reading 2018	50	81	51	75
2	% Achieving Expected Standard in Reading 2019	0	79	52	75
0	% Achieving Expected Standard in Reading 2022	N/A	69	44	67
	% Achieving Expected Standard in Reading 2023		70		70
2	% Achieving Expected Standard in Writing 2018	50	73	42	70
2	% Achieving Expected Standard in Writing 2019	50	71	43	69
0	% Achieving Expected Standard in Writing 2022	N/A	59	33	58
	% Achieving Expected Standard in Writing 2023		59		59
2	% Achieving Expected Standard in Maths 2018	50	80	48	76
2	% Achieving Expected Standard in Maths 2019	50	80	50	76
0	% Achieving Expected Standard in Maths 2022	N/A	71	43	68
	% Achieving Expected Standard in Maths 2023		71		71
	Key Stage 2				
2	% Achieving Expected Standard in Reading 2018	50	81	51	76
4	% Achieving Expected Standard in Reading 2019	25	77	50	73
0	% Achieving Expected Standard in Reading 2022	N/A	80	52	75
	% Achieving Expected Standard in Reading 2023		77		73
2	% Achieving Expected Standard in Writing 2018	0	80	49	79
4	% Achieving Expected Standard in Writing 2019	25	76	51	78
0	% Achieving Expected Standard in Writing 2022	N/A	71	42	71
	% Achieving Expected Standard in Writing 2023		72		72
2	% Achieving Expected Standard in Maths 2018	0	79	47	76
4	% Achieving Expected Standard in Maths 2019	25	79	51	79
0	% Achieving Expected Standard in Maths 2022	N/A	76	44	69
	% Achieving Expected Standard in Maths 2023		73		73
	Key Stage 4				
8(10)	% Achieving EM 2018 (Grade 4+)	50(40)	74	8	59
7(13)	% Achieving EM 2019 (Grade 4+)	29(23)	72	12	60
3	% Achieving EM 2022 (Grade 4+)	67	76	11	69
	% Achieving EM 2023 (Grade 4+)		73		65

Source DfE SFRs/Performance Tables. RBWM CiC from Virtual school
National CiC data is not published for Early Years; other Key stages to be published Apr 2023

SECTION 6 - PERFORMANCE OF PUPIL GROUPS

KEY

6.1 The following key is used in this section:

	Top Quintile
	Second Quintile
	Middle Quintile
	Fourth Quintile
	Bottom Quintile

There are 152 Local Authorities, including City of London and Isles of Scilly. Data for these two LAs is omitted from many DfE tables, as numbers are too small to be reported.

Therefore, typically the Top Quintile represents the Top 30 Local Authorities and the Bottom Quintile the lowest 30 Local authorities.

KEY STAGE 2

Table 6a Key Stage 2: Reading, Writing and Maths

Group	Pupils 2023	RWM % Exp	RWM % Exp	% Attaining expected standard Reading+Writing+Maths			LA Ranking
		2019	2022	2023	National 2023	+/- National	2023
All	1682	67	63	61	60	1	=59
Girls	811	76	69	64	63	1	=62
Boys	871	59	58	57	57	0	=69
FSM	258	29	36	31	44	-13	=149
Non-FSM	1424	71	67	66	66	0	=74
Disadvantaged	303	35	38	33	44	-11	148
Non-Disadv	1379	73	68	67	67	0	=69
SEN	205	29	25	20	24	-4	=111
SEN – with EHC	78	6	8	12	8	4	=17
Non-SEN	1392	78	72	69	70	-1	=93
Not 1 st Lang Eng	308	60	63	56	62	-6	=112
First Lang Eng	1364	69	64	62	59	3	=43
Asian	322	63	63	66	67	-1	93
Black	25	36	57	40	60	-20	144
Mixed	138	67	74	64	62	2	57
White	1131	69	63	59	59	0	=72

Source: DfE SFR

6.2 Table 6a above has attainment and rankings for Key Stage 2.

- These statistics cover the attainment of year 6 pupils who took assessments in summer 2023. These pupils experienced disruption to their learning during the pandemic, particularly at the end of year 3 and in year 4.
- The proportion of pupils achieving the 'expected standard' in the headline measure of Reading & Writing & Maths at Key Stage 2 is in the second quintile of LAs nationally.
- There continues to be a marked gap between the progress of boys and girls both nationally and in the Royal Borough. However, the gap is similar in both groups, resulting in similar rankings.
- RBWM pupil groups that are well below national are the FSM and disadvantaged cohorts. Disadvantaged pupils are defined as those registered for free school meals at any point in the last six years, children looked after by a local authority or have left local authority care in England and Wales through adoption, a special guardianship order, a residence order or a child arrangements order. At LA and national level, the disruption due to learning during the covid pandemic has had a greater impact on disadvantaged pupils. The disadvantaged gap index nationally is only slightly down on 2022 when it was at its highest level since 2012.
- The Asian subgroup is ranked in the fourth quintile. In the Borough this group is made up of the Indian group who outperform national and the Pakistani group who perform less well both nationally and in RBWM. The black subgroup is in the fifth quintile.
- When considering each group's performance, it must be recognised that pupils do not always occupy only a single category and that those who appear in two or more categories will impact more on the results of smaller authorities such as RBWM. For example, pupils who have Special Educational Needs but who are also eligible for Free School Meals.

KEY STAGE 4

6.3 Table 6b below has progress (Progress 8) and rankings for Key Stage 4.

- Given the covid pandemic and the change to grade boundaries for 2021/22, caution needs to be applied when considering comparisons over time, as they may not reflect changes in pupil performance alone.
- The Progress 8 result for the Royal Borough is above average national progress ranking for all pupils group except Asian pupils and pupils whose first language is not English. However, for pupils in both groups, the actual Progress 8 score was positive – i.e., these pupils made more progress than the average for all pupils with the same prior attainment.

Table 6b Key Stage 4: Progress 8

Group	Pupils 2023						LA Ranking
		2019	2022	2023	National 2023	+/- National	2023
All	1737	+0.09	+0.06	+0.11	-0.03	+0.14	40
Girls	819	+0.33	0.23	0.30	0.12	+0.18	=41
Boys	918	-0.12	-0.1	-0.04	-0.17	+0.13	=39
FSM	207	-0.51	-0.58	-0.44	-0.59	+0.15	41
Non-FSM	1530	+0.14	+0.14	+0.19	0.11	+0.08	54
Disadvantaged	242	-0.37	-0.5	-0.48	-0.55	+0.07	46
Non-Disadv	1495	+0.18	+0.15	+0.21	0.15	+0.06	57
SEN	198	-0.18	-0.55	-0.31	-0.45	+0.14	=40
SEN – with EHC	61	-0.79	-1.25	-0.81	-1.12	+0.31	=18
Non-SEN	1478	+0.18	+0.17	+0.2	+0.1	+0.1	=43
Not 1 st Lang Eng	229	+0.34	+0.67	+0.35	+0.55	-0.2	=132
First Lang Eng	1508	+0.06	-0.01	+0.08	-0.12	+0.2	30
Asian	270	+0.20	0.48	+0.43	+0.54	-0.11	121
Black	37	0.28	+0.25	+0.43	+0.18	+0.25	39
Mixed	161	+0.28	+0.06	+0.16	-0.04	+0.2	33
White	1212	+0.06	-0.02	+0.02	-0.14	+0.16	36

Source: DfE LAIT/KS4 SFR

- There continues to be a marked gap between the progress of boys and girls both nationally and in the Royal Borough. However, the gap is similar in both groups, resulting in similar rankings.
- Progress for pupils with Special Educational needs (SEN) and SEN with an Educational Healthcare Plan (EHC) or statement is below that for pupils without SEN. However, in all SEN groups, the RBWM groups make better progress than their national counterparts.
- FSM and Disadvantaged pupils made less progress than their non-FSM/non-Disadvantaged counterparts. However, the LA rankings for disadvantaged groups were above average.
- The Progress 8 for the Asian pupils was brought down by the relatively poor results of the Pakistani subgroup. Results for the other main Asian groups (Indian, Bangladeshi and other Pakistani) were comparable to the high Progress 8 results achieved nationally.

ACHIEVEMENT BY DISADVANTAGED PUPILS

- 6.5 Data comes from SFRs. The Disadvantaged cohort is given where published (Key Stage 2 and Key Stage 4); for other Key Stages FSM eligibility is used as it is published at an LA level allowing comparisons to be made.
- 6.6 Disadvantaged pupils attract Pupil Premium (additional funding given to schools so that they can support their disadvantaged pupils and close the attainment gap between them and their peers).
- 6.7 Disadvantaged pupils comprise looked-after children, those eligible for Free School Meals (FSM) and those who had previously been eligible for Free School Meals any time in the preceding 6 years ('Ever 6 FSM' or FSM6).
- At Key Stage 2, the gap between RBWM disadvantaged pupils and other pupils is 34 percentage points, much wider than the National gap of 23 percentage points. Nationally the disadvantage gap has reduced between 2011 and 2018 before remaining at a similar level between 2018 and 2019. The gap has increased in 2022 to the highest level since 2012. It remains high in 2023 suggesting that disruption to learning during the COVID-19 pandemic has had a greater impact on disadvantaged pupils. For RBWM we are in the bottom quintile nationally meaning our disadvantaged pupils have performed well below national.
 - At Key Stage 4, RBWM disadvantaged pupils make similar progress to national. The disadvantaged gap nationally is at its highest level since 2011. This may reflect the difficult circumstances that many pupils will have experienced over the last few academic years which saw various restrictions put in place in response to the COVID-19 pandemic (e.g., periods of lockdowns and tiers) that resulted in restricted attendance to schools and periods of home learning.

FREE SCHOOL MEALS (FSM)

- 6.8 All data comes from the DfE SFRs. FSM data relates to pupils eligible for FSM at the end of the relevant Key Stage. This data does not include FSM6 (pupils entitled to Free School Meals at some point in the last 6 years). Using FSM-only data enables like-for-like gap comparisons to be made over time. The numbers of FSM pupils in RBWM are relatively small and figures for that group can fluctuate significantly from year to year because of other factors.

Table 6d - Key Stage Performance by Free School Meals

Table 6d Free School Meals - attainment gap over time																
EYFS: Good Level of Dev't																
	2018			2019			2022			2023			2017	2018	2019	2023
	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM
Cohort size RBWM	1694	82	1612	1631	100	1531	1612	110	1502	1598	167	1353				
RBWM	74	44	76	74	53	76	67	42	70	67	36	71	32	23	28	35
National	72	57	74	72	57	74	68	49	69	67	52	72	17	17	20	20
Statistical Neighbour Average	75	51	77	75	52	77	65	45	71	70	46	74	26	25	26	28
KS1: % Achieving Expected Standard in Reading																
	2018			2019			2022			2023			2017	2018	2019	2023
	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM
Cohort size RBWM	1699	114	1585	1726	123	1523	1577	1380	197	1611	217	1394				
RBWM	81	57	83	79	62	80	69	44	73	70	46	74	26	18	29	28
National	75	60	78	75	60	78	67	51	72	68	54	73	18	18	21	19
Statistical Neighbour Average	79	56	81	78	56	80	70	48	74	71	49	75	25	24	26	26
KS1: % Achieving Expected Standard in Writing																
	2018			2019			2022			2023			2017	2018	2019	2023
	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM
Cohort size RBWM	1699	114	1585	1726	123	1523	1577	1380	197	1611	217	1394				
RBWM	73	47	75	71	50	72	59	31	63	59	35	63	28	22	32	28
National	70	53	73	69	53	72	58	41	63	60	44	65	20	19	22	21
Statistical Neighbour Average	74	47	74	71	47	74	59	43	64	62	38	66	27	27	21	28
KS1: % Achieving Expected Standard in Maths																
	2018			2019			2022			2023			2017	2018	2019	2023
	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM
Cohort size RBWM	1699	114	1585	1726	123	1523	1577	1380	197	1611	217	1394				
RBWM	80	52	82	80	54	82	71	46	74	71	47	74	30	28	28	27
National	76	61	79	76	61	78	68	52	73	70	56	75	18	17	21	19
Statistical Neighbour Average	78	55	80	78	55	80	71	46	75	73	50	77	25	25	29	27
KS2: % Achieving Expected Standard in RWM																
	2018			2019			2022			2023			2017	2018	2019	2023
	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM
Cohort size RBWM	1462	96	1366	1517	85	1432	1631	204	1427	1882	258	1424				
RBWM	66	40	68	69	32	71	63	36	67	61	31	66	28	39	31	35
National	61	43	65	64	46	68	60	42	64	60	44	66	22	22	22	22
Statistical Neighbour Average	64	36	67	67	39	69	59	35	66	62	38	67	31	30	31	29
Percentage of Pupils Achieving English and Maths at L4																
	2018			2019			2022			2023			2017	2018	2019	2023
	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	All	FSM	Non FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM	Gap non FSM-FSM
Cohort size RBWM	1489	76	1413	1597	103	1494	1579	161	1418	1737	207	1530				
RBWM	51	26	52	48	25	50	55	26	59	73	47	77	26	26	25	30
National	44	22	47	43	22	47	50	28	55	65	43	72	25	25	25	29
Statistical Neighbour Average	52	22	54	51	21	53	56	25	61	71	41	76	32	32	32	35

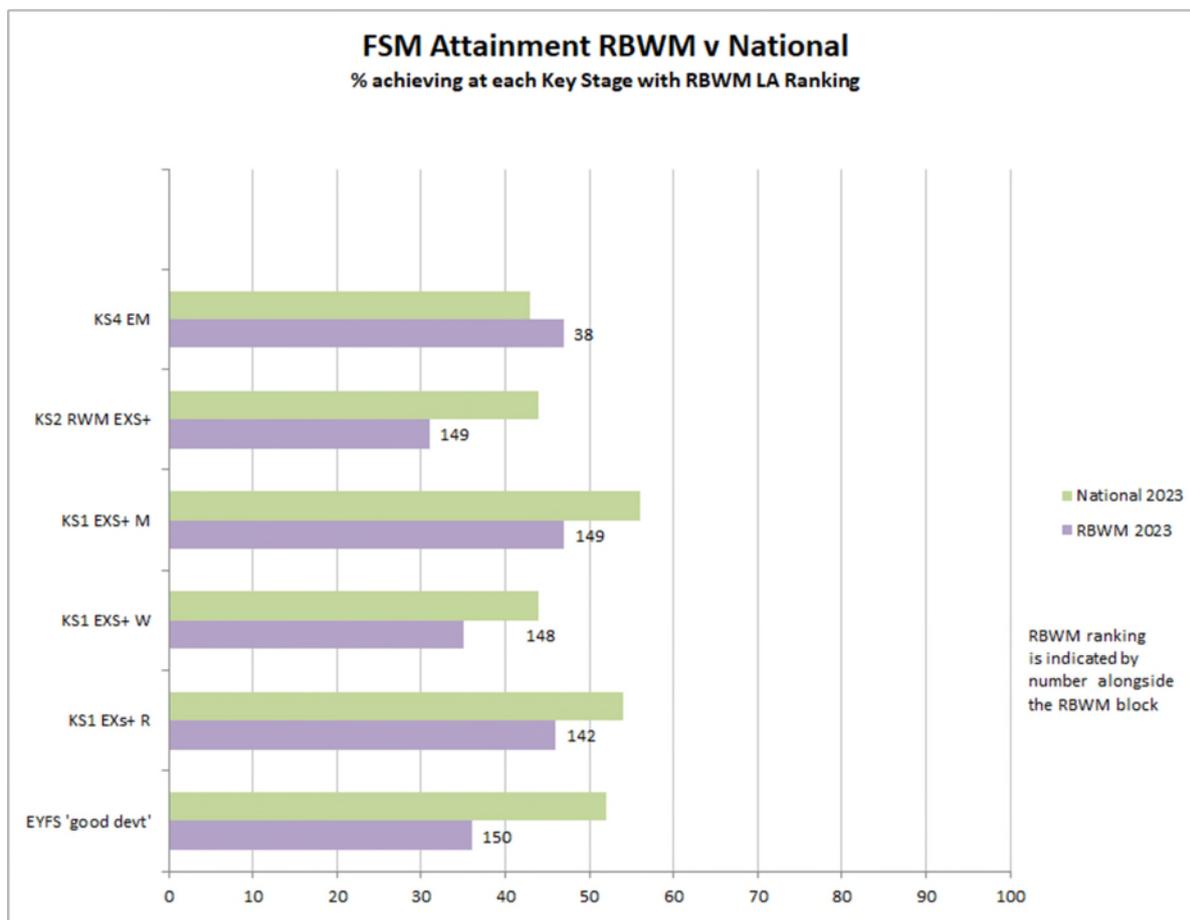
All data is FSM Eligibility (not FSM6) in line with DfE historical published SFRs

6.9 The FSM data in Table 6d shows that:

- For Foundation Stage as well KS2 and KS4, the RBWM non-FSM/FSM gaps have increased when compared to 2022. For KS1, however, the RBWM non-FSM/FSM gap has decreased when compared to 2022.
- FSM pupils underperform compared to non-FSM pupils in RBWM, Statistical Neighbours and Nationally in each year from 2017 to 2022. They have been disproportionately affected by the Covid pandemic.

- Chart 6a shows how RBWM ranks for the FSM group compared to other LAs. RBWM ranks in the bottom quintile for all primary key stages. It is in the second quintile for KS4.

Chart 6a **FSM attainment and ranking by Key Stage**



CHILDREN IN CARE (CiC) ACHIEVEMENT

6.11 While data for Children in care is published by DfE at Local Authority level (excluding Key Stage 5 results), in the case of RBWM, the data is suppressed because of the small numbers of pupils. The RBWM CiC results have therefore been obtained directly from the RBWM virtual school.

6.12 The data in columns 1 and 3 of Table 6g relates to children who have been in the care of the Royal Borough for 12 months or more and were in RBWM schools at the time of the relevant Key Stage testing. The data relates to pupils in main stream schools, with the figures in brackets including those at the Special school. Italics indicate that previous years cannot be directly compared due to change in top-line measure for that key stage or significant change in methodology.

Table 6e - Key stage Performance by Children in Care

Number of CiC pupils	KEY Stage & measures	RBWM		National	
		CiC (inc special)	All	CiC	All
	Early Years				
3	% Achieving good level of development 2018	66	74	n/a	71
1	% Achieving good level of development 2019	100	74	48	72
3	% Achieving good level of development 2022	67	67	n/a	65
	% Achieving good level of development 2023		67	n/a	67
	Key Stage 1				
2	% Achieving Expected Standard in Reading 2018	50	81	51	75
2	% Achieving Expected Standard in Reading 2019	0	79	52	75
0	% Achieving Expected Standard in Reading 2022	N/A	69	44	67
	% Achieving Expected Standard in Reading 2023		70		70
2	% Achieving Expected Standard in Writing 2018	50	73	42	70
2	% Achieving Expected Standard in Writing 2019	50	71	43	69
0	% Achieving Expected Standard in Writing 2022	N/A	59	33	58
	% Achieving Expected Standard in Writing 2023		59		59
2	% Achieving Expected Standard in Maths 2018	50	80	48	76
2	% Achieving Expected Standard in Maths 2019	50	80	50	76
0	% Achieving Expected Standard in Maths 2022	N/A	71	43	68
	% Achieving Expected Standard in Maths 2023		71		71
	Key Stage 2				
2	% Achieving Expected Standard in Reading 2018	50	81	51	76
4	% Achieving Expected Standard in Reading 2019	25	77	50	73
0	% Achieving Expected Standard in Reading 2022	N/A	80	52	75
	% Achieving Expected Standard in Reading 2023		77		73
2	% Achieving Expected Standard in Writing 2018	0	80	49	79
4	% Achieving Expected Standard in Writing 2019	25	76	51	78
0	% Achieving Expected Standard in Writing 2022	N/A	71	42	71
	% Achieving Expected Standard in Writing 2023		72		72
2	% Achieving Expected Standard in Maths 2018	0	79	47	76
4	% Achieving Expected Standard in Maths 2019	25	79	51	79
0	% Achieving Expected Standard in Maths 2022	N/A	76	44	69
	% Achieving Expected Standard in Maths 2023		73		73
	Key Stage 4				
8(10)	% Achieving EM 2018 (Grade 4+)	50(40)	74	8	59
7(13)	% Achieving EM 2019 (Grade 4+)	29(23)	72	12	60
3	% Achieving EM 2022 (Grade 4+)	67	76	11	69
	% Achieving EM 2023 (Grade 4+)		73		65

Source DfE SFRs/Performance Tables. RBWM CiC from Virtual school
National CiC data is not published for Early Years; other Key stages to be published Apr 2023

SECTION 7 - ABSENCE DATA

BACKGROUND AND SUMMARY

- 7.1 Absence data for the Borough, Statistical Neighbours and National level data is taken from the DfE SFR and is summarised in Table 7a. It is for the 2021/22 year which is the latest data set available. There was no data set for 2019/20 due to the pandemic. For 2020/21 data is given on pupil absences as well as where a pupil could not attend school due to COVID-19. This includes pupils who were ineligible to attend school during the lockdown period because attendance was restricted. This category was also used to record where pupils did not attend because they: were self-isolating because of COVID-19, were advised to shield, were quarantining after returning from abroad, or were in class bubbles advised to isolate. Schools were advised to record pupils with a confirmed case of COVID-19 as absent due to illness. The Covid absence figures are given in brackets for the year 2020/21 after the absence figure. From April 2022 schools were no longer advised to record pupils who did not attend due to COVID-19 in line with the transition to living with covid.

Table 7a - Overall and persistent absence

	Overall Absence (%)			% Persistent absentees		
	2018/9	2020/1	2021/2	2018/9	2020/1	2021/2
England Primary	3.9	3.6 (21.3)	6.3	8.3	8.8	17.7
Statistical Neighbours Primary	3.6	3.0 (17.6)	6.0	6.6	6.7	15.5
RBWM Primary	3.8	3.1 (18.3)	5.9	7.1	6.5	15.9
England Secondary	5.5	5.5 (25.0)	9.0	13.6	14.8	27.7
Statistical Neighbours Secondary	5.2	4.9 (23.7)	8.5	12.0	12.5	25.4
RBWM Secondary	5.0	4.9 (22.0)	8.3	11.0	12.6	24.3

Source DfE SFR

* Pupil enrolments missing 10 percent or more of their own possible sessions (due to authorised or unauthorised absence) are classified as persistent absentees.

OVERALL ABSENCE

- 7.2 Overall absence is measured by the % of half day sessions missed. When comparing across previous years the effect of Covid-19 needs to be considered. Nationally, the illness rate was high in the autumn and spring terms of 2021/22 with covid -19 and sessions not attending due to COVID circumstances. This explains the increase in overall absence in 2021/2.
- RBWM attendance continues to be better than national.

- RBWM Primary school attendance level has decreased in line with national, resulting in a small ranking change from equal 18th LA in 2021 to equal 26th LA in 2022.
- Secondary school attendance level decreased compared to 2020/21. RBWM attendance ranking has decreased from equal 21st LA in 2021 to equal 45th LA in 2022.

PERSISTENT ABSENCE

7.3 Pupil enrolments missing 10 percent or more of their own possible sessions (due to authorised or unauthorised absence) are classified as persistent absentees.

- RBWM figures continue to be better than national and are in line with statistical neighbours.
- Primary school persistent absence levels rank 32nd LA.
- RBWM's Secondary school persistent absence ranking is 37th LA this year.

ABSENCE DATA FOR 2022/23

7.4 The DfE have published national absence data for the autumn and spring terms of the 2022/23 academic year.

- Nationally, absence rate in the autumn and spring term combined was 7.3% for 2022/23, down from 7.4% in 2021/22 but it had been consistently around 5% pre-pandemic. The majority of the absence in previous years was due to illness but in 2021/22 it includes illness due to covid and circumstances relating to covid. In 2022/23 the illness rate was 4.1% (down from 4.7% in 2021/2) but still much higher than pre pandemic and unauthorised absence was 2% which both contributed to the absence remaining high.

SCHOOL LEVEL ABSENCE DATA

7.5 The most recently published school level absence data is for 2021/22 and is from ASP. Pupil enrolments missing 10 percent or more of their own possible sessions (due to authorised or unauthorised absence) are classified as persistent absentees. No data for 2020/21 has been published at a school level in accordance with the DfE accountability measures and the impact of the Covid pandemic.

Table 7b – Two term Absence in RBWM schools (Infant/Junior/Primary)

School name	Overall absence (%)			% Persistent absentees (10%+)		
	2017/8	2018/9	2021/2	2017/8	2018/9	2021/2
England Primary	4.2	4.0	6.3	8.7	8.2	17.7
All Saints CofE Junior School	3.7	3.8	4.8	4.9	7.6	11.2
Alwyn Infant and Nursery	2.9	3.2	6.7	2.6	7.5	19.8
Bisham CofE Primary School	4.5	3.0	6.6	9.5	5.3	22.9
Boyne Hill Infant and Nursery	3.1	3.3	6.2	2.4	6.5	19.7
Braywick Court	3.2	3.1	5.5	2.1	0.8	11.2
Burchetts Green CofE Infants'	3.7	4.3	3.0	4.8	4.0	2.6
Cheapside CofE Primary	4.0	4.5	6.1	7.3	11.2	15.4
Cookham Dean CofE Primary	4.0	3.5	4.2	9.8	6.0	6.8
Cookham Rise Primary School	3.5	2.9	5.1	3.8	2.2	8.6
Courthouse Junior School	3.3	3.4	6.1	4.4	5.5	14.4
Datchet St Mary's Primary	5.1	5.2	6.7	15.2	16.2	21.5
Furze Platt Infant School	4.2	3.6	5.3	8.6	6.0	13.0
Furze Platt Junior School	3.1	3.0	4.1	4.4	3.0	7.3
Holy Trinity Primary Cookham	3.3	3.7	5.1	2.8	3.9	10.5
Holy Trinity Sunningdale	3.5	3.5	5.9	5.8	8.2	14.7
Holyport Primary	3.3	3.6	6.2	4.7	5.9	16.7
Knowl Hill CofE Primary School	5.6	5.0	6.4	17.5	14.5	17.2
Larchfield Primary and Nursery	5.1	4.7	6.6	12.6	11.0	21.7
Lowbrook Academy	2.3	2.1	2.7	1.3	0.7	1.8
Oldfield Primary School	2.8	3.4	6.2	3.3	4.3	14.9
Riverside Primary and Nursery	5.1	6.3	6.9	8.9	16.7	24.3
St Edmund Campion	2.7	2.7	5.1	1.9	1.4	7.3
St Francis Catholic Primary	3.4	3.3	5.3	3.9	5.3	9.9
St Luke's CofE Primary School	4.4	4.0	5.6	8.1	8.7	15.6
St Mary's Catholic Primary	3.8	3.8	7.1	6.1	6.7	22.3
St Michael's Sunninghill	3.1	3.1	7.0	3.3	4.8	16.9
South Ascot Village Primary	5.1	4.0	8.4	6.5	7.8	32.3
Waltham St Lawrence Primary	4.4	4.3	4.0	9.2	10.6	6.3
Wessex Primary School	4.7	4.1	6.6	10.8	8.9	20.2
White Waltham CofE Academy	3.1	2.6	5.5	4.8	3.8	8.1
Woodlands Park Primary	5.8	6.3	7.7	17.4	15.8	21.1
Wraysbury Primary School	4.7	4.7	8.4	10.9	10.3	29.6

Source : ASP

Table 7c - Absence in RBWM schools (First)

School name	Overall absence (%)			% Persistent absentees (10%+)		
	2017/8	2018/19	2021/2	2017/8	2018/9	2021/2
England Primary	4.2	4.0	6.3	8.7	8.2	17.7
Alexander First School	3.7	3.9	7.8	10.0	8.9	29
Braywood CofE First School	2.5	3.5	7.0	2.5	5.0	22.3
Clewer Green CofE First	4.1	4.3	6.8	5.5	7.1	16.0
Dedworth Green First School	5.2	5.4	6.6	15.9	14.3	17.1
Eton Porny CofE First School	4.5	4.2	5.7	13.5	8.1	15.1
Eton Wick CofE First School	4.2	3.9	5.2	5.4	6.8	11.6
Hilltop First School	4.1	4.1	6.8	9.3	8.9	19.2
Homer First School	3.9	3.6	7.5	6.8	6.7	22.3
King's Court First School	3.9	3.8	6.9	7.9	9.6	26.6
Oakfield First School	3.1	3.2	5.4	5.0	6.3	17.3
The Queen Anne Royal Free	4.0	3.6	6.8	8.9	5.1	18.1
The Royal First School	4.5	5.0	6.8	2.5	9.4	17.7
St Edward's Catholic First	3.1	2.7	4.7	4.1	1.7	12.2
Trinity St Stephen First	3.3	3.5	4.3	3.3	5.0	8.9

Source : ASP

Table 7d - Absence in RBWM schools (Middle)

School name	Overall absence (%)			% Persistent absentees (10%+)		
	2017/8	2018/9	2021/2	2017/8	2018/9	2021/2
England Secondary	5.5	5.5	9.0	13.9	13.7	27.7
Dedworth Middle	4.2	4.5	8.6	7.3	9.6	28.4
St Edward's Royal Middle	3.4	3.4	5.6	5.5	4.3	11.3
St Peter's Middle	4.9	3.9	8.6	8.8	5.6	28.0
Trevelyan Middle	5.3	4.8	8.2	12.9	11.2	25.5

Source : ASP

Table 7e - Absence in RBWM schools (Secondary/Upper)

School name	Overall absence (%)			% Persistent absentees (10%+)		
	2017/8	2018/9	2021/2	2017/8	2018/9	2021/2
England Secondary	5.5	5.5	9.0	13.9	13.7	27.7
Altwood Secondary School	7.2	7.3	8.6	17.4	21.5	26.4
Charters Secondary School	5.3	5.6	9.3	12.2	13.0	25.9
Churchmead Secondary	5.8	5.3	8.7	14.3	13.6	23.6
Cox Green Secondary School	5.3	5.0	8.5	13.8	12.6	27.8
Desborough College	4.5	4.6	6.0	9.3	11.6	16.0
Furze Platt Secondary School	4.3	4.8	8.4	7.5	9.2	24.8
Holyport College Secondary	5.9	5.8	7.9	12.0	13.7	25.1
Newlands Secondary School	4.2	4.1	7.2	7.0	6.0	18.7
The Windsor Boys	5.9	5.5	9.3	14.9	13.1	28.2
Windsor Girls	6.1	5.9	10.8	13.9	12.0	31.9

Source : ASP

SECTION 7 - ABSENCE DATA

BACKGROUND AND SUMMARY

- 7.1 Absence data for the Borough, Statistical Neighbours and National level data is taken from the DfE SFR and is summarised in Table 7a. It is for the 2021/22 year which is the latest data set available. There was no data set for 2019/20 due to the pandemic. For 2020/21 data is given on pupil absences as well as where a pupil could not attend school due to COVID-19. This includes pupils who were ineligible to attend school during the lockdown period because attendance was restricted. This category was also used to record where pupils did not attend because they: were self-isolating because of COVID-19, were advised to shield, were quarantining after returning from abroad, or were in class bubbles advised to isolate. Schools were advised to record pupils with a confirmed case of COVID-19 as absent due to illness. The Covid absence figures are given in brackets for the year 2020/21 after the absence figure. From April 2022 schools were no longer advised to record pupils who did not attend due to COVID-19 in line with the transition to living with covid.

Table 7a - Overall and persistent absence

	Overall Absence (%)			% Persistent absentees		
	2018/9	2020/1	2021/2	2018/9	2020/1	2021/2
England Primary	3.9	3.6 (21.3)	6.3	8.3	8.8	17.7
Statistical Neighbours Primary	3.6	3.0 (17.6)	6.0	6.6	6.7	15.5
RBWM Primary	3.8	3.1 (18.3)	5.9	7.1	6.5	15.9
England Secondary	5.5	5.5 (25.0)	9.0	13.6	14.8	27.7
Statistical Neighbours Secondary	5.2	4.9 (23.7)	8.5	12.0	12.5	25.4
RBWM Secondary	5.0	4.9 (22.0)	8.3	11.0	12.6	24.3

Source DfE SFR

* Pupil enrolments missing 10 percent or more of their own possible sessions (due to authorised or unauthorised absence) are classified as persistent absentees.

OVERALL ABSENCE

- 7.2 Overall absence is measured by the % of half day sessions missed. When comparing across previous years the effect of Covid-19 needs to be considered. Nationally, the illness rate was high in the autumn and spring terms of 2021/22 with covid -19 and sessions not attending due to COVID circumstances. This explains the increase in overall absence in 2021/2.
- RBWM attendance continues to be better than national.

- RBWM Primary school attendance level has decreased in line with national, resulting in a small ranking change from equal 18th LA in 2021 to equal 26th LA in 2022.
- Secondary school attendance level decreased compared to 2020/21. RBWM attendance ranking has decreased from equal 21st LA in 2021 to equal 45th LA in 2022.

PERSISTENT ABSENCE

7.3 Pupil enrolments missing 10 percent or more of their own possible sessions (due to authorised or unauthorised absence) are classified as persistent absentees.

- RBWM figures continue to be better than national and are in line with statistical neighbours.
- Primary school persistent absence levels rank 32nd LA.
- RBWM's Secondary school persistent absence ranking is 37th LA this year.

ABSENCE DATA FOR 2022/23

7.4 The DfE have published national absence data for the autumn and spring terms of the 2022/23 academic year.

- Nationally, absence rate in the autumn and spring term combined was 7.3% for 2022/23, down from 7.4% in 2021/22 but it had been consistently around 5% pre-pandemic. The majority of the absence in previous years was due to illness but in 2021/22 it includes illness due to covid and circumstances relating to covid. In 2022/23 the illness rate was 4.1% (down from 4.7% in 2021/2) but still much higher than pre pandemic and unauthorised absence was 2% which both contributed to the absence remaining high.

SCHOOL LEVEL ABSENCE DATA

7.5 The most recently published school level absence data is for 2021/22 and is from ASP. Pupil enrolments missing 10 percent or more of their own possible sessions (due to authorised or unauthorised absence) are classified as persistent absentees. No data for 2020/21 has been published at a school level in accordance with the DfE accountability measures and the impact of the Covid pandemic.

Table 7b – Two term Absence in RBWM schools (Infant/Junior/Primary)

School name	Overall absence (%)			% Persistent absentees (10%+)		
	2017/8	2018/9	2021/2	2017/8	2018/9	2021/2
England Primary	4.2	4.0	6.3	8.7	8.2	17.7
All Saints CofE Junior School	3.7	3.8	4.8	4.9	7.6	11.2
Alwyn Infant and Nursery	2.9	3.2	6.7	2.6	7.5	19.8
Bisham CofE Primary School	4.5	3.0	6.6	9.5	5.3	22.9
Boyne Hill Infant and Nursery	3.1	3.3	6.2	2.4	6.5	19.7
Braywick Court	3.2	3.1	5.5	2.1	0.8	11.2
Burchetts Green CofE Infants'	3.7	4.3	3.0	4.8	4.0	2.6
Cheapside CofE Primary	4.0	4.5	6.1	7.3	11.2	15.4
Cookham Dean CofE Primary	4.0	3.5	4.2	9.8	6.0	6.8
Cookham Rise Primary School	3.5	2.9	5.1	3.8	2.2	8.6
Courthouse Junior School	3.3	3.4	6.1	4.4	5.5	14.4
Datchet St Mary's Primary	5.1	5.2	6.7	15.2	16.2	21.5
Furze Platt Infant School	4.2	3.6	5.3	8.6	6.0	13.0
Furze Platt Junior School	3.1	3.0	4.1	4.4	3.0	7.3
Holy Trinity Primary Cookham	3.3	3.7	5.1	2.8	3.9	10.5
Holy Trinity Sunningdale	3.5	3.5	5.9	5.8	8.2	14.7
Holyport Primary	3.3	3.6	6.2	4.7	5.9	16.7
Knowl Hill CofE Primary School	5.6	5.0	6.4	17.5	14.5	17.2
Larchfield Primary and Nursery	5.1	4.7	6.6	12.6	11.0	21.7
Lowbrook Academy	2.3	2.1	2.7	1.3	0.7	1.8
Oldfield Primary School	2.8	3.4	6.2	3.3	4.3	14.9
Riverside Primary and Nursery	5.1	6.3	6.9	8.9	16.7	24.3
St Edmund Campion	2.7	2.7	5.1	1.9	1.4	7.3
St Francis Catholic Primary	3.4	3.3	5.3	3.9	5.3	9.9
St Luke's CofE Primary School	4.4	4.0	5.6	8.1	8.7	15.6
St Mary's Catholic Primary	3.8	3.8	7.1	6.1	6.7	22.3
St Michael's Sunninghill	3.1	3.1	7.0	3.3	4.8	16.9
South Ascot Village Primary	5.1	4.0	8.4	6.5	7.8	32.3
Waltham St Lawrence Primary	4.4	4.3	4.0	9.2	10.6	6.3
Wessex Primary School	4.7	4.1	6.6	10.8	8.9	20.2
White Waltham CofE Academy	3.1	2.6	5.5	4.8	3.8	8.1
Woodlands Park Primary	5.8	6.3	7.7	17.4	15.8	21.1
Wraysbury Primary School	4.7	4.7	8.4	10.9	10.3	29.6

Source : ASP

Table 7c - Absence in RBWM schools (First)

School name	Overall absence (%)			% Persistent absentees (10%+)		
	2017/8	2018/19	2021/2	2017/8	2018/9	2021/2
England Primary	4.2	4.0	6.3	8.7	8.2	17.7
Alexander First School	3.7	3.9	7.8	10.0	8.9	29
Braywood CofE First School	2.5	3.5	7.0	2.5	5.0	22.3
Clewer Green CofE First	4.1	4.3	6.8	5.5	7.1	16.0
Dedworth Green First School	5.2	5.4	6.6	15.9	14.3	17.1
Eton Porny CofE First School	4.5	4.2	5.7	13.5	8.1	15.1
Eton Wick CofE First School	4.2	3.9	5.2	5.4	6.8	11.6
Hilltop First School	4.1	4.1	6.8	9.3	8.9	19.2
Homer First School	3.9	3.6	7.5	6.8	6.7	22.3
King's Court First School	3.9	3.8	6.9	7.9	9.6	26.6
Oakfield First School	3.1	3.2	5.4	5.0	6.3	17.3
The Queen Anne Royal Free	4.0	3.6	6.8	8.9	5.1	18.1
The Royal First School	4.5	5.0	6.8	2.5	9.4	17.7
St Edward's Catholic First	3.1	2.7	4.7	4.1	1.7	12.2
Trinity St Stephen First	3.3	3.5	4.3	3.3	5.0	8.9

Source : ASP

Table 7d - Absence in RBWM schools (Middle)

School name	Overall absence (%)			% Persistent absentees (10%+)		
	2017/8	2018/9	2021/2	2017/8	2018/9	2021/2
England Secondary	5.5	5.5	9.0	13.9	13.7	27.7
Dedworth Middle	4.2	4.5	8.6	7.3	9.6	28.4
St Edward's Royal Middle	3.4	3.4	5.6	5.5	4.3	11.3
St Peter's Middle	4.9	3.9	8.6	8.8	5.6	28.0
Trevelyan Middle	5.3	4.8	8.2	12.9	11.2	25.5

Source : ASP

Table 7e - Absence in RBWM schools (Secondary/Upper)

School name	Overall absence (%)			% Persistent absentees (10%+)		
	2017/8	2018/9	2021/2	2017/8	2018/9	2021/2
England Secondary	5.5	5.5	9.0	13.9	13.7	27.7
Altwood Secondary School	7.2	7.3	8.6	17.4	21.5	26.4
Charters Secondary School	5.3	5.6	9.3	12.2	13.0	25.9
Churchmead Secondary	5.8	5.3	8.7	14.3	13.6	23.6
Cox Green Secondary School	5.3	5.0	8.5	13.8	12.6	27.8
Desborough College	4.5	4.6	6.0	9.3	11.6	16.0
Furze Platt Secondary School	4.3	4.8	8.4	7.5	9.2	24.8
Holyport College Secondary	5.9	5.8	7.9	12.0	13.7	25.1
Newlands Secondary School	4.2	4.1	7.2	7.0	6.0	18.7
The Windsor Boys	5.9	5.5	9.3	14.9	13.1	28.2
Windsor Girls	6.1	5.9	10.8	13.9	12.0	31.9

Source : ASP

SECTION 8 - EXCLUSIONS DATA

BACKGROUND

8.1 National comparisons relate to 2021/22 academic year and come from the DfE SFR. National data for 2022/23 is expected to be published in July 2024.

PERMANENT EXCLUSIONS

8.2 The table gives RBWM exclusions over the last five years.

Table 8a - Permanent Exclusions

	RBWM Permanent Exclusions				
	2017/8	2018/9	2019/20	2020/21	2021/22
Number of pupils#	21	31	20	20	25
% of Total pupils	0.09%	0.14%	0.09%	0.09%	0.11%

Source: RBWM Inclusion service

- The 2019/20 and 2020/21 academic years were affected by the COVID-19 pandemic. Schools were open to all pupils in the Autumn 2019, however during the Spring term schools were only open to key worker and vulnerable children from January for the first half term, before all pupils returned during the second half term. During this period online tuition was provided for pupils. Schools were then open to all pupils during the summer term. For 2020/21 while suspensions and permanent exclusions were possible throughout the academic year, covid restrictions will have had an impact on the numbers presented and caution should be taken when comparing across years.
- The number of permanent exclusions in RBWM increased to 25 in 2021/22.
- The national exclusion rate in 2021/22 (the latest year for which data is available) was 0.08% (i.e., on average 8 students in every 10,000 were permanently excluded) up from 0.05% in 2019/20.
- In 2021/22 all RBWM permanent exclusions except one were in the Secondary phase.

A breakdown of Permanent Exclusions by school and reason code since is shown in Table 8b. Permanent Exclusions in independent schools and OOB schools are shown in italics and are included in the totals. These totals include appeal amendments.

Table 8b - Permanent Exclusions by reason code (from school census)

Academic Year 2017/2018		
School	No. of Permanent Exclusions	Reason
Altwood	2	2 PDB
Charters	1	PDB
Churchmead	1	PAC
Cox Green	4	2x Drugs, 1x PDB, 1xPAC
Desborough	4	1x Drugs, 2x Damage to property, 1x Weapon
Furze Platt Senior	2	1x PAC, 1x PDB
Holyport College	1	Drugs
Newlands Girls School	1	Repeated setting off fire alarm
The Royal Grammar	1	Drugs
Trevelyan Middle School	2	Drugs
Windsor Boys' School	1	PAC
Furze Platt Junior	1	PDB
Total	21	
Academic Year 2018/2019		
School	No. of Permanent Exclusions	Reason
Altwood	0	-
Desborough	3	1 assault on a child, 1 DR, 1 WR - taking a knife to school
Churchmead	0	-
Cox Green School	8	5 PDB, 2 DR, 1 WR (knife into school)
Windsor Girls	0	-
Charters	1	VA on an adult
Holyport College	2	1 PDB, 1 PAA
Furze Platt Senior School	8	4 x DR, 1 PAC, 3 PDB
Furze Platt Junior school	1	PDB
Furze Platt Infant School	1	PDB
Riverside primary School	1	PAC
Wessex Primary School	2	1 PDB, 1 PAC
Windsor Boys School	3	2 x DR (cocaine), 1 PAC
The Royal First School	1	PDB
Total	31	
Academic Year 2019/20		
School	No. of Permanent Exclusions	Reason
Bisham	1	PA
Charters	2	PA,OT
Courthouse	1	PA
Cox Green	4	OT
Desborough	2	OT
Furze Platt Senior	5	PDB,VA
Holyport College	4	DA,PDB,BUx2
Larchfield	1	PA
Total	20	

Academic Year 2020/21		
School	No. of Permanent Exclusions	Reason
Altwood	2	PPx1, PAACx1
Charters	4	DB, PPx3
Couthouse	1	PPx1
Cox Green	1	PDBx1
Desborough	4	DAX2, MT, SM
Furze Platt Senior	5	PDBx2, PAA&Cx2, PPx2
The Windsor Boys' school	2	PPx2
<i>West Twyford Primary</i>	1	PAA&C
Total	20	
Academic Year 2021/22		
School	No. of Permanent Exclusions	Reason
<i>Alec Reed Academy, Ealing</i>	1	PDB
Alexander First	1	PA
Altwood	3	PDB X3
Charters	1	PDB
Churchmead	1	DA
Cox Green	3	SM, DA & PDB
Dedworth Middle	1	PP
Desborough	1	VA
FPSS	8	PP x3, PDB x3, DA
Holyport College	1	SM
Riverside	1	PP
The Windsor Boys'	3	SM x2, PDB X1
Wessex Primary	1	PA
Total	25	

Key:

PDB, DB – Persistent Disruptive Behaviour

VA – Verbal Assault

PA – Physical Assault

PP- Physical Assault against pupil

PAC – Physical Assault on child

H & S – Health and Safety

PA A&C – Physical Assault on Adult and Child

WR – Carrying knife.

MT Inappropriate use of social media or online technology

DA – Drug and Alcohol

SM – Sexual misconduct

SUSPENSIONS (FTES)

8.3 Suspensions were previously known as 'fixed term exclusions'. The most recent suspension data from the school census is shown in Table 8c for 2021/22. As expected, due to school closures during covid years suspensions have increased in number, largely driven by increases in suspensions in secondary schools and to a lesser extent in primary schools.

8.4 Table 8c Suspensions

Suspensions 21/22		
RBWM	Primary	Secondary
Total number of Fixed Term Exclusions	144	941
Number of Pupils who received FTE's	75	479
Suspension Rate	1.37	8.16
National Suspension Rate	1.42	13.96

8.5 The suspension rate in RBWM was 5 (4.86 suspensions per 10,000 pupils compared to 6.91 nationally).

SECTION 8 - EXCLUSIONS DATA

BACKGROUND

8.1 National comparisons relate to 2021/22 academic year and come from the DfE SFR. National data for 2022/23 is expected to be published in July 2024.

PERMANENT EXCLUSIONS

8.2 The table gives RBWM exclusions over the last five years.

Table 8a - Permanent Exclusions

	RBWM Permanent Exclusions				
	2017/8	2018/9	2019/20	2020/21	2021/22
Number of pupils#	21	31	20	20	25
% of Total pupils	0.09%	0.14%	0.09%	0.09%	0.11%

Source: RBWM Inclusion service

- The 2019/20 and 2020/21 academic years were affected by the COVID-19 pandemic. Schools were open to all pupils in the Autumn 2019, however during the Spring term schools were only open to key worker and vulnerable children from January for the first half term, before all pupils returned during the second half term. During this period online tuition was provided for pupils. Schools were then open to all pupils during the summer term. For 2020/21 while suspensions and permanent exclusions were possible throughout the academic year, covid restrictions will have had an impact on the numbers presented and caution should be taken when comparing across years.
- The number of permanent exclusions in RBWM increased to 25 in 2021/22.
- The national exclusion rate in 2021/22 (the latest year for which data is available) was 0.08% (i.e., on average 8 students in every 10,000 were permanently excluded) up from 0.05% in 2019/20.
- In 2021/22 all RBWM permanent exclusions except one were in the Secondary phase.

A breakdown of Permanent Exclusions by school and reason code since is shown in Table 8b. Permanent Exclusions in independent schools and OOB schools are shown in italics and are included in the totals. These totals include appeal amendments.

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Churchmead	1	PAC
Cox Green	4	2x Drugs, 1x PDB, 1xPAC
Desborough	4	1x Drugs, 2x Damage to property, 1x Weapon
Furze Platt Senior	2	1x PAC, 1x PDB
Holyport College	1	Drugs
Newlands Girls School	1	Repeated setting off fire alarm
The Royal Grammar	1	Drugs
Trevelyan Middle School	2	Drugs
Windsor Boys' School	1	PAC
Furze Platt Junior	1	PDB
Total	21	
Academic Year 2018/2019		
School	No. of Permanent Exclusions	Reason
Altwood	0	-
Desborough	3	1 assault on a child, 1 DR, 1 WR - taking a knife to school
Churchmead	0	-
Cox Green School	8	5 PDB, 2 DR, 1 WR (knife into school)
Windsor Girls	0	-
Charters	1	VA on an adult
Holyport College	2	1 PDB, 1 PAA
Furze Platt Senior School	8	4 x DR, 1 PAC, 3 PDB
Furze Platt Junior school	1	PDB
Furze Platt Infant School	1	PDB
Riverside primary School	1	PAC
Wessex Primary School	2	1 PDB, 1 PAC
Windsor Boys School	3	2 x DR (cocaine), 1 PAC
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School	No. of Permanent Exclusions	Reason
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Charters	2	PA,OT
Courthouse	1	PA
Cox Green	4	OT
Desborough	2	OT
Furze Platt Senior	5	PDB,VA
Holyport College	4	DA,PDB,BUx2
Larchfield	1	PA
Total	20	

Academic Year 2020/21		
School	No. of Permanent Exclusions	Reason
Altwood	2	PPx1, PAACx1
Charters	4	DB, PPx3
Couthouse	1	PPx1
Cox Green	1	PDBx1
Desborough	4	DAX2, MT, SM
Furze Platt Senior	5	PDBx2, PAA&Cx2, PPx2
The Windsor Boys' school	2	PPx2
<i>West Twyford Primary</i>	1	PAA&C
Total	20	
Academic Year 2021/22		
School	No. of Permanent Exclusions	Reason
<i>Alec Reed Academy, Ealing</i>	1	PDB
Alexander First	1	PA
Altwood	3	PDB X3
Charters	1	PDB
Churchmead	1	DA
Cox Green	3	SM, DA & PDB
Dedworth Middle	1	PP
Desborough	1	VA
FPSS	8	PP x3, PDB x3, DA
Holyport College	1	SM
Riverside	1	PP
The Windsor Boys'	3	SM x2, PDB X1
Wessex Primary	1	PA
Total	25	

Key:

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VA – Verbal Assault

PA – Physical Assault

PP- Physical Assault against pupil

PAC – Physical Assault on child

H & S – Health and Safety

PA A&C – Physical Assault on Adult and Child

WR – Carrying knife.

MT Inappropriate use of social media or online technology

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SM – Sexual misconduct

SUSPENSIONS (FTES)

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Suspension Rate	1.37	8.16
National Suspension Rate	1.42	13.96

8.5 The suspension rate in RBWM was 5 (4.86 suspensions per 10,000 pupils compared to 6.91 nationally).

SECTION 9 - PUPIL DESTINATIONS

KEY STAGE 4 AND KEY STAGE 5 PUPIL DESTINATIONS 2020/21

The pupil destinations for 2021/22 are taken from the Department of Education Statistical First Release.

DESTINATIONS IN THE YEAR AFTER KEY STAGE 4

9.1 Education and employment

The proportion of RBWM students (94%) that went on to, or remained in, education or employment was similar to national (94%) and South East. (94%)

9.2 Types of institutions

The proportion of RBWM pupils in school sixth forms (55%) continues to be well above national and South East (37% and 38%).

9.3 Disadvantaged Pupils

The proportion of disadvantaged students at KS4 in sustained education or employment in RBWM was 88%, similar to South East and national (87% and 88%).

Table 9a - Destinations in the year after Key Stage 4

	No. of students	Overall Education or Employ't /Training Destinat'n	% in FE College	% in School 6 th form	% in 6 th form College	Destinat'n not sustained	Activity not captured in data
England	576305	94%	35%	37%	13%	3%	1%
SE	90799	94%	30%	38%	17%	5%	1%
RBWM	1595	94%	24%	55%	8%	3%	3%
England disadv	152219	88%	43%	24%	10%	11%	2%
SE disadv	17790	87%	44%	23%	10%	12%	2%
RBWM disadv	235	87%	35%	32%	4%	9%	4%
England non-disadv	424086	96%	32%	42%	14%	3%	1%
SE non-disadv	73010	96%	28%	42%	19%	3%	1%
RBWM non-disadv	1360	95%	22%	59%	8%	2%	3%

Source DfE SFR

Table 9b - Destinations in the year after Key Stage 4 – School level data

	No. of students	Overall Education or Employ't /Training Destination	% in Education	% in apprenticeships	% in employment	Destinat'n not sustained	Activity not captured in data
Altwood	53	92%	92%	0%	0%	8%	0%
Charters	240	95%	91%	2%	2%	3%	3%
Churchmead	53	91%	81%	4%	6%	6%	2%
Cox Green	183	98%	89%	4%	5%	2%	1%
Desborough	153	97%	92%	3%	2%	0%	3%
Furze Platt	202	94%	88%	1%	4%	4%	2%
Holyport College	87	82%	79%	0%	2%	9%	9%
Newlands	191	95%	94%	1%	0%	0%	4%
The Windsor Boys	218	91%	85%	3%	3%	6%	4%
Windsor Girls	178	96%	89%	4%	2%	2%	3%

Source DfE Performance Tables

DESTINATIONS IN THE YEAR AFTER TAKING A LEVEL/ LEVEL 3 QUALIFICATIONS

9.4 Education and employment

The proportion of students from RBWM (school sixth forms) recorded in sustained education and/or employment in the year after A levels is 91% two percentage points above South East and national. Nationally and locally the sustained destination rate has increased in 2021/22 following a decline the previous year, higher proportions of students went into apprenticeships and employment in 2021/22. The increase is mainly due to a change in the underlying cohort as well as the impacts of the coronavirus pandemic.

9.5 Selective institutions

RBWM has a far higher proportion of pupils in school sixth forms than nationally. National data shows that students at colleges are much less likely to go to selective institutions. The combined figure for schools and colleges shows RBWM has higher percentages than national going to selective institutions.

9.6 Disadvantaged Pupils

The proportion of KS5 students in RBWM schools and colleges who were disadvantaged and were in sustained education or employment/training is 74% just above the national figure.

Table 9c - Destinations in the year after Key Stage 5

	Number of students	Overall Education or Employment /Training Destination	% UK HEducation Institution	Activity not Captured in Data
England schools	219584	89%	59%	4%
South East schools	39394	89%	56%	4%
RBWM schools	933	91%	63%	3%
England colleges	216816	76%	28%	6%
South East colleges	35055	77%	25%	6%
RBWM colleges	516	76%	16%	7%
England schools & colleges	436400	83%	44%	5%
South East schools & colleges	74449	83%	41%	5%
RBWM schools & colleges	1449	87%	46%	4%
England schools & colleges disad	91684	73%	36%	5%
South East schools & colleges disad	10850	71%	26%	6%
RBWM schools & Colleges disad	160	74%	36%	6%
England schools & colleges non disadv	344716	85%	46%	5%
South East schools & coll non disadv	63600	85%	44%	5%
RBWM schools & coll non disadv	1290	87%	48%	4%

Source DfE SFR

Table 9d - Destinations in the year after Key Stage 5 – School level data

School Name	Number of students	Overall Education or Employment /Training Destination	% UK Education Institution	% in employment
Altwood	73	95%	64%	19%
Charters	181	94%	76%	13%
Cox Green	62	95%	66%	15%
Desborough	31	100%	77%	16%
Furze Platt	137	91%	66%	23%
Holyport College	62	92%	71%	16%
Newlands	85	95%	84%	8%
Windsor Boys	113	91%	70%	16%
Windsor Girls	88	91%	65%	23%
Windsor Forest College	979	78%	24%	57%

9.7 Destinations in the year after Key Stage 5 – School level data

This data relates to students who completed their studies in the 2019/20 academic year. The 2020/21 data will be published by the DfE in February 2023

BACKGROUND AND TECHNICAL NOTES

All data from DfE Statistical Release on Destination Measures, published October 2023.

The Key Stage 4 Measure is based on activity at academic age 16 (i.e., the year after the young person took their GCSEs)

The Key Stage 5 Measure is based on activity in the year after the young person took their A Level or other qualifications.

The data relates to young people completing KS4 or KS5 in 2020/21 and identifies their destinations in 2021/22. There is therefore a time-lag before DfE publish this data. To be included in the measure, young people have to show sustained participation in an education or employment destination in all of the first two terms of the year after they completed KS4 or took A level or other qualifications. The first two terms are defined as October to March.

Numbers relate to mainstream and special state-funded schools for KS4 and mainstream schools and colleges for KS5.

In all tables, DfE have applied the following:

- “x” means the data has been suppressed as the school or college has fewer than 6 students in the cohort, or small numbers, 1’s and 2’s in the reporting lines. Results are not shown because of the risk of an individual student being identified.
- All totals have been rounded to the nearest 10.
- Zeros are shown as zeros.
- All remaining breakdowns have been rounded to the nearest 5. This includes cohort numbers.
- Suppression of small numbers is reflected in the associated percentages.

SECTION 9 - PUPIL DESTINATIONS

KEY STAGE 4 AND KEY STAGE 5 PUPIL DESTINATIONS 2020/21

The pupil destinations for 2021/22 are taken from the Department of Education Statistical First Release.

DESTINATIONS IN THE YEAR AFTER KEY STAGE 4

9.1 Education and employment

The proportion of RBWM students (94%) that went on to, or remained in, education or employment was similar to national (94%) and South East. (94%)

9.2 Types of institutions

The proportion of RBWM pupils in school sixth forms (55%) continues to be well above national and South East (37% and 38%).

9.3 Disadvantaged Pupils

The proportion of disadvantaged students at KS4 in sustained education or employment in RBWM was 88%, similar to South East and national (87% and 88%).

Table 9a - Destinations in the year after Key Stage 4

	No. of students	Overall Education or Employ't /Training Destinat'n	% in FE College	% in School 6 th form	% in 6 th form College	Destinat'n not sustained	Activity not captured in data
England	576305	94%	35%	37%	13%	3%	1%
SE	90799	94%	30%	38%	17%	5%	1%
RBWM	1595	94%	24%	55%	8%	3%	3%
England disadv	152219	88%	43%	24%	10%	11%	2%
SE disadv	17790	87%	44%	23%	10%	12%	2%
RBWM disadv	235	87%	35%	32%	4%	9%	4%
England non-disadv	424086	96%	32%	42%	14%	3%	1%
SE non-disadv	73010	96%	28%	42%	19%	3%	1%
RBWM non-disadv	1360	95%	22%	59%	8%	2%	3%

Source DfE SFR

Table 9b - Destinations in the year after Key Stage 4 – School level data

	No. of students	Overall Education or Employ't /Training Destination	% in Education	% in apprenticeships	% in employment	Destinat'n not sustained	Activity not captured in data
Altwood	53	92%	92%	0%	0%	8%	0%
Charters	240	95%	91%	2%	2%	3%	3%
Churchmead	53	91%	81%	4%	6%	6%	2%
Cox Green	183	98%	89%	4%	5%	2%	1%
Desborough	153	97%	92%	3%	2%	0%	3%
Furze Platt	202	94%	88%	1%	4%	4%	2%
Holyport College	87	82%	79%	0%	2%	9%	9%
Newlands	191	95%	94%	1%	0%	0%	4%
The Windsor Boys	218	91%	85%	3%	3%	6%	4%
Windsor Girls	178	96%	89%	4%	2%	2%	3%

Source DfE Performance Tables

DESTINATIONS IN THE YEAR AFTER TAKING A LEVEL/ LEVEL 3 QUALIFICATIONS

9.4 Education and employment

The proportion of students from RBWM (school sixth forms) recorded in sustained education and/or employment in the year after A levels is 91% two percentage points above South East and national. Nationally and locally the sustained destination rate has increased in 2021/22 following a decline the previous year, higher proportions of students went into apprenticeships and employment in 2021/22. The increase is mainly due to a change in the underlying cohort as well as the impacts of the coronavirus pandemic.

9.5 Selective institutions

RBWM has a far higher proportion of pupils in school sixth forms than nationally. National data shows that students at colleges are much less likely to go to selective institutions. The combined figure for schools and colleges shows RBWM has higher percentages than national going to selective institutions.

9.6 Disadvantaged Pupils

The proportion of KS5 students in RBWM schools and colleges who were disadvantaged and were in sustained education or employment/training is 74% just above the national figure.

Table 9c - Destinations in the year after Key Stage 5

	Number of students	Overall Education or Employment /Training Destination	% UK HEducation Institution	Activity not Captured in Data
England schools	219584	89%	59%	4%
South East schools	39394	89%	56%	4%
RBWM schools	933	91%	63%	3%
England colleges	216816	76%	28%	6%
South East colleges	35055	77%	25%	6%
RBWM colleges	516	76%	16%	7%
England schools & colleges	436400	83%	44%	5%
South East schools & colleges	74449	83%	41%	5%
RBWM schools & colleges	1449	87%	46%	4%
England schools & colleges disad	91684	73%	36%	5%
South East schools & colleges disad	10850	71%	26%	6%
RBWM schools & Colleges disad	160	74%	36%	6%
England schools & colleges non disadv	344716	85%	46%	5%
South East schools & coll non disadv	63600	85%	44%	5%
RBWM schools & coll non disadv	1290	87%	48%	4%

Source DfE SFR

Table 9d - Destinations in the year after Key Stage 5 – School level data

School Name	Number of students	Overall Education or Employment /Training Destination	% UK Education Institution	% in employment
Altwood	73	95%	64%	19%
Charters	181	94%	76%	13%
Cox Green	62	95%	66%	15%
Desborough	31	100%	77%	16%
Furze Platt	137	91%	66%	23%
Holyport College	62	92%	71%	16%
Newlands	85	95%	84%	8%
Windsor Boys	113	91%	70%	16%
Windsor Girls	88	91%	65%	23%
Windsor Forest College	979	78%	24%	57%

9.7 Destinations in the year after Key Stage 5 – School level data

This data relates to students who completed their studies in the 2019/20 academic year. The 2020/21 data will be published by the DfE in February 2023

BACKGROUND AND TECHNICAL NOTES

All data from DfE Statistical Release on Destination Measures, published October 2023.

The Key Stage 4 Measure is based on activity at academic age 16 (i.e., the year after the young person took their GCSEs)

The Key Stage 5 Measure is based on activity in the year after the young person took their A Level or other qualifications.

The data relates to young people completing KS4 or KS5 in 2020/21 and identifies their destinations in 2021/22. There is therefore a time-lag before DfE publish this data. To be included in the measure, young people have to show sustained participation in an education or employment destination in all of the first two terms of the year after they completed KS4 or took A level or other qualifications. The first two terms are defined as October to March.

Numbers relate to mainstream and special state-funded schools for KS4 and mainstream schools and colleges for KS5.

In all tables, DfE have applied the following:

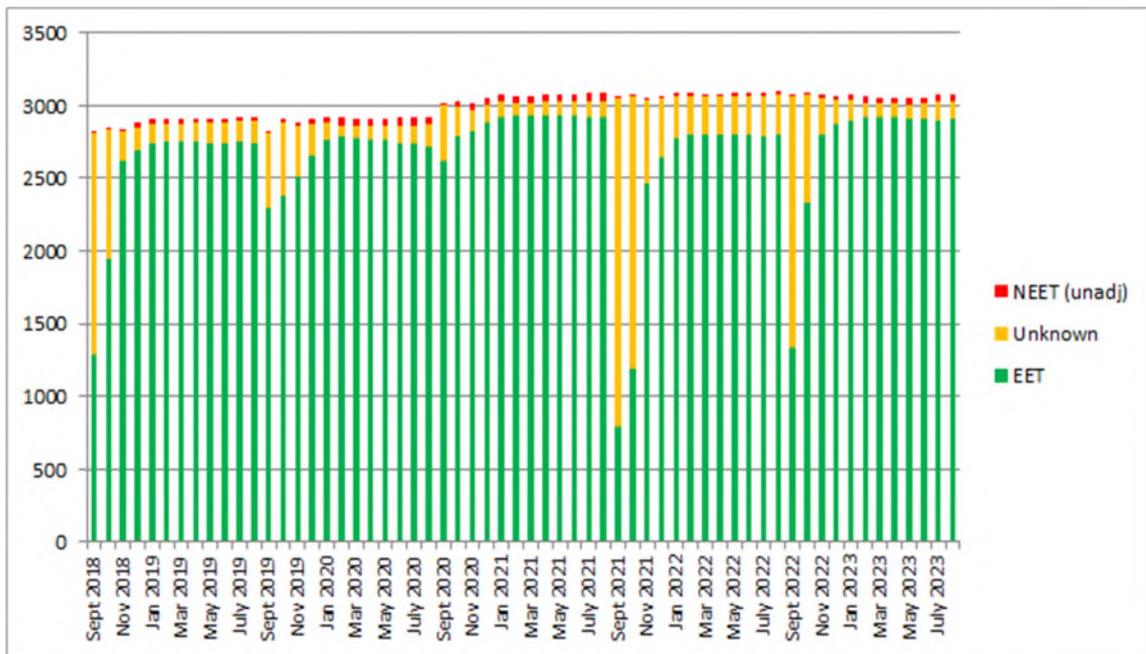
- “x” means the data has been suppressed as the school or college has fewer than 6 students in the cohort, or small numbers, 1’s and 2’s in the reporting lines. Results are not shown because of the risk of an individual student being identified.
- All totals have been rounded to the nearest 10.
- Zeros are shown as zeros.
- All remaining breakdowns have been rounded to the nearest 5. This includes cohort numbers.
- Suppression of small numbers is reflected in the associated percentages.

SECTION 10 – YOUNG PEOPLE NOT IN EDUCATION, EMPLOYMENT OR TRAINING (NEET)

NEET DATA

- 10.1 NEET data is held on DfE’s NCCIS (National Client Caseload Information System).
- 10.2 Data relates to young people aged 16-17.
- 10.3 The headline measure combines the LA’s NEET rate with their ‘not known’ rate. DfE believe this gives an accurate and well-rounded impression of how well LAs are fulfilling their duty to track young people and encourage them to participate. In addition some LAs statistics were significantly underestimating the number of young people in their area who were NEET because of the high number of ‘not knows’ in their data (NCCIS website).
- 10.4 Table 10a shows the numbers of RBWM 16–17-year-olds identified as NEET (not in Education, Employment and Training), EET (in Education, Employment and Training) and the number for which the information is unknown from September 2016.

Table 10a Number of 16–17-year-olds NEET and EET in RBWM



10.5 The key findings were as follows:

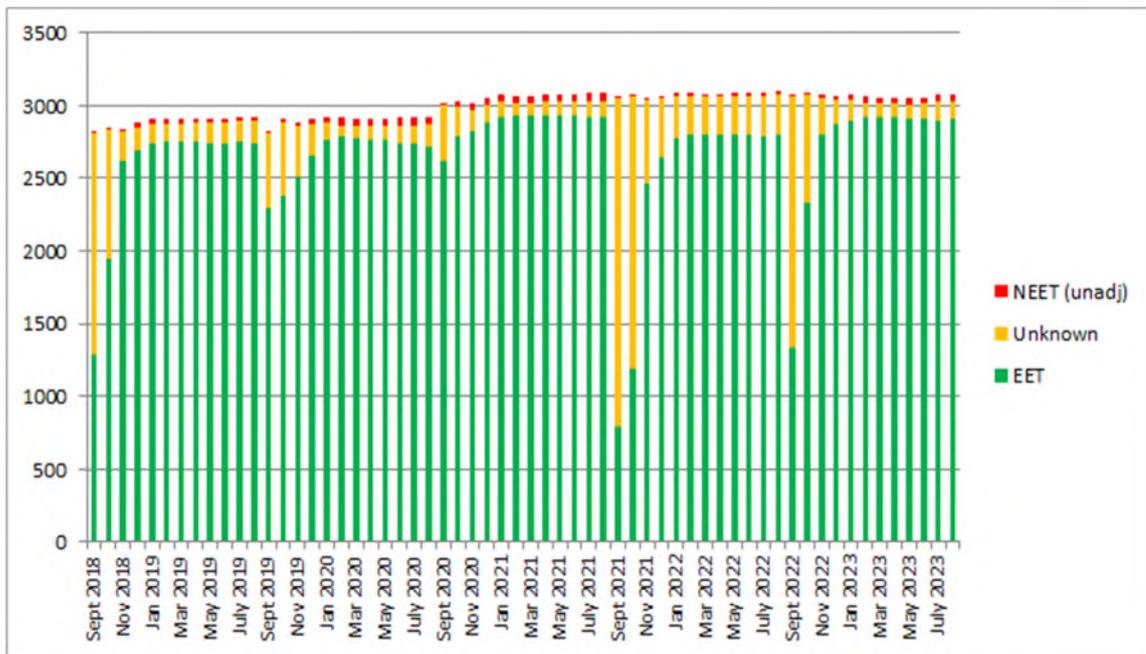
- The average number of 16–17-year-olds identified as NEET in RBWM was 43 over the 3 months to August 2023.
- The average % NEET for August 2022 was 1.4%. This is the percentage of young people known to be NEET and indicates the minimum proportion of young people that are NEET. This is the less than the England average for the same period of 3.3%.
- The percentage unknown was 4.2% for August 2023 down from 9.2% in August 2022. This is higher than the England average of 3.7% for the same period and places Windsor and Maidenhead in the bottom quintile.
- There was a very high Not Known in year 2022. This is due to the data gaps in collecting the admissions data from Windsor & Maidenhead schools/colleges. It had a very big impact on Windsor & Maidenhead's performance. No local tracking work took place within the borough, which kept the Not Known constantly high.
- From September 2022 there has been an improvement. With the help of the Windsor's Business Support Team in the borough the schools' data has been collected but we are still below national on Not Known.

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Progress 8

How Progress 8 and Attainment 8
measures are calculated

Appendix A

Summary of Progress 8 and Attainment 8

Progress 8 was introduced in 2016 (and 2015 for schools that chose to opt in early). It aims to capture the progress a pupil makes from the end of primary school to the end of secondary school. It is a type of value added measure, which means that pupils' results are compared to the actual achievements of other pupils with similar prior attainment.

The new performance measures are designed to encourage schools to offer a broad and balanced curriculum with a focus on an academic core at key stage 4, and reward schools for the teaching of all their pupils, measuring performance across 8 qualifications. Every increase in every grade a pupil achieves will attract additional points in the performance tables.

Attainment 8 measures the achievement of a pupil across 8 qualifications including mathematics (double weighted) and English (double weighted), 3 further qualifications that count in the English Baccalaureate (EBacc) measure and 3 further qualifications that can be GCSE qualifications (including EBacc subjects) or any other non-GCSE qualifications on the DfE approved list. Each individual grade a pupil achieves is assigned a point score, which is then used to calculate a pupil's Attainment 8 score (see second step below).

How we calculate Progress 8

Progress 8 compares pupils' key stage 4 results to those of other pupils nationally with similar prior attainment.

Our first step is to put all pupils nationally into prior attainment groups based on their **key stage 2** results, so that we have groups of pupils who have similar starting points to each other.

We do this by working out a pupils' average performance at key stage 2 across English and mathematics. Pupils' actual test results in English and maths are converted into points and an average of the points is taken to create an overall point score. Pupils are then allocated into prior attainment groups with other pupils who have the same key stage 2 point scores as them.

Our second step is to work out a pupil's **Attainment 8** score. The points allocated according to grades the pupil achieves for all 8 subjects are added together to give the Attainment 8 score. English and maths point scores are double weighted to signify their importance. The points that pupils are allocated for each grade are in the table below:

Appendix A

GCSE grade	2016 Points	2017 and 2018 Points
G	1.00	1.00
F	2.00	1.50
E	3.00	2.00
D	4.00	3.00
C	5.00	4.00
B	6.00	5.50
A	7.00	7.00
A*	8.00	8.50

In 2017, new GCSE qualifications in English and mathematics, graded 1-9, will be included in performance tables, with others to follow in 2018 and 2019. Points will be allocated to the new GCSEs on a 1-9 point scale corresponding to the new 1 to 9 grades, e.g. a grade 9 will get 9 points in the performance measures.

To minimise change, unreformed GCSEs and all other qualifications will be mapped onto the 1-9 scale from 2017 (with 8.5 being the maximum points available for unreformed GCSEs).

Our third step is to calculate individual pupil's progress 8 score. Progress 8 is calculated for individual pupils solely in order to calculate a school's Progress 8 score. There is no need for schools to share individual Progress 8 scores with their pupils. Schools should continue to focus on which qualifications are most suitable for individual pupils, as the grades pupils achieve will help them reach their goals for the next stage of their education or training.

The calculation is as follows:

- We take the individual pupil's Attainment 8 score (for example 56).
- We compare this to the national average Attainment 8 score for pupils in the same prior attainment group.
- A pupil's progress score is the difference between their actual Attainment 8 result and the average result of those in their prior attainment group.
- If David, for example, achieved an Attainment 8 score of 56 and the average Attainment 8 score for his prior attainment group was 55 - his progress score would be +1.
- We divide +1 by 10 to give an individual pupil's Progress 8 score, which in this example is 0.1.

Our final step is to create a school level progress score. We do this by adding together the Progress 8 scores of all the pupils in year 11 and dividing by the number of pupils in the school.

Appendix A

Interpreting a school's Progress 8 score

Progress 8 scores will be centred around 0, with most schools within the range of -1 to +1.

- A **score of 0** means pupils in this school on average do about **as well** at KS4 as those with similar prior attainment nationally.
- A **positive score** means pupils in this school on average do **better** at KS4 as those with similar prior attainment nationally.
- A **negative score** means pupils in this school on average do **worse** at KS4 as those with similar prior attainment nationally.

A negative score does not mean that pupils did not make any progress; rather it means they made less progress than other pupils nationally with similar starting points.

For example, if a school has a Progress 8 score of -0.25 this would mean that, on average, pupils in this school achieved a quarter of a grade less than other pupils nationally with similar starting points.

Confidence intervals

Progress 8 results are calculated for a school based on a specific cohort of pupils. A school may have been just as effective but have performed differently with a different set of pupils. To account for this natural uncertainty 95% confidence intervals around Progress 8 scores are provided as a proxy for the range of scores within which each school's underlying performance measure can be confidently said to lie.

In addition, the greater the number of students, the smaller the range of the confidence interval. For smaller schools the confidence interval tends to be larger, since fewer pupils are included, and therefore the score could be impacted by performance of an individual pupil more than would be the case in a larger school. We publish the 95% confidence intervals alongside a school's progress scores to reflect this uncertainty and provide context to progress scores of smaller schools.

Confidence intervals are presented as two numbers – the lower and upper limits within which we are 95% confident the performance of a school may lie. If the lower confidence limit is greater than zero it can be interpreted as meaning that the school has achieved greater than average progress compared to pupils with similar starting points nationally. Similarly, if the upper confidence limit is below zero, then the school has made less than average progress. Where a confidence interval overlaps zero, this means that the school's progress score is not significantly different from the national average.

Appendix A



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Appendix A

Reference: DFE-00252-2016



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Appendix A

Reference: DFE-00252-2016

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Service:	Education Welfare	Name:	Alasdair Whitelaw
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Appendix Heading	Education Welfare Service
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Brief Description of Service:

The Education Welfare Service (EWS) works with schools, parents/carers and their children who are experiencing difficulties in attending school. Core statutory work is carried out for all schools as per [Working Together to Improve School Attendance Guidance](#). It currently also operates as a Traded Service which is bought back by 33 schools for direct casework at 50% and register checks. The service works in partnership with the Early Help teams, Educational Psychology, Wellbeing & School Support Service.

Data Outputs:

Statutory duties to provided for all schools

- Prosecution for non-school attendance in the Magistrates Court Under Section 44 = 0
- Processing Fixed Penalty Notices for children who have had unauthorised absences of 10 sessions (5 school days) or more.

2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
165	197	203	232	253	121	43	185	287

- Tracking of Children Missing from Education

CME Data 2022/2023												
	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Actively Open on last day of month	7	7	23	21	11	17	15	18	26	14	24	24
Total new	11	3	17	6	3	5	9	4	11	19	9	0
Total closed	4	1	3	4	12	4	11	1	3	13	17	0
Overall CME open to RBWM (cumulative figure)	11	14	31	37	40	45	54	58	69	88	97	97

- Monitoring of Elective Home Education

EHE Data 2022/2023												
	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
New Referrals	19	11	18	5	7	4	18	3	17	16	8	0
Returned to school	17	15	4	2	7	2	8*	2*	2	1	3*	0
Total No of EHE pupils	179	175	189	193	193	195	204	207	222	237	242	242

*(this figure includes 1 CME) Services.

- Currently the service employs 5 Education Welfare Officers (EWOs) which have the equivalence of 4.25 full time members of staff.

- 33 schools currently buy back various packages/hours of support through the Education Welfare Service.

Impact:

- Current Attendance Guidance is not statutory, but RBWM is fully compliant with the guidance and 100% of maintained and academy schools are submitting their attendance data to the DfE. We are the second borough in the country to do so. The DfE Attendance Advisor has no concerns with the Service across the borough and has informed the DfE as such.
- The Attendance Leads Network Meetings are fully established, recorded and attend by on average 68 attendees. There are 3 Network Meetings a year and presentations range from Ofsted, the DfE, Emotionally Related School Avoidance and many associated local services that can support schools with their attendance.
- The relational driven service means that early support is effective, and we have had no parents/carers undergo attendance prosecution in this academic year.
- The Fixed Penalty Notices are effective in deterring some parents from taking term time holidays (it is the Head Teacher's individual decision to authorise absence for holidays). In certain circumstances the penalty notice can enable parents to support a child back to school who is not accessing school.
- 2 members of staff actively track Children Missing Education (statutory work) and work effectively to identify causal effect, reengage and reintegrate back into education. This is effective but draws impact from other work/duties.
- The dedicated Elective Home Education Coordinator works to identify new EHE children, discuss impacts and requirements with parents, monitors home education delivery and supports both family and child.
- The Traded Service take up from schools was successful and has enabled the recruitment of an additional Education Welfare officer to add value to the core and traded work.

Next Steps:

- Continued compliance with Attendance Guidance and service to embed procedures and practices established under new working model.
- Evaluation of impact for Core and Traded offer across the service will be undertaken over the course of this academic year.
- The traded model is being scrutinised by neighbouring councils/boroughs for replication within their Local Authority.
- Continued participation in South East Attendance networks as developing the established working relationship with the DfE
- Staffing proposal written for the consideration of the Children Service Management Team for a substantive Children Missing Education Officer submitted.
- The service will capture data on FPN conversion rates to establish viability of employment of a dedicated part time FPN officer to escalate non-payment of fines.
- Consideration around Children Not in Education or Training will take place to ensure all compliance with statutory duties and additional capacity will be sought.

Permanent Exclusions 2022/23

Service:	Education Inclusion Service	Name:	Rosie Gossage
Appendix Heading	Permanent Exclusions 2022/23 Fair Access 2022/23 Managed moves 2022/23		
Brief Description of Service:			
<p>Manages permanent exclusions across the borough, supporting young people to continue their education following a permanent exclusion. Works with schools to support alternative options to permanent exclusions. Provides advice and support to families and Head Teachers around the exclusion process. Liases directly with RISE (RBWM alternative provision provider) to support children’s next steps following an exclusion and also supporting their return to mainstream education where possible.</p> <p>Management of the Fair Access process, which is a statutory duty all of local authorities and schools to set up regular panel meetings for pupils who have not been able to secure a school place via the normal in-year admissions process.</p> <p>Oversight of Managed Moves, which are an agreement between two schools where a pupil is at risk of exclusion, emotional related school avoidance or other exceptional circumstances. A managed move is a process where a fresh start to a new school is deemed suitable and includes a trial period which supports to prevent permanent exclusion, improve school attendance and provide positive outcomes for children and young people.</p>			
Data Outputs:			
<p>Summary of overall permanent exclusion figures 2022/23:</p> <ul style="list-style-type: none"> ● The total number of RBWM pupils who were permanently excluded from school in 2022/23 was 16 pupils. ● There were a total number of 21 permanent exclusions issued by Head Teachers to RBWM residents in 2022/23. However, 4/21 of the issued exclusions were withdrawn by the Head Teacher prior to the governor hearing meeting and 1/21 was overturned at governor hearing stage. ● Please note, the data throughout the report reflects the total 16 exclusions. ● Breakdown of permanent exclusions issued by school name 			

School Name	Phase	Number of permanent exclusions issued
Bisham Primary School	Primary	1
Charters	Secondary	1
Churchmead	Secondary	1
Cox Green	Secondary	2
FPSS	Secondary	5
Little Downs, Slough	Primary	1
Manor Green Special School	Secondary	2
St Luke's Primary School	Primary	1
The Windsor Boys School	Secondary	1
Wessex Primary School	Primary	1

Summary: Overall, secondary school aged pupils received more permanent exclusions in comparison to primary aged pupils. 12/16 young people were permanently excluded from a secondary school. 4/16 young people were permanently excluded from a primary school, one of those schools being out of borough.

The highest year group to receive permanent exclusions was Year 10 pupils in 2022/23. The next highest was Year 8 pupils.

In comparison to previous years, no Year 11 pupils were permanently excluded from school in 2022/23.

- **Ethnicity of children and young people permanently excluded in 2022/23**

Ethnicity	Count
Black African	1
Other Asian background	2
White and Black Caribbean	1
White British	11
White Other	1

Summary: 11/16 young people were from a White British ethnic group, 1/16 were from a White & Black Caribbean ethnic group, 1/16 from Other Asian Background, 1/16 Black Caribbean, 1/16 White Other & 1/16 Black African.

The DfE published the following main facts in regards to ethnicity and permanent exclusion figures from permanent exclusions in 2021/22:

- Rates vary by ethnicity
- Gypsy/Roma pupils continue to have the highest rates of suspensions (25.63) and permanent exclusions (0.31). Traveller of Irish Heritage pupils have the second highest rate of suspensions (19.34) and permanent exclusions (0.31).
- Pupils in the Chinese ethnic group have the lowest rates of suspensions and permanent exclusions in 2021/22

- **Governing hearing meeting outcomes**

Governor hearing outcomes	Count
Reinstated	1
Upheld	16

Summary: Following the Head Teacher's decision to permanently exclude a pupil, a governing hearing meeting must be called within 15 school days to ensure the Head Teacher's decision to permanently exclude a pupil was lawful, reasonable and procedurally fair, taking account of the head teacher's legal duties. 16/17 of the governing hearing meetings upheld the Head Teachers decision to permanently exclude a pupil. 1/17 pupils were reinstated and returned to their school following the governing board review. As the hearing outcome was direction for reinstatement, the permanent exclusion does not count towards total figures, bringing the total number down to 16.

- **Independent review panel requests and outcomes**

Independent review outcomes	Count
IRP + SEN Expert	1
No IRP	15

Summary: Following the outcome of the governor hearing meeting, the parent/carer can request an Independent Review Panel, whereby an independent chair is appointed to review the governor's decision not to reinstate the pupil. 1/16 (6.3%) parents/carers requested an independent review with an SEN expert to be present. The outcome of the Independent Review Panel upheld the head teacher's decision of permanent exclusion.

- **Reason for the permanent exclusions 2022/23**

25% of the overall reason for a permanent exclusion being issued for persistent disruptive behaviour. The new exclusion guidance which came into effect on 1 September 2022 focuses on the need for reintegration meetings following a suspension to have a meaningful and solid reintegration strategy, to prevent further suspensions being issued and behaviour that challenges from reoccurring.

43.9% of the overall reason for a permanent exclusion being issued was for physical assault against an adult or child. The Family Hubs and Thames Valley police offer PSHE packages for Years 7-11 to support schools educating pupils on youth violence. The violence reduction unit has also developed PSHE packages for Years 8 & 9.

A range of supportive measures to help support schools, families and young people to prevent further exclusions has been issued via the AfC/RBWM exclusions handbook which is available for all schools.

- **Children with Special Educational Needs who were excluded from school**

Summary: 4 children (25%) who were permanently excluded from school had an Education Health Care Plan (EHCP). 11 children (68.8%) had Special Educational Needs (no EHCP). 1 child did not have any known special educational needs or an EHCP at the point of the permanent exclusion. Therefore, 93.7% of children who were permanently excluded from school had a known special educational need.

The Inclusion Service works closely with colleagues in SEN Service where a child with an EHCP may be at risk of permanent exclusion. The exclusion guidance clearly states that where a child is at risk of exclusion with an EHCP, a review should take place. Where appropriate a member of the Inclusion Service can attend the review meetings.

Fair Access Allocations 2022/23

Primary fair access allocations: There were 14 primary aged pupils referred to fair access due to a lack of school places being available in the specific year group. Leaders from local primary schools supported the pupils and agreed to offer spaces under the fair access protocol.

School name	Count of fair access allocations
All Saints	1
Cookham Dean	1
Cookham Rise	1
Courthouse	1
Furze Platt Junior School	1
Holy Trinity Cookham	1
Larchfield	1
Oldfield	1
Riverside	2
South Ascot Village	1
St Luke's	1
St Mary's	1

Wessex	1
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Secondary fair access allocations: Four referrals were made for secondary aged pupils in RBWM and the pupils were supported via the fair access panel and secondary school leaders to secure a school place

School Name	Count of fair access allocations
Desborough College	1
Furze Platt Senior School	1
Holyport College	1
The Windsor Boys School	1

Managed move allocations:

A total of 11 managed moves were concluded in 2022/23, all of the referrals were for secondary aged pupils. 10/11 were considered at risk of exclusion and 1/11 was experiencing emotional related school avoidance.

7/11 managed moves were successful.

4/11 managed moves were not successful and the pupils returned to their original home school as per the protocol.

The following schools all agreed to accept managed move referrals from other local RBWM schools:

School Name	Managed move referrals accepted
Furze Platt Senior School	3
Holyport College	2
Desborough College	2
Cox Green	2
Altwood	1
The Windsor Boys School	1

Impact:

- The number of permanent exclusions for 2022/23 was the lowest reported level since 2017/18. The decrease is reflective of improvements and support provided by schools, specialist local authority services, early help, social care, SEMH mentoring, Inclusion Service and support from external agencies.

- 2017/18 – 21 permanent exclusions
- 2018/19 – 31 permanent exclusions – significant increase
- 2019/20 – 20 permanent exclusions – COVID19 – schools closed March 2020
- 2020/21 – 20 permanent exclusions – COVID19 – not all pupils attended the whole academic year due to COVID19
- 2021/22 – 25 permanent exclusions
- 2022/23 - 16 permanent exclusions

Whilst it is difficult to compare figures in 2019/20 and 2020/21 due to the pandemic, the trend from 2018/19 to 2022/23 shows a reduced rate of permanent exclusions by 15 which reflects a 49% reduction.

- The focus around the reduction of permanent exclusions by the Inclusion Service and schools shows there has been an impact.
- The SEMH programme that has been running for the last 5 years has helped to support pupils who are at risk of permanent exclusion to remain in school.
- The introduction of the Pupils Educationally at Risk Hub in 2021, provides a mechanism for schools to refer pupils who are at risk of exclusion into the panel, allowing multiple services to provide advice, guidance, signposting and alternative provision support. In turn, this supports young people to remain in mainstream schools.
- In 2022/23, seven young people successfully completed a managed move which prevented them from being permanently excluded from school. Managed moves have been hugely supported by all RBWM secondary schools.
- Inclusion Manager delivered training alongside the Deputy Director of Education and Lead of Governor Services which focused on the new Exclusion Statutory Guidance which was launched in October 2022. All Chairs of Governors and Head Teachers were invited to attend the training session which was well attended and received.
- An exclusion handbook was created in October 2021 and is updated regularly to provide advice, guidance, early intervention strategies and prevention strategies to further support child and help to prevent permanent exclusions.

Next Steps:

- Inclusion Manager to set up a working party with key agencies in 2023/24 to focus on the reduction of pupils excluded with an EHCP/Special Educational Need. An action plan to be created to support the reduction of PEx rates for pupil with SEN.
- RBWM schools and Inclusion services to continue working together to support young people to remain in mainstream education where possible via early intervention support and measures.
- Pupils Educationally at Risk Hub to continue to support school referrals for pupils at risk of permanent exclusion.
- SEMH service to continue to support both primary and secondary pupils who are at risk of further suspension/permanent exclusion.
- Inclusion Manager to continue to support children to return to mainstream education following permanent exclusion from school by working closely with RISE alternative provision.
- Inclusion Manager to liaise with SEND, YOT, Youth Service, Family Hubs, Social Care and SEMH Service to ensure any child at risk of exclusion who are open to the services receives the right support in a timely manner.

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Service:	SEMH Service	Name:	Alasdair Whitelaw
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Appendix Heading | Social Emotional and Mental Health Intervention Service

Brief Description of Service:

SEMH intervention Project established September 2019 to reduce the numbers of permanent exclusions and increase capacity within the primary schools across the borough. The Project worked with primary aged children (without and EHCP) and finished in March 2022 with positive outcomes and data below.

Schools Forum agreed to the creation of the SEMH Intervention Service (including Behaviour support and an additional 2 SEMH Coach/Mentors) to be funded through an invest to save model until 2025 to provide this service to **all** schools and phases as well as additional SEMH initiatives.

Data Outputs:

SEMH Intervention Project (2019 - 2022)

Setting	No of settings supported	Children at risk of PEx supported
Infants/First	6	6
Primaries/Junior	16	19
Middles	4	10
Secondaries/Upper	7	18
Total	33	53

The project was extended from March 2022 to September 2022 and an additional 18 children were supported in Summer Term 2022

SEMH Service (Academic year 2022/2023)

Setting	No of settings Supported	Children at Risk of PEx supported
Infants/First Schools	5	6
Primary/Junior	7	12
Middles	1	3
Secondaries/Upper	5	17
Total	18	38

Combined support.

SEMH Training – Creating a Climate for Learning

This training is for all staff within a setting and is delivered over 2.5hrs. **883** staff members have been trained so far.

SEMH Updated Training

This is all staff training to revisit the schools that have already received the training and is delivered over 1.5 hrs. **152** staff in school have received the follow up training

Bespoke Training

Schools can request specific training to increase capacity and target specific issues within their setting. These have included “Keeping Children and Ourselves Safe”, “Transitions, Lunch and Play” and Initial Teacher Training. **128** members of School staff have received bespoke training

Online Boxall Profile - Launched Sept '21

RBWM have purchased 65 licences for all school settings across the borough. We are the first borough to provide this in the country. Each setting has 300 subscriptions and can assess a child as many times as required throughout the academic year. This is tracking the impact of interventions, EHCPs and transition for those children with SEMH across the borough.

SEMH Network Meetings – Launched Sept '21

The virtual network meeting for the 171 SEMH Leads across the borough is providing; information sharing, networking, new initiatives of support, examples of good practice and networking opportunities in an easily accessible way. The meetings are well attended and recorded to provide training opportunities and cascading information where necessary.

Impact:

- 4 children that have been supported through the **SEMH intervention Service** since its inception since September 2019 have been permanently excluded. The Coach/Mentors have supported them through their transition to Alternative Provision and reintegration where appropriate and in their best interest.
- The **SEMH Training, Update and Bespoke Training** have been well received and evaluated positively with an average overall feedback rating of 4.6 out of 5
- The **Online Boxall Profile** has been adopted by 62 school. 50 have allocated the Borough as a Super-User to track data and support consultations for individual children. 931 Online Boxall Profiles were completed in the academic year 2022/23. This is a significant fall from the previous year and we will be considering not renewing this initiative in the next academic year. Work is ongoing to evaluate impact.
- There have been the allocated 3 **SEMH Network Meetings** held this academic year which were attended by, on average, 56 SEMH Leads from schools across the borough. Presentations have been provided by a variety of services and partners that schools can access for the children with SEMH needs and their families. They are recorded to cascade training and for those SEMH Leads who are not able to attend.
- The **SEMH email** has been repurposed as all SEMH Referrals come directly to Alasdair Whitelaw, Rosie Gossage or through the Early Help Hub (which the Pupil Inclusion and Support Manager attends weekly). Consultation with Head Teachers and individual cases are then triaged prior to a PEAR referral for allocation.
- The **Behaviour Support Service** has ceased a Traded Service and the part time Behaviour Support Practitioner continues to conduct observations, interventions nurture support (alongside the EP Service), Young Carers lead and transition support with Family Hubs as part of the SEMH Intervention Programme and is free to schools at point of use.

Next Steps:

- Funding for the **SEMH Intervention Service** concludes July 2025. We are looking at the increasing complexity of needs and strategic initiatives within the borough that the Service could support. There are a number of other initiatives around SEMH across the borough which includes - An SEMH Special School, SEMH Resource Bases and the SEMH Early Years Hub (The Anchor) which commenced in the academic Year 2023/24 after supporting schools through an outreach programme.
- With the increase in Exclusions for children with an EHCP the Education Management are considering how best to support this cohort utilising the SEMH Intervention Service.
- With the instigation of the New SEMH Special School (2026) we are considering the potential for outreach of the inclusion and associated services being coordinated.
- Continued promotion of the **Online Boxall Profile** – targeting secondary provision.
- Continued evaluation of impact of the **SEMH Network Meetings** through feedback and participation.
- A questionnaire, for SEMH Leads and Head Teachers in Schools, will be distributed to gather feedback regarding impact and the appetite for Service continuation and evolution (included Online Boxall Profile Reflection).
- A paper for Schools Forum will be written to bridge the delivery from July 2025 until potential coordination with the SEMH Special School from 2026.

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Appendix 2: Area SENco – SEND Improvement

Area SENCo/SEND Consultant/Associate Director SEND	Summary on Progress of: SEND Improvement
Service: SEND Improvement (Accelerated action plan/Workstreams/SEND steering)	Name: Kelly Nash Helen Huntley Katie Worley
Brief Description of Service:	
Continuing to make SEND improvements that impact the lived experiences of pupils and families through: <ul style="list-style-type: none"> - SEND 5-year strategy - SEND Steering board and Implementation groups. - Preparation for Area SEND inspection (including SEF) - Delivering better values work In 2023, RBWM was taken off the APP as we had demonstrated: strategic ambitious vision; evidence of oversight and implementation of this; data utilised to inform decision making and multi-agency involvement (including parent and school representation on all levels).	
Data Outputs:	
The progress and impact is evidenced in the following ways... <ul style="list-style-type: none"> ● The data dashboard (now alternating between education and SEND) ● Through SEND steering group and relevant work streams related to the 5 year SEND strategy (Inclusive mainstream, pupils at risk, preparing for adulthood and Communication/coproduction). ● The DBV project lead ● SEF and 50 documents ● As well as other commissioned work and feedback from young people and families? 	
Impact:	
Local Authority <ul style="list-style-type: none"> - New SEND Strategy launched at the Inclusion Summit 2023 - SEND steering board continues to be a multi-agency board with representation from parents and carers, schools, LA SEND and education services as well as social care and health. SEND Strategy Implementation work streams report directly to the board. - Continued monitoring of SEND Data dashboard to inform challenge regarding the delivery of SEND services. Systems in place for multi-disciplinary monitoring of the dashboard. Updated to reflect an outcomes-based approach as well as service evaluation. - SEF now complete 	
Schools: <ul style="list-style-type: none"> - Continued highly effective support for SENCos, including: networking, training, induction training, clusters, forums, reviews and leadership of inclusion awards. This has resulted in:	

- Improved delivery of Quality First teaching in schools - improved identification of a SEND need and of meeting this need through reasonable adjustments.
- 1. Over 40% of schools with Leadership of Inclusion Mark and an increase in schools wanting to take part in SEND review processes.
- 2. A range of universal and targeted interventions in place following consultation with schools

Next Steps:

1. To further implement a 5-year strategy with a shared ownership and responsibility.
2. Further develop an outcomes based model to embed the voice of young people with SEND in our evaluation processes,
3. To mitigate the risk of needs remaining unmet because of the waiting times
4. To implement the Delivering Better Values action plan
5. Wider ownership of the EY schools readiness Hub - (Health and Social Care)

Service:	Special Educational Needs	Name:	David Griffiths
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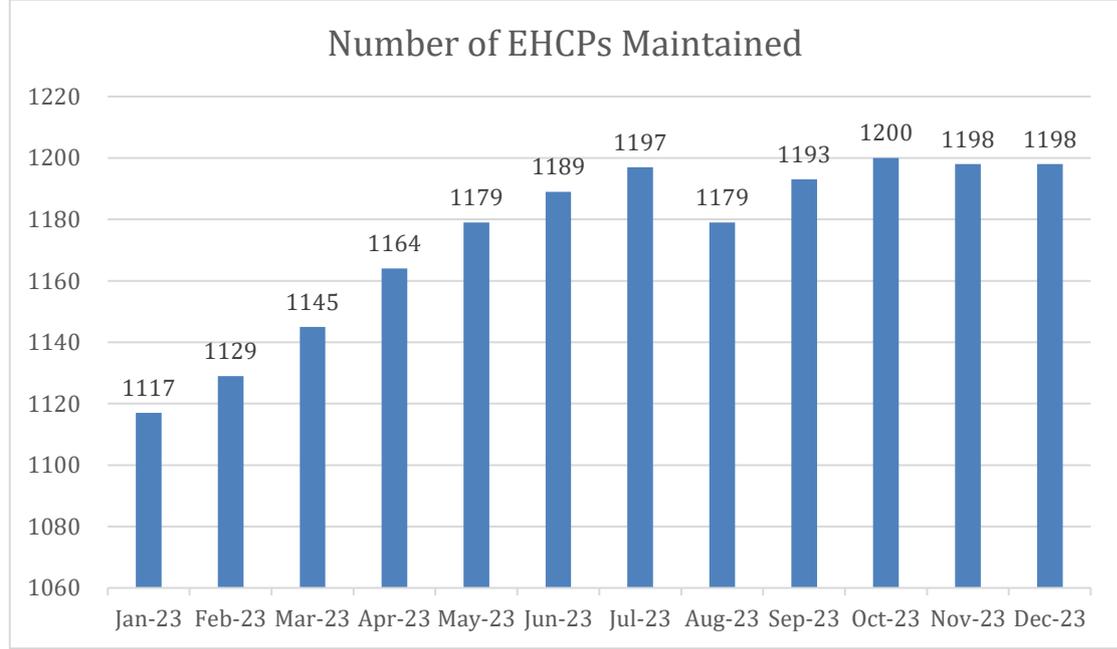
Appendix Heading	Education, Health and Care Plans
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Brief Description of Service:

Carrying out statutory Education, Health & Care Assessments of children and young people with significant special educational needs. Arranging the SEN provision and placement for all CYP with Education, Health & Care Plans. This involves a high level of communication with schools, families and partner services.

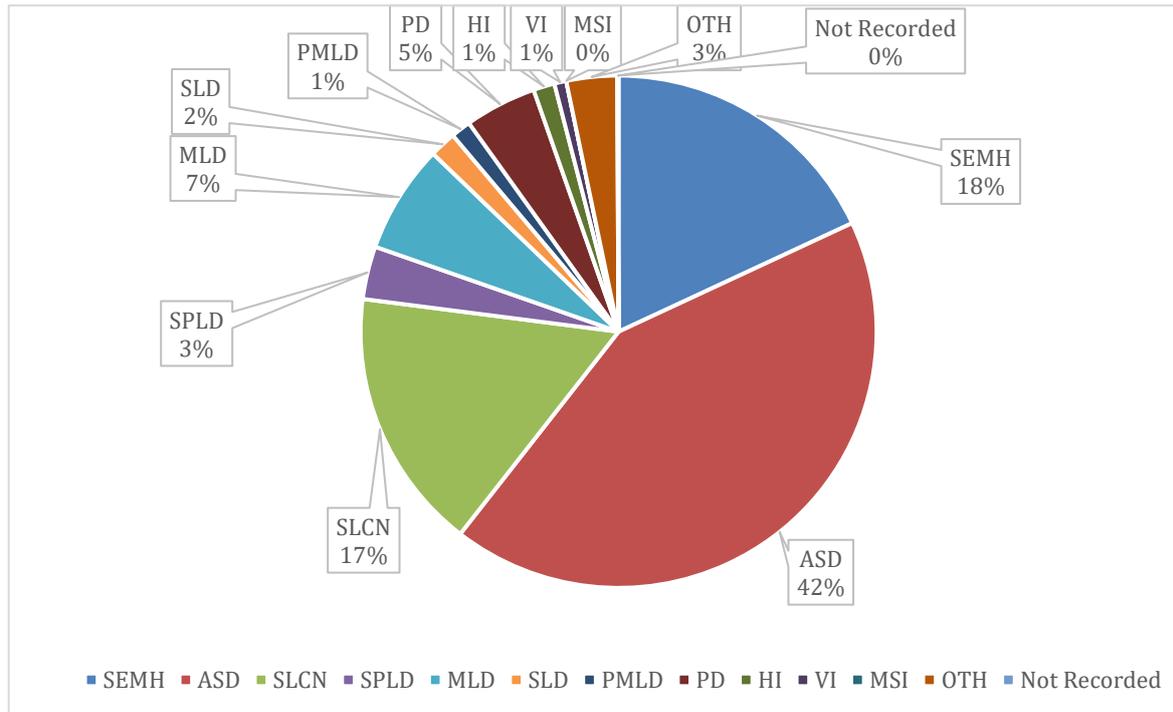
Data Outputs:

Total Number of EHCPs maintained:



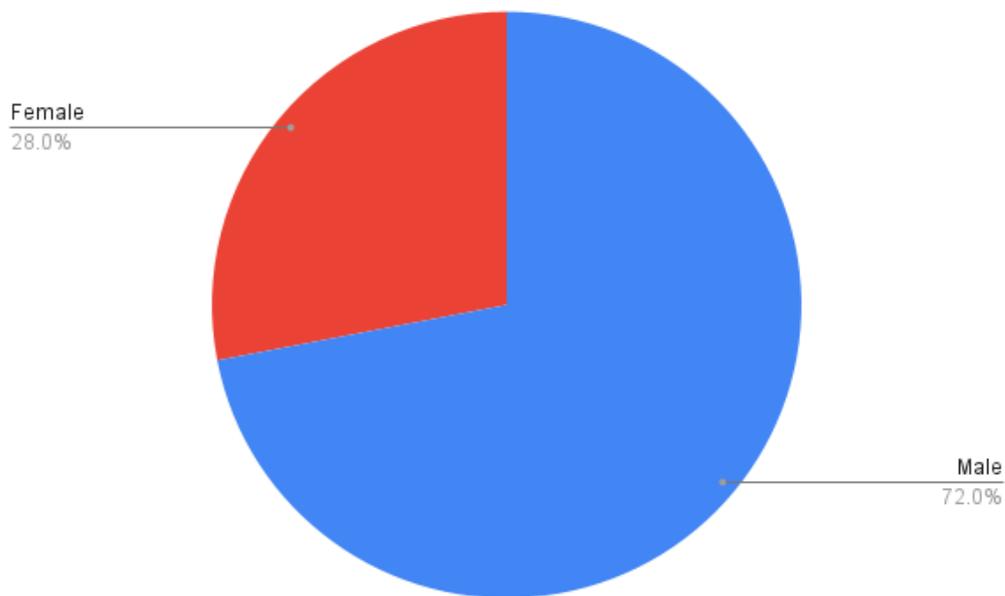
The number of EHC Plans continues to increase significantly, although RBWM is working hard to ensure that the rate of increase remains below the national trend.

Pupil Primary Needs (Dec 2023)



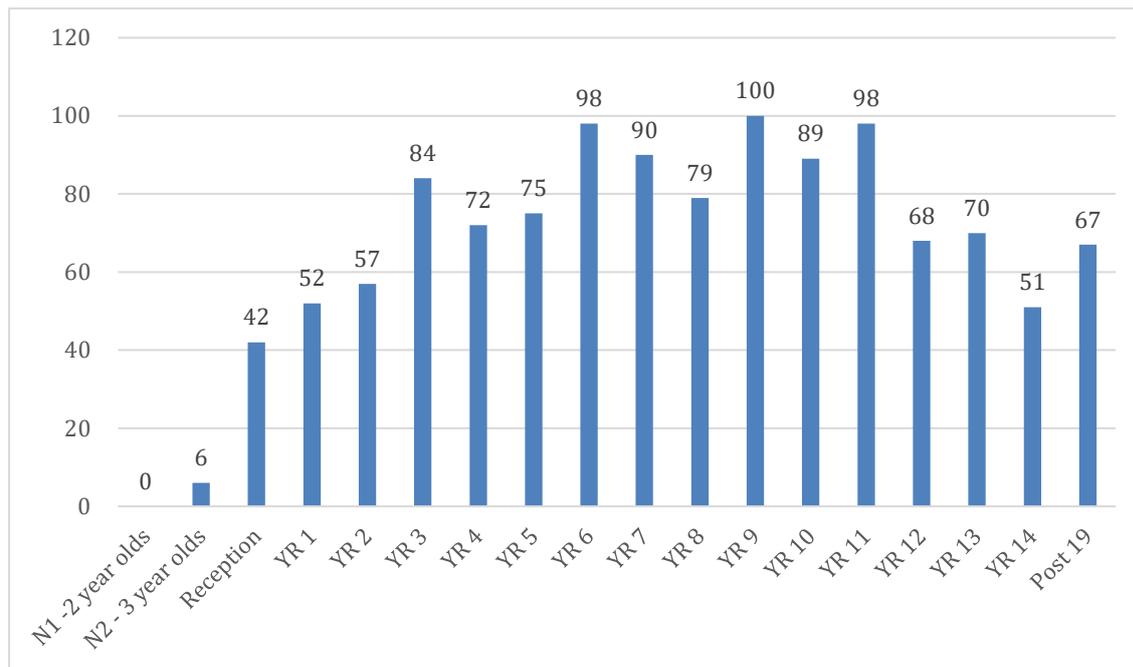
The highest frequency primary need by some distance is Autism, followed by Social, Emotional and Mental Health Difficulties and Speech & Language Needs.

EHCPs by gender:



There continues to be many more EHCPs for boys than girls, this in line with national statistics.

EHCPs by School Year



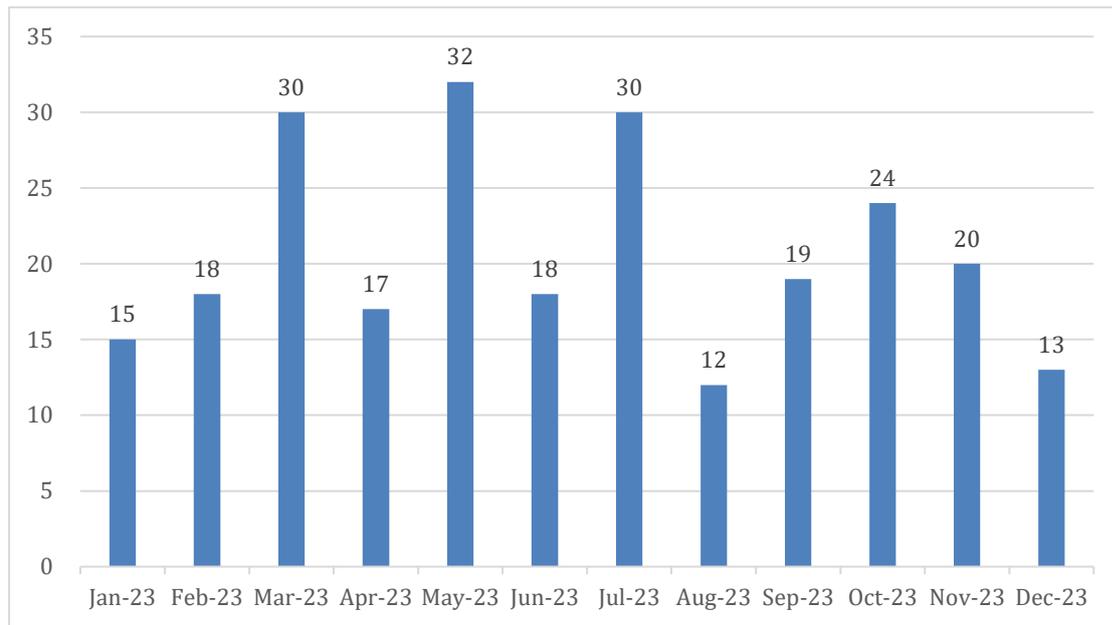
EHCP numbers increase through primary phase, remain more constant during secondary and reduce after age 16 as young people start to move on from education into adulthood.

Placement Type

(MAIN) Mainstream school: LA maintained (including foundation schools)	250	21%
(M/S Academy) Mainstream school: academy	226	19%
(MSPEC) Special school: LA maintained (including foundation schools)	199	17%
(FE) Post 16: General FE and tertiary colleges/HE	118	10%
(ISS) Special school: Independent special schools	84	7%
(SPEC AC and SPEC Free) Special school: academy/free	64	5%
(EOTAS) Educated elsewhere	52	4%
Mainstream school: academy (resourced provision)	40	3%
(M Free) Mainstream school: free school	31	3%
(IND) Mainstream school: independent school	21	2%
Mainstream school: LA maintained (resourced provision)	21	2%
NEET	21	2%
(AP Academy) AP/PRU: Academy 9	18	2%
(NMSS) Special school: Non-maintained	16	1%
null	9	1%
(Special Post 16) (ISP) Post 16: Specialist post-16 Institutions	8	1%
Mainstream school: LA maintained (SEN Unit)	8	1%
(Early Years) Non-maintained early years settings	7	1%
Apprenticeships	3	0%
(SPECIAL Post 16) (ISP) Post 16: Specialist post-16 Institutions	1	0%
Child Missing Education - CME	1	0%

The majority of CYP with EHCPs are placed in state-funded mainstream and special schools and Further Education colleges. Around 12% of CYP with EHCPs are educated in the independent specialist sector, which tend to be the highest cost placements.

EHC Assessment Requests Received



The LA continues to receive a high number of requests for EHC Assessments across the year. We complete the vast majority of EHC Assessments within the statutory 20-week timeframe, compared to the national average of around 60% within timeframes.

Other issues and next steps

We have continued to develop our recording, monitoring and reporting of a range of SEN data via data dashboards and monthly reports.

Our least strong area of performance relates to processing EHCP Annual Reviews in a timely way. Over 1,200 Annual Reviews are received by the team every year and each one requires reviewing and formally responding to. This reflects the picture across all SEN Services nationally; however we are exploring potential staffing solutions to help address this issue.

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Report Title:	2023/24 Month 11 Budget Monitoring Report
Contains Confidential or Exempt Information	No - Part I
Cabinet Member:	Councillor Jones, Deputy Leader and Cabinet Member for Finance
Meeting and Date:	Cabinet – 24 April 2024
Responsible Officer(s):	Elizabeth Griffiths, Executive Director of Resources Julian McGowan, Senior Finance Business Partner
Wards affected:	All

www.rbwm.gov.uk



REPORT SUMMARY

This report details the forecast outturn against budget for the 2023/24 financial year. It includes the revenue and capital budgets along with the financial reserve position at year end.

1. DETAILS OF RECOMMENDATION(S)

RECOMMENDATION: That Cabinet:

- i) notes the forecast revenue outturn for the year is an overspend on services of £10.392m which reduces to an overspend of £6.755m when including unallocated contingency budgets and changes to funding budgets (para 4); and
- ii) notes the forecast capital outturn is expenditure of £41.125m against a budget of £89.541m (para 9).

2. REASON(S) FOR RECOMMENDATION(S) AND OPTIONS CONSIDERED

Options

Table 1: Options arising from this report

Option	Comments
To note the Council's outturn.	This is the recommended option.
To not note the Council's outturn.	This is not the recommended option.

3. KEY IMPLICATIONS

- 3.1 The Council faces considerable financial risks that could have a significant and immediate impact on its finances. However, whilst reserves are currently above the minimum level that the S151 Officer deemed required in the February 2023 budget papers to protect against financial and service risks (£7.900m), they are projected to fall below £4m by the end of the year, based on the current forecast.

4. SUMMARY

- 4.1 RBWM faces significant financial challenges. Whilst a balanced 2024/25 budget was set at February Council, the in-year position continues to deteriorate. Many additional savings have been found to offset the variances but in spite of this the overall position is worsening.
- 4.2 The majority of the overspend is in our statutory services and, despite processes being strengthened and costs being mitigated, the pressure of additional demand is driving the cost upwards. The risk attached to these rising costs is that the placements which drive them will continue into the new financial year creating an instant pressure on the budget which has had millions of pounds of additional funding added to cover these services but is seeing ever increasing rises in demand. The scale of costs related to just one resident in these services means that relatively small fluctuations in demand create huge impacts on our budget.
- 4.3 The month 11 forecast is an overspend of £10.392m on service budgets, which reduces to £6.755m when considering contingency and funding budgets. This is an adverse movement of £0.686m from the prior month.
- 4.4 Attention is drawn to Appendix B. While some risks will simply remain risks through year end, others such as unapproved invoices and the bad debt provision will need to crystallise for the end of year position.
- 4.5 The significant changes in month 11 are:
- Continuing pressures in Adult Social Care, largely caused by additional social care placements costs (£0.318m).
 - Children's services is showing an adverse variance of (£0.090m) but it should be note this includes some significant increases in care package costs due to increased demand and a lack of foster placements, with a much higher full year effect if the council does not manage to step them down. This also includes some unaccounted-for legal services overspend.
 - Increasing demand for temporary accommodation within Housing (£0.250m).
 - Unaccrued consultancy costs in Finance from 20/21 which have only been invoiced this financial year (£0.115m).

Table 2: 2023/24 Revenue Budget Forecast Outturn

	Current Budget	Forecast Outturn	Forecast over / (under) spend	Change
	£000	£000	£000	£000
Adults and Housing	40,506	47,624	7,038	318
Children's Services	27,758	29,291	1,533	84
Place	11,985	14,332	2,347	291
Resources	13,195	12,683	(512)	52
Chief Executive Department	1,030	1,016	(14)	0
TOTAL SERVICE EXPENDITURE	94,474	104,866	10,392	745
Contingency	2,857	709	(2,148)	(60)
Other funding and non-service expenditure	(97,331)	(98,820)	(1,489)	1
DECREASE IN GENERAL FUND	0	6,775	6,775	686

GENERAL FUND	
Opening balance	(10,213) (10,213)
Transfer out	0 6,835
CLOSING BALANCE	(10,213) (3,378)

5. ADULTS AND HEALTH

5.1 The adverse movement of £0.318m is due to:

- Placement costs moved adversely by £0.478m, mainly due to spot placements in Older People and Mental Health.
- There has been a favourable variance on income as Finance have focused on reviewing funding agreements, including Funded Nursing Care, and ensured contributions are agreed with the Integrated Care Board and invoices issued (£0.160m). The forecast takes into account that the Integrated Care Board is refusing to the fee uplifts agreed by Cabinet from 1 January.

Table 3: Adults and Health Forecast Outturn

	Budget	Forecast Outturn	Forecast over / (under) spend	Change
	£000	£000	£000	£000
Exec Director & Commissioning	1,735	1,767	32	0
Adult Social Care	38,526	45,549	7,023	318
Transformation and Community	170	153	(17)	0
Public Health Spend	5,392	5,392	0	0
Public Health Grant	(5,317)	(5,317)	0	0
Total	40,506	47,544	7,0388	318

Adult Social Care (forecast overspend of £7.023m)

- 5.2 The main reason for the adverse forecast variance, continues to be placement costs which currently is £5.340m. £4.150m of this variance is due to the residential care costs of older people, £0.970m relates to mental health placements whilst £0.520m relates to pressure in Homecare service. The budget assumed demand would return to pre-Covid levels but that has not been the case. There are also significant inflationary pressures from all providers, especially those with no contractually agreed terms. This is particularly noticeable in residential and nursing home places where have seen requests for 8% - 16% uplifts on existing placements, having budgeted 5%.
- 5.3 Staffing costs show an overspend of £0.850m due to the large number of vacancies and the subsequent reliance on agency staff especially with our provider services.
- 5.4 Income shows an adverse forecast variance of £0.530m mostly driven by unachieved client and grant income. There is an ongoing process led by Finance to recoup funding from the Integrated Care Board. However, the Integrated Care Board is also under financial pressure and this can result in a reluctance to pay what we would deem an equitable portion of the cost.
- 5.5 Ongoing actions to address the overspend include establishing a rigorous panel process for new care placements, the HomeFirst project that seeks to support people as they leave hospital to reduce the risk of care home placements, and a targeted review of care packages which started in August.

Public Health

- 5.6 Public Health spend is met from the ringfenced grant and as such there is no impact on the General Fund, and £nil variance reported.

6. CHILDREN'S SERVICES

- 6.1 The forecast is an adverse movement of £0.084m. Placement of children looked after continues to be a pressure. There has been one new placement at £10,500 per week and a second placement has increased from £8,050 to £14,487 per week. These two packages have a full year impact of £0.883m but efforts will be made to safely step down.
- 6.2 There is also a pressure from the Joint Legal Service (£0.090m). The host council (Reading Borough Council) have indicated that this is due to unaccounted chargeable hours (£0.060m) and an adjustment to the chargeable hourly rate (£0.030m).
- 6.3 Income shows a positive forecast variance of £0.077m mostly driven by increase in grant allocation for Supporting Families Grant and an increase in income from traded service of the Psychological Service. Transport costs for pupils shows a slight improvement of £0.035m from M10. Final confirmation of the costs of routes are lower than anticipated.

Table 4: Children's Services Forecast Outturn

	Budget	Forecast Outturn	Forecast over / (under) spend	Change
	£000	£000	£000	£000
Mgt & Business Services	3,158	3,134	(25)	(1)
Education	1,279	778	(501)	(42)
SEND	3,676	4,716	1,039	(35)
Social Care & Early Help	21,043	22,430	1,387	209
Public Health	(11)	(58)	(46)	(13)
Grant budgets	(1,387)	(1,707)	(321)	(35)
Total	27,758	29,291	1,533	84

- 6.4 The budget remains volatile due to the statutory duty to safeguard children of the borough. As a demand led service any increase in demand to support children and families will likely have an impact on the budget projections.

7. PLACE

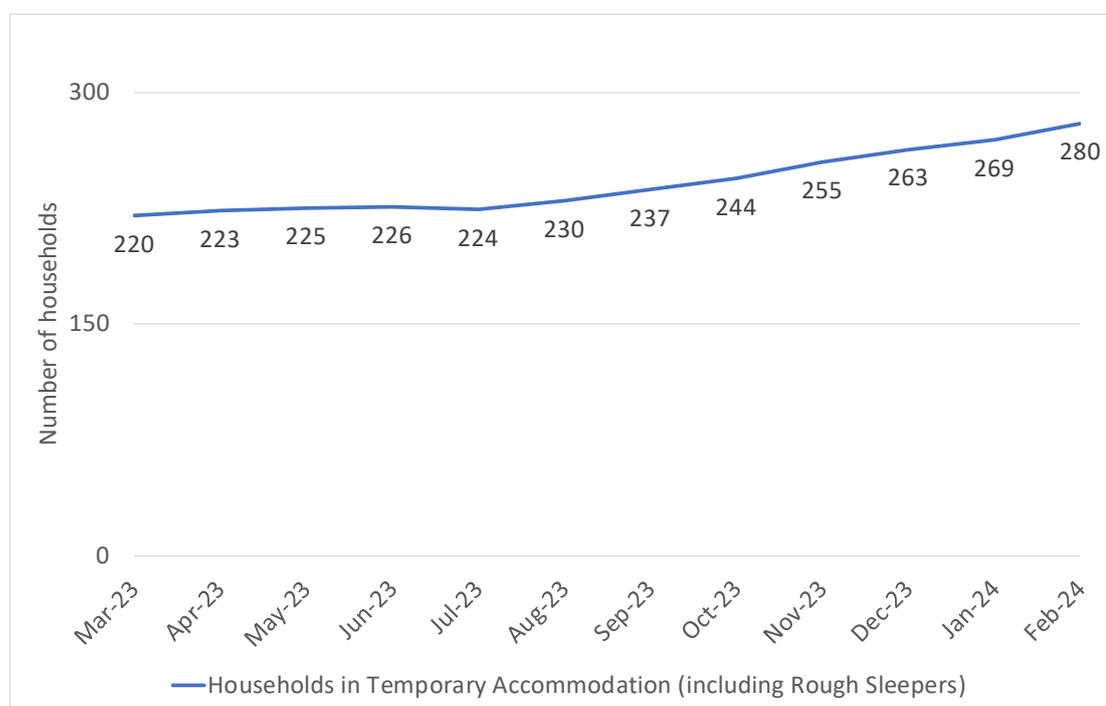
- 7.1 The adverse movement of £0.291m is mainly due to increasing demand for Temporary Accommodation. Part of the reason for the late recognition of this cost was that a significant batch of invoices was authorised in recent weeks and a reminder is being made to budget holders on the importance of timely authorisation of invoices.

Table 5: Place Forecast Outturn

	Budget	Forecast Outturn	Forecast over / (under) spend	Change
	£000	£000	£000	£000
Executive Director of Place	20	20	0	0
Neighbourhood Services	8,027	9,927	1,900	79
Planning	1,330	1,785	455	0
Housing, EH & TS	2,134	2,255	121	250
Property	(2,908)	(2,908)	0	0
Infrastructure, Sust. & Transport	3,382	3,253	(129)	(38)
Total	11,985	14,332	2,347	291

Housing, Environmental Health and Trading Standards (forecast overspend of £0.121m)

7.2 The forecast for temporary accommodation has increased by £0.250m to reflect an increase in volume of placements of people in short-term accommodation. Part of the reason for the materialising late was that a significant batch of invoices was authorised in recent weeks and a reminder is being made to budget holders on the importance of timely authorisation of invoices. However, it is still the case that the number of households being supported has increased by 60 (27%) since the start of the financial year.

Figure 1: Number of households in Temporary Accommodation

Neighbourhood Services (forecast overspend of £1.900m)

- 7.3 There are significant cost pressures on the waste contract (£0.600m) due to haulage and vehicle costs. There also a pressure on the highways contract due to higher inflation than budgeted (£0.360m). There are ongoing discussions with contractors to identify savings.
- 7.4 Reprocessing rates for dry mixed recycling is higher than anticipated (£0.355m) and a new contract for recycling has resulted in a saving (£0.150m).
- 7.5 Parking income is £1.200m below budget (£0.630m daily parking, £0.450m season tickets). Compared to the previous year daily parking is 4% up, and season ticket 11%, but this is equivalent to increases in charges and is insufficient to make up the budget (2022/23 included a reduced target to reflect recovery from the pandemic). As reported last month, promotions including the uptake of season tickets as well as the development of the parking strategy continue.
- 7.6 The Leisure Contract is £0.560m below budget as the budgeted concession income is less than currently obtained. There was uncertainty at the time of setting the budget as the tender was in progress at the time and has subsequently been delayed. This is partly mitigated by holding funding of the community wardens and identification of alternative sources of funding (e.g. Public Health). There are ongoing discussions with Leisure Focus on commercial options such as increase of prices.

Planning (forecast overspend of £0.455m)

- 7.7 There is a pressure on planning fees (£0.760m) due to the current market and a low volume of building control applications. The planning fee increase of 35% has been included in the forecast (£0.028m).
- 7.8 Appeal costs of £0.180m have also been included (see Appendix B: Risks and Opportunities) for further information. It should also be noted that one-off CIL funding of essential tree works is included in the forecast (£0.570m).

8. RESOURCES

The adverse movement of £0.052m is mainly due to additional costs in finance as a result of 2020/21 consultancy costs on the Collection Fund not been accrued for (£0.115m) offset with a mix of staff vacancies and overachievement of income.

Table 6: Resources Forecast Outturn

	Budget	Forecast Outturn	Forecast over / (under) spend	Change
	£000	£000	£000	£000
Executive Director of Resources	155	83	(72)	0
Revenues, Bens, Library & Res	5,250	4,332	(918)	(10)
Housing Benefit	(377)	(346)	31	0
HR, Corporate Projects, and IT	3,355	3,288	(67)	5
Corporate Management	(196)	591	787	0
Finance	1,615	1,648	33	102
Governance	2,368	2,299	(69)	0
Legal Services	1,025	788	(237)	(45)
Total Resources	13,195	12,683	(512)	52

Executive Director of Resources (forecast underspend of £0.072m)

8.1 The underspend is due to the Director post being vacant for the start of the year.

Revenues, Benefits, Library & Residents Services (forecast underspend of £0.918m)

8.2 The underspend is related to the release of earmarked reserves previously agreed by ELT (£0.799m). These reserves were mostly funded from New Burdens grants that related to previous years. There is also an underspend of £0.124m in Business Services and Registrars primarily due to vacancies and Court Cost income, and an overspend of £0.051m across library services.

Human Resources, Corporate Projects, and IT (forecast underspend of £0.067m)

8.3 The underspend is due to a number of smaller variances, most significantly savings on IT contracts (£0.065m).

Corporate Management (forecast overspend of £0.787m)

8.4 The pressure is caused by the additional external audit fees for 20/21 and the increase in the scale fee for 23/24 (£0.587m), and a saving in respect of a reduction in bad debt provision that is unlikely to be achieved.

Finance (forecast overspend of £0.033m)

8.5 As set out above, the previously reported underspend on Finance is now an overspend due to unaccrued costs for consultancy costs received in respect of the 2020/21 Collection Fund.

Governance (forecast underspend of £0.069m)

8.6 The variance is made up of a number of smaller variances, most significant staff vacancies and member allowances budget not being used.

Legal Services (forecast underspend of £0.237m)

- 8.7 The forecast underspend is due to staff vacancies (£0.142m) including the case worker and an Executive Assistant post, and over achievement of income from legal fees (£0.050m). The change in month 11 is an increased underspend of (£0.045m) is due to over achievement of income and continued staff vacancy.

9. SUNDRY DEBT

- 9.1 The current level of overdue sundry debt is £9.339m. On subsidiary systems there is also debt of £2.917m and £0.175m in relation to Housing Overpayments and Housing Rents respectively. This remains an area of high focus and actions being taken on this have been reported in previous Cabinet reports. Work is underway to recruit the additional credit control support agreed in the 2024/25 budget.

Table 7: Aged debt

	> 1 month	> 2 month	> 6 month	> 1 year	Total
	£000	£000	£000	£000	£000
Adults & Health					
Adult Social Care	562	626	720	2,791	4,699
Deferred Payments	23	100	156	539	818
Children's Services	0	0	0	6	6
Place					
Housing	9	43	2	1,324	1,377
Commercial property	417	109	551	127	1,204
Other Place	59	610	189	126	984
Resources	0	166	6	78	250
Total Agresso Debt	1,070	1,655	1,624	4,990	9,339

Subsidiary systems:

HB Overpayments	2,917
Housing Rents	175
Total overdue debt	12,431

Note: debt excludes CTAX and Business Rates payable to the Collection Fund

10. CAPITAL

- 10.1 The 2023/24 budget of £88.267m includes the capital programme of £35.338m and slippage of £52.929m from 2022/23 and prior years. All capital expenditure is under review to minimise external financing requirements and reduce spend where possible. The 2024-25 budget papers include the estimated £43.011m of capital budget that will be slipped to future years though this is subject to further review. A final figure will be reported at year-end.

Table 8: Capital programme forecast outturn

	Budget	Forecast Outturn	Forecast slippage to 24/25 and later	Forecast variance
	£000	£000	£000	£000
ASC and Health	1,738	626	(899)	(213)
Children's Services	15,787	10,666	(5,121)	0
Place	68,243	27,834	(36,368)	(4,041)
Resources	3,774	2,000	(623)	(1,151)
Total	89,541	41,125	(43,011)	(5,405)

10.2 The following table details how this year's capital spend will be financed.

Table 9: Financing of the capital programme

	£000
Government Grants	15,585
Other Grants	275
Community Infrastructure Levy	12,116
Section 106	3,842
Capital Receipts	587
Borrowing	8,721
Total	41,125

11. LEGAL IMPLICATIONS

11.1 In producing and reviewing this report the Council is meeting its legal obligations to monitor its financial position.

12. RISK MANAGEMENT

12.1 Projected variances require mitigation to reduce them during the financial year.

13. POTENTIAL IMPACTS

13.1 Equalities. There are no direct impacts.

13.2 Climate change/sustainability. There are no direct impacts.

13.3 Data Protection/GDPR. There are no direct impacts.

14. CONSULTATION

14.1 None.

15. TIMETABLE FOR IMPLEMENTATION

15.1 Implementation date if not called in: Immediately.

16. APPENDICES

16.1 This report is supported by two appendices:

- Appendix A – Revenue monitoring statement
- Appendix B – Risk and assumptions

17. BACKGROUND DOCUMENTS

17.1 This report is supported by one document, the budget report to [Council February 2023](#).

18. CONSULTATION

Name of consultee	Post held	Date sent	Date returned
<i>Mandatory: Statutory Officer (or deputy)</i>			
Elizabeth Griffiths	Executive Director of Resources & S151 Officer	14/03/24	15/03/24
Elaine Browne	Deputy Director of Law & Governance & Monitoring Officer	14/03/24	28/03/24
<i>Deputies:</i>			
Julian McGowan	Senior Finance Business Partner & Deputy S151 Officer		
Jane Cryer	Principal Lawyer & Deputy Monitoring Officer		
Helena Stevenson	Principal Lawyer & Deputy Monitoring Officer		
<i>Mandatory: Procurement Manager (or deputy) - if report requests approval to go to tender or award a contract</i>			
Lyn Hitchinson	Procurement Manager	n/a	n/a
<i>Mandatory: Data Protection Officer (or deputy) - if decision will result in processing of personal data; to advise on DPIA</i>			
Samantha Wootton	Data Protection Officer	n/a	n/a
<i>Mandatory: Equalities Officer – to advise on EQiA, or agree an EQiA is not required</i>			
Ellen McManus-Fry	Equalities & Engagement Officer	n/a	n/a
<i>Mandatory: Assistant Director HR – to advise if report has potential staffing or workforce implications</i>			

Nikki Craig	Assistant Director of HR, Corporate Projects and IT	n/a	n/a
<i>Other consultees:</i>			
<i>Directors (where relevant)</i>			
Stephen Evans	Chief Executive	14/03/24	
Andrew Durrant	Executive Director of Place	14/03/24	
Kevin McDaniel	Executive Director of Adult Social Care & Health	14/03/24	
Lin Ferguson	Executive Director of Children's Services & Education	14/03/24	15/03/24

Confirmation relevant Cabinet Member(s) consulted	Deputy Leader and Cabinet Member for Finance	Yes
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REPORT HISTORY

Decision type:	Urgency item?	To follow item?
Non-key decision	No	No

Report Author: Julian McGowan, Senior Finance Business Partner
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Service	Current budget	Forecast outturn	Forecast variance	Previously reported variance	Change from previously reported variance
	£000	£000	£000	£000	£000
Chief Executive Department					
Chief Executive	261	261	0	0	0
Strategy & Performance	769	755	(14)	(14)	0
TOTAL CHIEF EXECUTIVE	1,030	1,016	(14)	(14)	0
Children's Services					
Director of Children's Services	(79)	(79)	0	0	0
Achieving for Children Contract	44,686	46,219	1,533	1,449	84
Children's Services - Retained	58,852	58,852	0	0	0
Dedicated Schools Grant - Income	(75,701)	(75,701)	0	0	0
TOTAL CHILDREN'S SERVICES	27,758	29,291	1,533	1,449	84
Adult Social Care and Health					
Executive Director and Commissioning	1,735	1,767	32	32	0
Adult Social Care	38,526	45,549	7,023	6,705	318
Better Care Fund - Spend	14,579	14,579	0	0	0
Better Care Fund - Income	(14,579)	(14,579)	0	0	0
Transformation and Community	170	153	(17)	(17)	0
Public Health Spend	5,392	5,392	0	0	0
Public Health Grant	(5,317)	(5,317)	0	0	0
TOTAL ADULT SOCIAL CARE and HEALTH	40,506	47,544	7,038	6,720	318
Resources					
Executive Director of Resources	155	83	(72)	(72)	0
Revenues, Benefits, Library & Resident Services	5,250	4,332	(918)	(908)	(10)
Housing Benefit	(377)	(346)	31	31	0
Human Resources, Corporate Projects & IT	3,355	3,288	(67)	(72)	5
Corporate Management	(196)	591	787	787	0
Finance	1,615	1,648	33	(69)	102
Governance	2,368	2,299	(69)	(69)	0
Legal services	1,025	788	(237)	(192)	(45)
TOTAL RESOURCES	13,195	12,683	(512)	(564)	52
Place					
Executive Director of Place	20	20	0	0	0
Neighbourhood Services	8,027	9,927	1,900	1,821	79
Planning Service	1,330	1,785	455	455	0
Housing, Environmental Services & Trading Standards	2,134	2,255	121	(129)	250
Property	(2,908)	(2,908)	0	0	0
Infrastructure, Sustainability & Transport	3,382	3,253	(129)	(91)	(38)
TOTAL PLACE	11,985	14,332	2,347	2,056	291
TOTAL SERVICE EXPENDITURE	94,474	104,866	10,392	9,647	745
Sources of funding and non-service expenditure					
Contingency and Corporate Budgets	2,857	709	(2,148)	(2,088)	(60)
Precepts and Levies	2,066	2,066	0	0	0
Financing and investment (income) and expenditure	5,180	4,329	(851)	(851)	0
Taxation and non-specific grant income	(110,629)	(110,629)	0	0	0
Minimum Revenue Provision	3,139	3,572	433	433	0
Transfer to / (from) earmarked reserves	(1,487)	(2,489)	(1,002)	(1,003)	1
Contribution to Pension Fund deficit	4,400	4,331	(69)	(69)	0
TOTAL FUNDING AND NON-SERVICE EXPENDITURE	(94,474)	(98,111)	(3,637)	(3,578)	(59)
(INCREASE) DECREASE IN GENERAL FUND	0	6,755	6,755	6,069	686

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Directorate	Risk / Opportunity Description	Estimated impact (Surplus) / Pressure £m
Place	TEMPORARY ACCOMMODATION We have identified that there is a significant delay in approving Temporary Accommodation invoices that is making forecasting difficult. As at 13 March, there was £0.400m of invoices awaiting approval which leaves us with significant uncertainty.	0.400
Place	HOUSING ROUGH SLEEPER DISPERSAL GRANT The grant has been used to pay for Temporary Accommodation costs for rough sleepers, however this is not part of the program agreed with DLUC. As such further work is required to move these Temporary Accommodation costs to the General Fund and to confirm the extent other costs can be substituted in.	0.400
Place	PLANNING APPEAL Costs in relation to a planning decision compensation / costs are expected. £0.180m has been included in the forecast but this is an estimate and may increase by an additional estimated £0.350m in case the planning committee's decision is overruled.	0.350
Resources	EXTERNAL AUDIT FEES Deloitte have requested to the local government audit regulator (Public Sector Audit Appointments) that they be allowed to charge additional fees of £0.400m in respect of the 2020/21 audit, which includes additional work responding to objections. This has been included in the forecast we are challenging the scale of these additional fees so there could be a benefit if that was accepted.	Unknown
Resources	BAD DEBT PROVISION (excluding Adults & Health / legacy Housing Debt pre ARA) A saving of £0.190m was included in the 2023/24 budget in respect of reducing the bad debt provision (though the saving relates to Place as well, it has been recorded in Resources for simplicity). However, it is looking unlikely that this target will be achieved and there will be a cost from a requirement to increase the bad debt provision. Bad debt provisions are volatile depending on the timing of large invoices, but there is a risk that the requirement for an increase in the provision will be significant. The current forecast assumes the saving will not be met, but there will be no increase in bad debt provision. There are however some unreconciled credits on Agresso of approximately £0.360m which may mitigate the pressure. In addition, we are undertaking a task to properly right size the bad debt provision based on where debt recovery procedures have reached, as opposed to the age of the debt. This should reduce the requirement for the provision.	Unknown
Resources	HOUSING BENEFITS The Housing Benefit position is complicated and we are not in a position to reliably forecast this until several year-end procedures are complete, including completion of the subsidy claim and calculation of the bad debt provision. However, the recovery rate on overpayments has dropped which is likely to have a negative impact.	Unknown
Children's	HEALTH FUNDING The budget assumes health funding for four placement of young people, totalling £0.668m. However, there is a risk that health will not fund part or all of these costs.	0.668
Adults & Health	DATA QUALITY OF INFORMATION TO BASE ADULT SOCIAL CARE FORECASTS ON The lack of a care system that integrates with the ledger and automates processes results in significant concerns over the quality of data used to inform forecasting in Adult Social Care. Finance are reliant on the service to update manual spreadsheets of care packages, but there are significant differences between what is currently on the spreadsheets and the commitments recorded on the care system. This could be that the care system is not up to date, but each case needs to be followed up individually. As an example, this month we identified a client who had deceased in November but this had not been recorded properly resulting in invoices of £5,600 per week still being issued until March.	Unknown
Adults & Health	INCOME FORECASTING Client income is proving difficult to forecast and there remains a risk of significant variations in forecast in the final months leading up to year-end. This is due to the invoicing of clients being a manual process and therefore requiring complex manual spreadsheets to monitor, exacerbated by: - frequent backdating of financial assessments, for example due to delays at Court of Protection granting deputyship; - data quality issues (see data quality above) meaning finance may not be aware of the care package and the associated assessed client contribution; - learning disability clients who finance have recorded as having to make a contribution (including CHC) but have not been invoiced; - s117 clients where it may be that the ICB should be meeting costs.	Unknown

Directorate	Risk / Opportunity Description	Estimated impact (Surplus) / Pressure £m
Adults & Health	<p>RAISING OF INCOME</p> <p>Unlike with other departments, the finance team have to raise invoices for income from funding bodies (e.g. the ICB, other Councils). This is due to historic practice and also the budgets are on the RBWM ledger but the budget holders sit in Optalis. As accountants are raising the invoices, they are also having to take on the role of chasing this debt. The finance team are concerned over the completeness of records and the extent the service take ownership of this debt. Historic spreadsheets suggest there could be unclaimed income, but there appears to be no master list.</p>	Unknown
Adults & Health	<p>PROVISION FOR SOCIAL CARE COSTS</p> <p>At the end of 2022/23 we provided £314k for a Continuing Health Care case for which health have offered to pay 40% (£0.137m). A final decision has not been made but if the 40% was accepted would allow is to release part of the provision.</p>	(0.137)
Adults & Health	<p>FUNDED NURSING CARE (FNC)</p> <p>FNC is a contribution from health to nursing residential placements. The Council pays care providers the FNC as part of its nursing block fees and then reclaims it from the Integrated Care Board (ICB). The Council is projected to pay £0.250m more FNC than it receives.</p> <p>Finance had recently reviewed FNC and identified FNC not paid to RBWM as far back as 2021. Due to this review FNC income is now projected to be £0.144m higher in quarter 4 compared to quarter 3 , which is in the reported 23-24 M11 projection, and finance expects to secure more FNC income.</p>	(0.040)
Adults & Health	<p>ADULT SOCIAL CARE FEES</p> <p>The ICB limited the uplift it will fund in 2023/24 to 1.8%. The Director of Adults & Health is challenging this decision but invoices are now being issued with a 1.8% uplift to ensure invoices for 23-24 will be paid. In addition, the increase in fees and charges from 01/01/24 is not being included in invoices to ICBs to ensure 23-24 invoices will be paid. If RBWM is able to secure a higher uplift and Frimley ICB accepts the increase to fees and charges from 01/01/24 then top-up invoices can be issued.</p>	(0.060)
Adults & Health	<p>BAD DEBT PROVISION (ADULTS AND HEALTH)</p> <p>Although there is a project underway concerning the large amount of old debt in Adult Social Care, it is looking increasingly unlikely that any improvement will be realised in the year. The budget contains a bad debt saving of £0.350m which may not materialise in 2023/24. In addition the current bad debt provision is projected to increase by £0.585m. This makes a total projected overspend of £0.935m by March 2024. £0.624m is in the forecast. It should be noted that the current project chasing debt over one year old has shown some early success, with over £0.100m of legacy debt paid following sending of standard letters.</p>	0.311
Adults & Health	<p>SUPREME COURT JUDGEMENT ON S117 AFTERCARE</p> <p>In 2023 the Supreme Court ruled on determining responsibility for aftercare when people are placed out of area and then detained again under the Mental Health Act 1983. This impacts on which local authority has responsibility for aftercare , (including funding) for a person detained in hospital under the Mental Health Act. The ruling represents a change in the law resulting in £1m risk to RBWM arising from specific circumstances.</p>	1.000

Report Title:	Quarterly Assurance Report Q3 2023-24 or where latest information is available until February 2024
Contains Confidential or Exempt Information	No - Part I
Cabinet Member:	Councillor Werner, Leader of the Council and Cabinet Member for Community Partnerships, Public Protection and Maidenhead
Meeting and Date:	Cabinet – 24 April 2024
Responsible Officer(s):	Stephen Evans, Chief Executive Elizabeth Griffiths, Executive Director
Wards affected:	All

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REPORT SUMMARY

The purpose of this report is to provide the Quarterly Assurance Report (Appendix A) focused on the latest available position in relation to performance indicators and the corporate risk register. Audit and Workforce insights are also included. The Quarterly Assurance Report is a mechanism to support good governance and reflects performance (Q3 23/24 or where latest information is available until February 2024) and risk for RBWM.

1. DETAILS OF RECOMMENDATION(S)

RECOMMENDATION: That Cabinet considers the report and:

- i) **Reviews the Quarterly Assurance Report setting out progress against the performance indicators and risk register.**

2. REASON(S) FOR RECOMMENDATION(S) AND OPTIONS CONSIDERED

Options

Table 1: Options arising from this report

Option	Comments
Cabinet reviews the Quarterly Assurance Report (QAR) and the challenges and successes it highlights around performance, risk and audit across the council.	This is the recommended option. The QAR provides accountability and transparency around the council's performance, risk monitoring, workforce and audit. Its consideration by Cabinet is a key part of good governance.
Cabinet does not review the Quarterly Assurance Report.	This is not recommended.

2. KEY IMPLICATIONS

- 2.1 The full Council Plan, inclusive of deliverables and a refreshed suite of performance indicators was considered by the Corporate Overview & Scrutiny Panel on 25 March 2024 and Cabinet on 27 March 2024 and was presented to Full Council on 16 April 2024 for agreement and adoption.
- 2.2 An interim suite of performance indicators (“the Interim PMF”) was developed to share performance with Cabinet and the Corporate Overview & Scrutiny Panel as part of Quarterly Assurance reporting arrangements in the interests of good governance, while officers worked to develop the new Council Plan. This is the last report against the Interim PMF before the adoption of the new council plan in April 2024. This is set out in the QAR (see Appendix A). Performance reporting for indicators is based on a traffic-light concept where green is on/above target, amber provides an early warning for possible intervention, and red suggests intervention may be necessary.
- 2.3 As part of its consideration of the previous QAR in November 2023 and January 2024, the Corporate Overview & Scrutiny Panel shared constructive feedback in relation to the QAR’s future evolution, including feedback on additional performance indicators to be considered for inclusion. The Panel’s feedback has been factored into the development of the new performance management framework that will support the new Council Plan, and which will be monitored through the Quarterly Assurance Report going forwards.

3. FINANCIAL DETAILS / VALUE FOR MONEY

- 3.1 This report combines the council’s performance and risk. Robust information on performance and risk helps to inform resource allocation decisions, and highlights progress and challenges on delivery within budget. A separate Budget Monitoring report is provided to Cabinet monthly with full detail of the council’s latest financial position. Going forwards this will also include progress against transformation programmes.
- 3.2 The council presented a balanced budget 2024/25 to Cabinet and Full Council. This was approved by Full Council in February 2024. Nevertheless, the risk to deliver the actions set out in the budget remains due to a range of reasons including increased social care demand and costs, increased borrowing costs and increased contract costs.

4. LEGAL IMPLICATIONS

- 4.1 In considering its financial and non-financial performance, the Cabinet is supporting the Council to fulfil its duties under s.151 of the Local Government Act 1972 to ensure that there are arrangements in place for the proper administration of its financial affairs. Further, under s.3 of the Local Government Act 1999 to make arrangements to secure continuous improvement in the way its functions are exercised, having regard to a combination of economy, efficiency and effectiveness.

5. RISK MANAGEMENT

- 5.1 Specific risk management activities and consideration of the corporate risk register is included within the relevant sections of Appendix A. Failure to manage risks appropriately could have financial, reputational or other consequences. Risk owners are required to implement controls to mitigate risks and update these regularly.

6. POTENTIAL IMPACTS

- 6.1 **Equalities.** This report does not have direct implications for equality and diversity, although the performance metrics include a number of metrics which measure progress in tackling inequalities within the borough.
- 6.2 **Climate change/sustainability.** This report does not have direct environmental impacts but includes performance metrics which measure progress against our environmental priorities.
- 6.3 **Data Protection/GDPR.** There are no data protection impacts as a result of this report.

7. CONSULTATION

- 7.1 No consultation was required in creating this report.

8. TIMETABLE FOR IMPLEMENTATION

- 8.1 The Quarterly Assurance Report set out at Appendix A provides an update on latest position in relation to performance and risk. The report will be shared at the next meeting of the Corporate Overview and Scrutiny Panel, for their review and consideration.

9. APPENDICES

This report is supported by 1 appendix.

- Appendix A: Quarterly Assurance Report

10. BACKGROUND DOCUMENTS

- 10.1 There are no background documents.

11. CONSULTATION

Name of consultee	Post held	Date sent	Date returned
<i>Mandatory: Statutory Officer (or deputy)</i>			
Elizabeth Griffiths	Executive Director of Resources / S151 Officer	26.03.24	03.04.24

Elaine Browne	Deputy Director of Law & Governance & Monitoring Officer	26.03.24	27.03.24
<i>Deputies:</i>			
Julian McGowan	Senior Business Partner & Deputy S151 Officer	05.04.24	
<i>Mandatory:</i> Equalities Officer – to advise on EQiA, or agree an EQiA is not required			
Ellen McManus-Fry	Equalities & Engagement Officer	N/A	N/A
<i>Other consultees:</i>			
<i>Directors</i>			
Stephen Evans	Chief Executive	26.03.24	08.04.24
Andrew Durrant	Executive Director of Place	26.03.24	
Kevin McDaniel	Executive Director of Adult Social Care & Health	26.03.24	05.04.24
Lin Ferguson	Executive Director of Children's Services & Education	26.03.24	08.04.24

Confirmation relevant Cabinet Member(s) consulted	Councillor Werner, Leader of the Council and Cabinet Member for Community Partnerships, Public Protection and Maidenhead	Yes
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REPORT HISTORY

Decision type:	Urgency item?	To follow item?
For information	No	No

Report Author: Radhika Thirunarayana Govindarajan, Lead Performance Analyst

APPENDIX A

Quarterly Assurance Report

Performance Data as at Q3 (Oct-Dec) 2023/24 or where latest monthly data is available until February 24.

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Report Author(s)	
Radhika Thirunarayana-Govindarajan	Lead Performance Analyst
Steve Mappleby	Insurance & Risk Manager

1. Executive Summary

Performance

- 1.1 A new Council Plan (2024-28) inclusive of deliverables and a refreshed suite of performance indicators, was considered by the Corporate Overview & Scrutiny Panel on 25 March 2024 and Cabinet on 27 March 2024 and was presented to Full Council on 16 April 2024 for agreement and adoption.
- 1.2 An interim suite of performance indicators (“the Interim PMF”) was developed for reporting in 2023/24 as part of Quarterly Assurance reporting arrangements in the interests of good governance, while officers worked to develop the new Council Plan. This is the last report against the Interim PMF before the adoption of the new Council Plan in April 2024.
- 1.3 The Quarterly Assurance Report has been and will continue to be refined in line with feedback from both Cabinet and the Corporate Overview & Scrutiny Panel to ensure that it delivers the insights required for assurance and decision-making.
- 1.4 The Interim PMF has a total of 63 indicators. It is noted that the indicators reported in 2023/24 follow different frequencies (e.g. monthly, quarterly), and this report sets out the latest data available at the time of this report’s preparation – either Q3 (Oct-Dec) or Feb-24. This report’s preparation has preceded availability of Q4 data for indicators reported on a quarterly frequency.
- 1.5 Table 1 summarises the volume of indicators reported in this QAR for each Directorate with a breakdown by RAG status and an indication of the change since the last QAR was reported to Cabinet in Jan-24 shown in brackets. Of the 37 target-based indicators, 78% are either green or amber (29/37), 19% are red (7/37) and 3% (1/37) have no latest data available. Details of performance for each Directorate are set out in relevant sections of this report and a high-level summary of key messages across all Directorates is provided at 1.6.

Table 1: Latest available period performance with Directorate breakdown (previous QAR position identified in brackets to show change)

Directorate	Red	Amber	Green	Monitoring only	No data available	Total
RBWM corporate cross-cutting	1 (→ 1)	1 (↑ 0)	2 (↓ 3)	7		11
Adult Social Care & Health	2 (→ 2)	1 (↑ 0)	3 (↓ 4)	7		13
Children’s Services & Education	2 (↑ 1)	4 (↑ 1)	5 (↓ 9)	4		15
Place	1 (→ 1)	1 (→ 1)	7 → 7)	8	1	18
Resources	1 (↑ 0)	1 (↓ 4)	4 (↑ 2)	0		6
Total	7 (↑ 5)	8 (↑ 6)	21 (↓ 25)	26	1	63

Key messages: Successes:

- 1.6 **Finance: The council presented a balanced budget for 2024/25** to Cabinet and Full Council in February 2024 in a challenging environment of weak financial reserves, increased social care demand and costs, increased borrowing costs and increased contract costs. On 29 February 2024, Full Council agreed the 2024/25 budget. However, the council's financial position remains precarious with substantial risks and challenges in delivering the proposed savings and transformation set out in the budget.
- 1.7 **Children and young people: Children services sees a good progress, with 82% of their indicators marked as either amber or green, despite increasing targets for several indicators** during the annual review in Q3.
- 1.8 **Children and young people [Visits and reviews]: The proportion of children subject to Child protection plan visited within the last 10 working days is at record high of 97.4%** against a target of 95% and highest in the last 2 years.
- 1.9 **Additionally, the proportion of eligible children receiving age-based reviews are increasing, which is important in early identification of issues.** The % of eligible children receiving a 6–8-week review within 8 weeks is at 89.9% above the target of 87%, steadily increasing since Q1 (86.2%) and % of children with a review at 2-2.5 years of age is at 84.3% surpassing the target of 77.2% with a notable 29% increase in the number of children offered or due for a 2-2.5-year review in Q3 when compared to Q2.
- 1.10 **Adult Social Care: RBWM have been ranked 4th in England for Overall Satisfaction by people who have used the service.** This is one of seven survey measures in the national Adult Social Care Outcomes Framework (ASCOF) in 2023. RBWM have ranked in the top ten local authorities in five of the seven survey areas. This measure is monitored, rather than a target in the current framework so does not have a RAG rating.
- 1.11 **Revenues: At Feb-24, the % of council tax collected is 96.91%, just short of target of 97.0% (amber).** The collection rate of 96.91% has surpassed 22-23 England collection rates (96.02%). In cash terms, this equates to £108,290,876 collected from Apr-23 – Feb-24, **up £5.67m in comparison to Feb-23** (£102,619,368). At Feb-24 the % of Non-Domestic Rates (Business Rates) collected is 95.32%, above the target of 95.0%, flagging green.
- 1.12 **Complaints and compliments: There has been a quarter-on-quarter reduction in complaints** in relation to the **RBWM Formal Corporate Process** from 53 in Q1 to 36 in Q3, with reductions in complaints in relation to planning, revenue and benefits, resident contact services. Complaints concerning housing, are on an increasing trend, however the service is reviewing the data, key themes and learnings to identify how to reduce complaints in this area. **The volume of compliments for RBWM Formal Corporate Services is at its highest (125) in the last 7 quarters since Q1 22/23.**

Challenges:

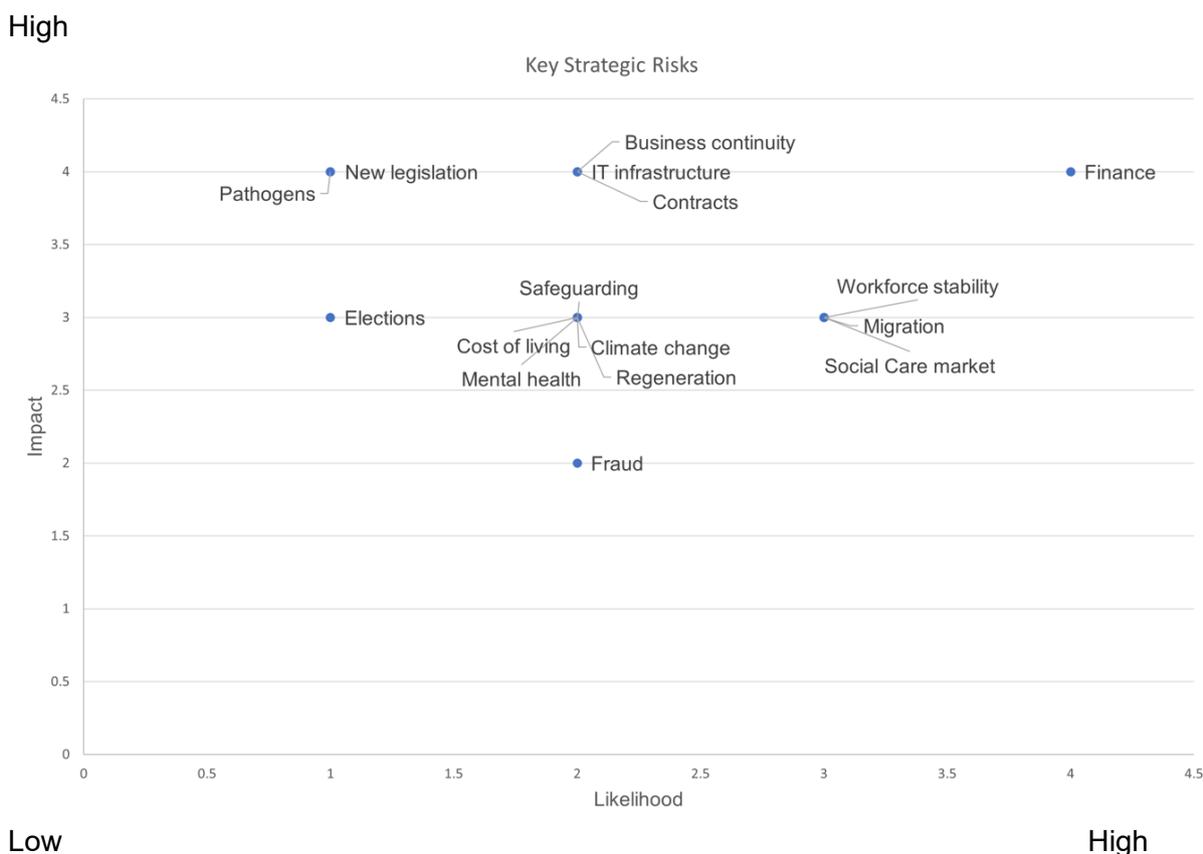
- 1.13 **Finance: Albeit presenting a balanced budget for 2024/25, the council's serious financial position remains the most acute challenge, with the forecast variance to the 2023-24 service revenue budget continuing to increase.** A separate Budget Monitoring report is provided to Cabinet monthly with full detail of the council's latest financial position. The % forecast variance to service revenue budget is at 10.2% (Jan-24) worsening from Sep-23 (6.8%). In cash terms, it is £9,647,000 (Jan-24).
- 1.14 **Adult Social care: The proportion of permanent admissions to a care home for those aged 65yrs+ (previously self-funded) has seen a large increase, from 20% (Jan-24) to 42.9% in Feb-24.** The service is working intensively to strengthen reablement services to support people to continue to live independently and good progress is being made, with fewer people being permanently admitted to care homes at 70% of target (lower is better). However those who choose to place themselves in a care home are finding that their money does not last as long and an increasing number are then seeking financial support from the Council and do not have a home to return to. The Care Quality team are working with care home providers to ensure that they are offering good advice and value to potential residents to give us as much visibility of new liabilities as even one additional placement puts the council under substantial increased financial strain. We continue to seek placement costs which match the market with providers who are judged Good or Outstanding by the CQC and have had to move some residents to achieve this financial parity when it is safe to do so.
- 1.15 **Children's social care: Demand for children's services continues to rise.** For Q3, the number of children referred per 10,000 population (cumulative) is at 421 above the target of 397.5 and flagging red, with an annual projected rate of 561, higher than the yearend target of 531. Like adult services, any additional placement adds to financial pressures. This is coupled with fewer staff in permanent roles and an increased reliance on agency staff to deliver services, also impacting on the council's finances. (Agency rate: 46.3% in Feb-24). Pay and conditions for children's social workers are being reviewed and strengthened to attract more permanent staff. There are a range of mitigations in place to address these challenges and these are set out in our transformation plans.
- 1.16 **Housing: A combination of rising demand and high housing costs continues to place pressure on the housing service, and the proportion of households in temporary accommodation placed out of borough is rising.** Cost of living rises, combined with a growing number of asylum seekers, continues to place considerable strain on the provision of temporary accommodation within the borough and remains a key challenge for the council. This is combined with the lack of council-owned housing stock, reliance on housing providers, and increasing prices within the private rental sector. The number of households in temporary accommodation has increased steadily from 223 in Apr-23 to 280 in Feb-24. The % of households in temporary accommodation within the borough is 35.7% in Feb-24 (red), declining steadily

from 46.2% in May-23 (amber). As of Feb-24, 64% (180/280) were placed out of borough. Of those placed out of borough, 78% (139/180) were placed in Slough.

Risk

1.17 Risks potentially carrying the most damaging impacts on our measurement scale are classified as key risks. The inclusion of risks within any level of risk register does not mean there is an immediate problem but signifies officers are aware of potential risks and have devised strategies for the implementation of relevant mitigation measures towards the accepted appetite position. Figure 1 shows the current strategic risks comparing probability Vs Impact, providing an update on new risks and risks that have shown an improvement in tables below. Table 2 sets out the current risk assessment status by Directorate.

Figure 1: Current Key Strategic Risks



Risk Name and Summary table

Name and Ref	Risk summary
Finance (HOF0006)	The council's financial position and not delivering the transformation plans integral to the 24/25 budget. Note, the transformation element will be captured as a separate risk going forward.
Migration (HOUS0003)	Increased levels of migration and movement of people.
Workforce stability (HR0026)	Workforce stability and challenges in recruiting.
Social care market (SDCHL0028)	State of the social care market and demand pressures for placements, both children's and adults.
Cost of living (SDCHIL0026)	Cost of living crisis leads to significant spikes in demand for support services and reactive services across the public sector.

Business Continuity (CORP0008)	Business continuity/emergency planning response to critical incidents.
IT infrastructure (HR0025)	IT infrastructure i.e. data storage infrastructure, systems access or total loss of council data centre.
Contracts (POLPER0020)	Failure to secure best value in terms of service delivery incl. contracts.
Regeneration (CORP0007)	Regeneration scheme uncertainties.
Safeguarding (SDCHIL0025)	Safeguarding adults and children.
Mental health (SDCHIL0027)	Mental health crisis accelerates with impact on RBWM to support consequences.
Climate Change (CLIM0012)	Climate change and the risks of our strategy to achieve the borough's net-zero carbon emissions target.
Fraud (HOF0015)	Fraud/corruption leads to loss of council resources.
New legislation (POLPER21)	Inadequate response to new legislation.
Pathogens (SDCHIL0029)	Impact of winter flu and possible future pathogen variants.
Elections (ELEC002)	Failure to successfully run an election.

New to Q3

Ref	Risk
Business continuity (CORP0008)	Business continuity/emergency planning response to critical incidents.

Improving Q2 – Q3

Q2	Q3	Risk
9	6	Mental health crisis accelerates with impact on RBWM to support consequences.
12	3	Impact of winter flu and possible future pathogen variants.

Reassessed

Q2	Q3	Risk
12	6	Climate change

All other assessments static Q2 -Q3.

Table 2: Current risk assessment status by Directorate

	High	Medium/ high	Medium	Low
RBWM strategic risks	1	3	8	4

Adults, Social Care and Health	0	0	3	0
Chief Executive	0	0	0	0
Children's Services and Education	1	0	0	2
Place	0	2	0	2
Resources	1	0	2	0

1.18 Cabinet Members are notified of the key risks where they are named as the risk owner, typically as part of a Member briefing. Officers are tasked with ensuring that any comments by Members are reflected in the assessment.

1.19 If any risks are of such low inherent impact that there is no good reason to continue referencing them as key risks then they are removed from the key risk registers. They are usually re-categorised as service area risks unless to do so would simply create extraneous "noise" and be of no management benefit. In which case they would be withdrawn.

2 RBWM corporate cross-cutting

Performance

2.1 Scorecard 1 sets out cross-cutting corporate indicators and reflects the latest data available at the time of this report's preparation. Across the metrics, directional arrows have been added for non-target-based metrics, where meaningful to indicate if the movement is favourable or not. This is in response to feedback from Corporate Overview & Scrutiny.

Scorecard 1: Corporate cross-cutting performance [please note a separate Budget Monitoring report is provided to Cabinet monthly with full detail of the council's latest financial position]

Corporate cross-cutting									
Information governance									
Measure	Date	Period Actual	Period trends	Last period	Period Improving / Worsening	YTD Actual	YTD Target	YE Target	Frequency
[RBWM:IG1] % of information requests processed within 20 working days or within agreed timelines	Jan 24	84.8%		88.7%	↓	89.3%	90.0%	90.0%	Monthly
Budget									
Measure	Date	Period Actual	Period trends	Last period	Period Improving / Worsening	YTD Actual	YTD Target	YE Target	Frequency
[RBWM:M1] % forecast variance to service revenue budget	Jan 24	10.2%		9.2%	↓	10.2%	0.0%	0.0%	Monthly
[RBWM:M1a] Forecast variance to service revenue budget (£000s)	Jan 24	£9,647		£8,663	↑	£9,647			Monthly
[RBWM:M3] Overdue debts (excluding Housing Benefits over-payments) (£000s)	Jan 24	£9,125		£8,547	↑	£9,125			Monthly
Complaints & Compliments									
Measure	Date	Period Actual	Period trends	Last period	Period Improving / Worsening	YTD Actual	YTD Target	YE Target	Frequency
[RBWM:C10] # of compliments received (RBWM Formal Corporate)	Dec 23	125		97	↑	342			Quarterly
[RBWM:C6b] # of contacts progressed as complaints (RBWM Formal Corporate)	Dec 23	36		43	↓	132			Quarterly
Workforce									
Measure	Date	Period Actual	Period trends	Last period	Period Improving / Worsening	YTD Actual	YTD Target	YE Target	Frequency
[RBWM:P01] Headcount	Feb 24	574		573		574			Monthly
[RBWM:P02] FTE	Feb 24	519.52		518.28		519.52			Monthly
[RBWM:P05] # of working days lost to sickness per headcount (YTD)	Feb 24	3.56		3.02	↓	3.56	5.32	5.80	Monthly
[RBWM:P06] % voluntary turnover (Month)	Feb 24	1.42%		1.24%		1.42%			Monthly
[RBWM:P07] % voluntary turnover (YTD)	Feb 24	13.12%		11.71%	↓	13.12%	11.83%	12.90%	Monthly

Key messages

- 2.2 **Finance:** The council's serious financial position remains the most acute challenge. In Jan-24 the % forecast variance to service revenue budget was 10.2% (red), worsening from 9.2% in Dec-23. In monetary terms this is a £9,647,000 variance in Jan-24 compared to £8,663,000 in Dec-23. At the time of preparation of the report, February figures were being finalised. The council has taken swift and decisive action to address overspend, including introducing a spending control panel which reviews all avoidable spend over £500 and working with each directorate to create robust and deliverable plans to increase income, reduce costs and deliver transformation. A separate Budget Monitoring report is provided to Cabinet monthly with full detail of the council's latest financial position. The council presented a balanced 2024/25 Budget and Medium-Term Financial Strategy in February 2024, however significant delivery risks remain.
- 2.3 **Workforce:** The council monitors a range of workforce-related indicators, including the number of working days lost to sickness and voluntary turnover, that are drawn from the council's internal HR system.

Corporate Overview & Scrutiny have suggested that it would be beneficial to incorporate additional indicators on staff vacancy rate and related financial impact. Indicators on staff in permanent roles and recruitment have been added to the new Council Plan while officers continue to discuss further measures.

Maintaining workforce stability is a key risk for the council and included on the corporate risk register (HR26), shown in Table 3, with key mitigations. However, the council is looking at ways to support recruitment and retention. The council recently consulted with staff and unions to increase annual leave entitlements for colleagues on the RBWM payroll. Staff will get an additional 3-days annual leave from April 24. 32 days of annual leave brings us in line with other Berkshire authorities.

2.3.1 **Working days lost to sickness:** The end of year target is to have fewer than 5.8 working days lost to sickness in total, with a set monthly target trajectory up to 5.8. In 2023/24 sickness has been consistently below the set target trajectory and therefore flagging as green with no concerns. The latest position at the time of this report's preparation is 3.56 (Feb-24), lower than last year (4.36 Feb-23). It is acknowledged that hybrid working has seen a reduction in sickness absence as staff who feel that they are well enough to work from home may choose to do so. Sickness is reported at a Directorate and service-level under "Workforce" in relevant sections of this report.

2.3.2 **Voluntary turnover:** It is acknowledged that some staff-churn is healthy for any organisation and so the year-end target for RBWM is for % voluntary turnover to be within an acceptable range of 12.9% at the end of the financial year. Monthly targets are profiled as a trajectory line up to that 12.9% year-end target. The latest position at the time of this report's preparation is

13.12%, which falls within the acceptable range of the Feb-24 target (11.83%) and therefore flagging green. Voluntary turnover is reported at Directorate and service-level under “Workforce” in relevant sections of this report.

- 2.4 **Information governance:** The council monitors the timeliness of processing Freedom of Information (FOI) requests, including Environmental Information Requests (EIRs) that relate to various environmental aspects. Monthly performance has decreased since Nov-23 (90.3%) and is at 84.8% (112/132) in Jan-24 and below the target (90%), though is within the tolerance thresholds. This could be attributable to many factors including requests that require additional information and complexity of requests. It is also noted that there was a considerably higher volume of requests (132) in Jan-24 (Dec-23: 53, Nov:23: 103). The year to date is at 89.3% (823/922), marginally below the target of 90%. This indicator will continue to be monitored.
- 2.5 **Complaints and compliments:** It is acknowledged that all complaints and compliments data is drawn from a live system and data may retrospectively change as complaints progress through the various stages of the process. The council publishes an Annual Compliments and Complaints Report, providing detailed focus on volumes of compliments and complaints including reasons for complaints, outcomes and lessons learnt. A Q3 snapshot of the system shows that volume of complaints steadily reduced since Q1 (53) to Q3 (36). The number of compliments is at 125, highest in the last 7 quarters since Q1 22/23.
- 2.6 “Universal services” such as waste & recycling, council tax, parking tend to see higher complaints volumes generally, however there can be volatility in volumes of complaints for these areas across quarterly reporting periods due to a range of factors including seasonality (e.g. annual billing for council tax, bin collection during holidays due to collection date changes). A higher proportion of complaints received in Q3 related to housing options (30.5%, 11/36) and this follows a quarter on quarter rise in housing options complaints since Q3 22/23, a trend that could be attributable to a combination of factors including increased demand, team vacancies and possible counting of banding appeals as complaints. The service is reviewing the data, key themes and learnings to identify how to reduce complaints in this area. Planning services, revenue and benefits service area and resident contact have seen a reduction in 6 complaints from Q2 23/24.

Risk

- 2.7 Senior management undertook a comprehensive re-evaluation and revision of the entire strategic risk register during December 2022 and January 2023 which informs much of the content of our current key strategic risk registers as per Table 3. Throughout the year the key operational and strategic risks are reviewed typically as part of a directorate management meeting to encourage discussion and challenge. A review and refresh of the strategic risk register will take place in 2024 once the new Council Plan is in place.

- 2.8 No risks have been removed or added from/to any our key risk registers in the last quarter. However the risk of “insufficient emergency response or business continuity planning (BCP) failure” which was classified as a chief executive operational risk in the last QAR is now classified as a key strategic risk.
- 2.9 Now that a balanced budget has been delivered the council’s chief financial risk has evolved towards its delivery from the transformation and efficiency targets.
- 2.10 Following consultation with the ELT the overall risk rating of climate change affecting the council has been reduced to medium/low. The impacts from this risk are likely to be spread across a range of possible outcomes. There is also an inherent lack of control by the council over most of emissions and therefore a reliance on behaviour change from others. It is thus potentially misleading to classify the entire risk as one of the council’s most pressing and urgent matters. Nevertheless we recognise the importance of the matter and retain the matter on our risk register.
- 2.11 Mitigation timescales will continue to be introduced into the risk commentaries to provide further granularity around the progress of outstanding control measures as far as possible.
- 2.12 It is not untypical for risk assessment values to remain unchanged at reviews. This is because our scoring methodology uses a four point scale with wide bandings so there is naturally less room for movement between the assessments.
- 2.13 The impact assessment measures how much disruption the council will face if the threat occurs. The probability assessment is the officer’s best judgement on the most feasible likelihood of the risk occurring. At the lower end of these scales 1 represents a minor impact and/or “very unlikely” and 4 represents an extreme risk and/or “very likely”. It is worth noting that likelihood judgements are subject to more volatility in their assessment – a event previously assessed as unlikely to happen might nevertheless now be about occur. Impact scoring judgements, however, tend to have only limited movement.
- 2.14 Mitigation measures are intended to reduce the probability of a risk’s occurrence or, if possible, of its impact.
- 2.15 A metric is also ascribed to the level of conviction the risk assessor has in the assessment score. By showing a confidence level the risk assessor can mitigate the problem that the decision makers may be expecting precise numerical calculations because (unless told otherwise by the risk assessor) the assessments get interpreted as completely accurate depictions of the risk.
- 2.16 Full detail of the process is contained in the council’s “approach to management of risk 1 April 2024 – 31 March 2025” approved by the audit and governance committee on 20 July 2023.

Table 3: Strategic Risks

Risk	Directorate	Q2 rating	Q3 rating	Target	Direction	Last review
<p>HOF6 – The council’s financial position and not delivering the transformation plans integral to the 24/25 budget. The transformation element will be captured as a separate risk going forward because although related, our overall financial situation is not limited to this.</p> <p>Our extremely low level of reserves, in conjunction with our restricted funding and the sharply rising cost of servicing a large amount of legacy debt means that our financial resilience is very low.</p> <p>The 2024/25 budget increases funding in specific areas, including social care, funded by a new set of transformation and efficiency targets.</p> <p>Delivering the transformation required at pace not only carries risk but will require the organisation to focus intently on that delivery over the next 12 months and avoid the temptation to divert resources, either monetary or in officer time, into any activities that do not deliver that change. This will require a culture shift from both officers and members.</p> <p>Confidence level: strong degree of confidence that the assessments accurately capture the current position in risk terms.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> • A balanced budget for 24/25 delivered to Cabinet. • Monthly budget monitoring process. • Non-essential spend approval via SCP. • All capital expenditure from 23/24 is under review to minimise borrowing requirements and reduce spend where possible. • Annual line by line base budget review. • Improving debt recovery programme <p>Key mitigations in progress</p> <ul style="list-style-type: none"> • Transformation details are in the 24/25 budget papers. The headlines: service transformation, prevention and demand reduction, contract 	Executive Director Resources	16	16	8	Static	21/02/24

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Risk	Directorate	Q2 rating	Q3 rating	Target	Direction	Last review
<p>management, income maximisation, asset management, economic growth.</p> <ul style="list-style-type: none"> Each directorate will have its own transformation programme which will report into a new Corporate Transformation Board to oversee delivery. The projects will be resourced using additional funding available under the flexible use of capital receipts (further detail in appendix G to the 2024/25 Draft Budget Cabinet report 20 February 2024). 						
<p>HR26 – Maintaining workforce stability. Problems in recruitment and retention of staff.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> Provision for salary increases in MTFP. Continual review of terms and conditions and further national benchmarking. Salary gateways where appropriate. HR manager - recruitment and retention to work with senior managers to reduce agency spend. Comprehensive benefits and wellbeing packages in place. Increases in annual leave entitlements for all RBWM staff <p>Confidence level: strong degree of confidence that the assessments accurately capture the current position in risk terms.</p>	Chief Executive	9	9	3	Static	21/02/24
<p>HOUS03 - Increasing migration and movement of people placed in local hotels could result in an increased demand on RBWM's critical front-line services.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> Local Berkshire and national meetings to ensure RBWM is notified of when asylum seekers are appearing. Work with the Home Office, Clearsprings etc to try and find a solution to growing numbers of asylum seekers in hotels. <p>Key mitigations in progress:</p> <ul style="list-style-type: none"> Improve early notification process by having access to the asylum placement information portal. Recognise budget pressures and reflect in MTFP. 	Executive Director of Adult Social Care & Health/ Executive Director Children's Services and Education Executive Director of Place	9	9	3	Static	12/03/24

Risk	Directorate	Q2 rating	Q3 rating	Target	Direction	Last review
Confidence level in risk assessment metrics - medium. We are confident that this is almost certainly going to happen, but the level of impact is likely to be spread across a range of possible outcomes.						
<p>SDCHIL28 – Financial implications arising from the state of the social care market and demand pressures.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> Implementation of robust management controls in Optalis to manage funding packages and spend. <p>Key mitigations in progress:</p> <ul style="list-style-type: none"> Transitions strategy. Commissioning plan for supported housing Pan ICS commissioning task group for low volume of residents with highly complex needs. <p>Confidence level: strong degree of confidence that the assessments accurately capture the current position in risk terms.</p>	Executive Director of Adult Social Care & Health/ Executive Director Children's Services and Education	9	9	6	Static	22/01/24
<p>CORP0008 Insufficient emergency response or business continuity planning (BCP) failure resulting from the impact of and response to:</p> <ul style="list-style-type: none"> - malicious attacks on publicly accessible locations - storms - low temperatures - heatwaves - flooding <p>These are the most likely risk events that could have implications for a local authority, taken from HM Govt National Risk Register the most recent iteration as at Dec 23.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> Joint Emergency Planning Unit contract provides support and guidance on business continuity. Ran IT outage exercise in Feb 24 to test restoration based on a significant cyber-attack. 	Executive Director Place	8	8	8	Static	20/12/23

Risk	Directorate	Q2 rating	Q3 rating	Target	Direction	Last review
<ul style="list-style-type: none"> Waste suppliers have confirmed their processes and arrangements in the event of severe weather. <p>Key mitigations in progress:</p> <ul style="list-style-type: none"> BCP compliance exercise in progress. Approx 10% outstanding. <p>Confidence level: strong degree of confidence that the assessments accurately capture the current position in risk terms.</p>						
<p>HR25 - IT infrastructure failure, cyber-crime, technological change.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> Secure remote working. Networks protected by multiple security layers using firewall and other control technologies. Multiple data centres provide increased resilience. <p>Key mitigations in progress:</p> <ul style="list-style-type: none"> Go through cyber policy following external review. <p>Confidence level: strong degree of confidence that the assessments accurately capture the current position in risk terms.</p>	Executive Director Resources	8	8	3	Static	21/02/24
<p>POLPER20 - Failure to secure best value for contracted services.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> Change control mechanisms. Exit clauses/strategies negotiated. Robust governance arrangements at Member and officer levels. <p>Key mitigations in progress:</p> <ul style="list-style-type: none"> Improve commercial management skills and capacity to assist services. Improve governance on decentralised contract management. <p>Confidence level: medium degree of confidence that the assessments accurately capture the current position in risk terms.</p>	Executive Director Resources	8	8	4	Static	21/02/24
<p>SDCHIL27 – a potential increase in residents suffering complex mental health disorders could impact on RBWM to support the consequences.</p> <p>Key mitigations in place:</p>	Executive Director of Adult Social	9	6	3	Improving	22/01/24

Risk	Directorate	Q2 rating	Q3 rating	Target	Direction	Last review
<ul style="list-style-type: none"> Engage with ICB and ICP to ensure that health services prioritise mental health services. Develop "Mental Health in School" teams across the borough Promote wellbeing and self-care options through public health and comms channels. <p>Key mitigations in progress:</p> <ul style="list-style-type: none"> One MHST team in Windsor cluster, ICB and NHSE plan to deliver all teams by 2025. Consulting on significant changes re: ICP financial position. <p>Confidence level: strong degree of confidence that the assessments accurately capture the current position in risk terms.</p>	Care & Health					
<p>SDCHIL25 - Major safeguarding issue leads to significant and preventable harm/death to vulnerable people.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> Revised adult and children's safeguarding partnership arrangements implemented with external scrutineers engaged throughout. Single Point of Access and Early Help Hub is the single point of contact for all safeguarding and wellbeing concerns. Quality assurance framework developed in ASC. <p>Confidence level: strong degree of confidence that the assessments accurately capture the current position in risk terms.</p>	Executive Director of Adult Social Care & Health/ Executive Director Children's Services and Education	6	6	6	Static (target achieved). Going forward, this risk will now be captured in separate operational and strategic risk strands.	22/01/24
<p>CORP7 - Uncertainty around major schemes and commercial projects.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> Prop Co's risk register details regeneration risks with joint venture partners with quarterly board review. Appraisal of all our projects so there's complete understanding of each individual scheme. 	Executive Director Place	6	6	6	Static	20/12/23

Risk	Directorate	Q2 rating	Q3 rating	Target	Direction	Last review
<ul style="list-style-type: none"> Introduction of improved governance for Prop Co including creation of new Shareholder Panel to hold company to account. <p>Key mitigations in progress: Ensure minimum EPC^[1] of E for our commercial and residential stock as per MEES^[2].</p>						
<p>SDCHIL26 - Cost of living crisis - increased levels of debt, community tension, anti-social behaviour.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> Household support, now extended to 31/09/24. Voluntary sector engaged to assist. Continuing partnership built up for wrap around services. Active communication about ways of getting support (Here to Help). <p>Confidence level: low degree of confidence that the assessments accurately capture the current position in risk terms.</p>	Executive Director of Adult Services, Health and Communities	6	6	6	Static	22/01/24
<p>CLIM12 - Climate change – extreme weather conditions, carbon emissions.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> Climate strategy approved Dec 2020. <p>Key mitigations in progress:</p> <ul style="list-style-type: none"> Develop a Climate Change Adaption plan. <p>Confidence level: strong degree of confidence that the assessments accurately capture the current position in risk terms.</p>	Executive Director Place	12	6	9	Improving	20/03/24
<p>POLPER21 - Legislation not responded to effectively leads to external intervention.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> Assistant directors/managers keep up to date with service developments Legal advice on decisions is a mandatory part of our report writing mechanism. <p>Confidence level: strong degree of confidence that the assessments accurately capture the current position in risk terms.</p>	Executive Director Resources	4	4	4	Static	21/02/24

Risk	Directorate	Q2 rating	Q3 rating	Target	Direction	Last review
<p>HOF15 - Fraud and corruption leads to loss of council resources.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> Strong protocols in place including anti-money laundering, prevention of bribery and anti-corruption policies. May 23 SWAP fraud risk assessment on all services with potential exposure. Inherent and residual risk rated to steer next steps. <p>Key mitigations in progress:</p> <ul style="list-style-type: none"> Counter Fraud Enforcement Unit to lead on countering/investigating fraud, RIPA, transparency etc. Contract wording being checked. <p>Confidence level: strong degree of confidence that the assessments accurately capture the current position in risk terms.</p>	Executive Director Resources	4	4	4	Static	21/02/24
<p>SDCHIL29 - Impact of winter flu and possible future pathogen variants.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> Appointment of interim health protection post. Hospitals have critical incident plans e.g., postpone non-urgent operations. Priority that beds are available for seriously ill patients. <p>Key mitigations in progress:</p> <ul style="list-style-type: none"> Create health plan assurance document illustrating named responsibilities. <p>Confidence level: medium degree of confidence that the assessments accurately capture the current position in risk terms.</p>	Executive Director of Adult Social Care & Health	12	3	8	Improving	22/01/24
<p>ELEC02 - Failures in running an election leads to loss of confidence by electorate in RBWM.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> Mandatory training for staff involved. Guidance provided by the Electoral Commission incl. polling station, verification and count centre risks. Election project group chaired by the RO, comprising senior officers. Group maintains an elections project risk register. 	Deputy Director of Law and Governance	3	3	3	Static	21/02/24

Risk	Directorate	Q2 rating	Q3 rating	Target	Direction	Last review
Confidence level: strong degree of confidence that the assessments accurately capture the current position in risk terms.						

[\[1\]](#) Energy Performance Certificate

[\[2\]](#) Minimum Energy Efficiency Standards

Audit

2.17 The purpose of inclusion in this report is to monitor the implementation of the highest priority actions agreed (priority 1). The audits selected for monitoring are those where high corporate risks have been reported. These are listed in Table 4. Oversight of Internal Audit delivery is the responsibility of the Audit and Governance Committee.

Table 4: Audits Priority 1

Name of Audit	Priority 1 Action	Ref.	Responsible Officer	Agreed date for implementation	Progress Update
Business Continuity Planning 177	All services to complete a Business Impact Analysis (BIA)	917	ED Place		Self-assessed by service as complete. All services have completed their BIA.
	All services to complete a Business Continuity Plan (BCP)	943	ED Place	30/09/2023 Unable to progress	Since the last update, only one plan has been submitted. This has been raised to the Executive Director as a concern. Reminders were given during the exercise in February.
	A corporate BIA to exercise to be completed and incorporated in the corporate BCP	887	Service Manager – Joint Emergency Planning Unit		Self-assessed by service as complete. The Corporate Business Continuity Plan was shared with ELT and discussed through the exercise.
	A process of review of BCPs to be put in place	896	ED Place	31/12/2023	a) A list of critical council services has been agreed and shared with the procurement team.

Name of Audit	Priority 1 Action	Ref.	Responsible Officer	Agreed date for implementation	Progress Update
	for all high value contracts.			31/12/2024	b) A meeting with the procurement to review the process has been requested.
278 Contract Management	Implement a contract management framework and associated guidance	494	Procurement Manager	31/12/2023 31/12/2024	This is now included as a deliverable in the Council Plan
	Review the published contract register to ensure completeness and compliance with the Local Transparency Code 2015	495	Procurement Manager	31/12/2023 31/12/2024	This is now included as a deliverable in the Council Plan
	Complete analysis to identify spend where a contract is needed and agree how compliance can be achieved	496	Procurement Manager	31/03/2023	Self-assessed as complete in August 2023. Analysis completed and Agresso updated following spend reports and client updates.
	Deliver contract management training to all contract managers	497		31/03/2023 – Overdue	Cannot be delivered by HR. Asked Procurement to take forward if new posts are approved – TBC
	Analysis undertaken to identify and take action in	504	Head of HR	31/03/2024	Reviewed existing process via the Crown Commercial Services Framework. Identified all off-contract temps

Name of Audit	Priority 1 Action	Ref.	Responsible Officer	Agreed date for implementation	Progress Update
	relation to all agency off-contract spend			No revised date	and currently working on new process design. Have trialled the interim Procurement Officer role and taken on two temps via this framework. Working on the re-launch of using this framework.
	Procedure to authorise alternatives to the agency corporate contract to be agreed.	505	Head of HR	31/03/2024 No revised date	Met with Senior Finance BPs to agree the process and met with all Service Managers. Preparing for formal tendering process in July for new provider, as current agreement with current provider is until July 2025.
219 3006 Agreements	Agree a process which sets out roles and responsibilities and the arrangements for recording, monitoring and collecting financial contributions	1211	Service Lead Infrastructure		Follow-up audit completed and confirmed all actions have been completed in full.
	Agree a proactive approach to alerting a designated officer for each agreement when a contribution milestone is reached and payment is due.	1212	Service Lead Infrastructure		Follow-up audit completed and confirmed all actions have been completed in full.

Name of Audit	Priority 1 Action	Ref.	Responsible Officer	Agreed date for implementation	Progress Update
280	To maintain a full audit trail. To consider using Exacom or similar as a management system for S106 agreements and payments.	1213	Service Lead Infrastructure		Follow-up audit completed and confirmed all actions have been completed in full.
Premises Health & Safety	Conduct a comprehensive review of all premises not solely occupied by RBWM staff. Where roles and responsibilities are not clearly defined, introduce Service Level Agreements (SLAs) to explicitly outline each party's roles and responsibilities related to health and safety.	2039	Executive Director of Place Services	31/03/2024	Executive Director and Prop Co have reviewed all council property assets to determine management responsibility and the identity of third-party occupiers with the Asset Management Team. New formal leases or licences have been put in place or are being put in place as part of a contract process. For Tinkers Lane, Property Services and the Asset Management Team are now directly involved in managing this property and have commissioned inspections and testing to ensure any necessary repairs are identified and resolved.

Name of Audit	Priority 1 Action	Ref.	Responsible Officer	Agreed date for implementation	Progress Update
281					Self-assessed as on track for completion by 31/03/24.
	Ensure that all fire risk assessments for properties with lease or partnership arrangements are brought up to date. Ensure all fire extinguisher inspection certificates are stored for centralised monitoring.	2118	Head of Compliance and Operations, RBWM Property Company		Self-assessed as complete.

3 Adult Social Care & Health Directorate

Performance

3.1 Scorecard 2 sets out KPIs reported for the Adult Social Care & Health Directorate and reflects the latest data available at the time of this report's preparation.

Scorecard 2: Adult Social Care & Health Directorate

Adult Social Care & Health Directorate									
Health improvement									
Measure	Date	Period Actual	Period trends	Last Period	Period Improving / Worsening	YTD Actual	YTD Target	YE Target	Frequency
[DA2:19] % of clients engaged in treatment that are 'showing substantial progress' (Drug & Alcohol)	Dec 23	44.0%		44.0%	→	44.0%	55.4%	55.4%	Quarterly
% of service users (tier 3) who have successfully quit smoking at 4 weeks	Dec 23	56.7%		63.8%	→	56.7%	60.0%	60.0%	Quarterly
% of service-users who lost any amount of weight at the end of active intervention	Dec 23	76.5%		85.0%	→	76.8%	75.0%	75.0%	Quarterly
Complaints & Compliments									
Measure	Date	Period Actual	Period trends	Last Period	Period Improving / Worsening	YTD Actual	YTD Target	YE Target	Frequency
[Opt:C1b] # of contacts progressed as complaints (Adults)	Dec 23	7		6		26			Quarterly
[Opt:C5] # of compliments received (Adults)	Dec 23	7		6		21			Quarterly
Adult social care									
Measure	Date	Period Actual	Period trends	Last Period	Period Improving / Worsening	YTD Actual	YTD Target	YE Target	Frequency
# of permanent admissions to care for those aged 65yrs+ per 100,000	Feb 24	54		37	→	429	612	668	Monthly
% of older people (aged 65 and over) who were still at home 91 days after discharge from hospital	Mar 23	90.7%		90.8%		90.7%			Annual
% of permanent admissions to a care home for those aged 65yrs+ (previously self-funded)	Feb 24	42.9%		20.0%	→	42.9%			Monthly
% of safeguarding concerns progressing to enquiry	Feb 24	41.3%		40.2%	→	41.3%	34.0%	34.0%	Monthly
% of statutory service establishment posts filled with permanent staff	Feb 24	70.0%		69.0%	→	70.0%	90.0%	90.0%	Monthly
[ASCOF] % of clients with Learning Disabilities in settled accommodation	Mar 23	75.1%		79.3%		75.1%			Annual
[ASCOF] % of Mental Health clients securing appropriate employment	Mar 22	11.0%				11.0%			Annual
[ASCOF] % satisfied/very satisfied with the care & support services they receive (exc LD customers)	Mar 23	73.5%		65.1%		73.5%			Annual

Key messages:

- 3.2 Adult Social Care is a highly regulated environment, and it is acknowledged that the indicators reported in Scorecard 2 are a sub-set of a larger and more detailed data-set that the service monitors routinely to provide assurance of delivery against its remit. The Care Quality Commission (CQC) are in the process of assessing Adult Social Care services for the Borough, as part of a new national assurance process, designed to test Council-led services every 2 -3 years.
- 3.3 **Adult social care:** 4/8 measures are annual indicators and have not changed since the last report to Cabinet in January 24. This includes three from the national Adult Social Care Outcomes Framework (ASCOF). The ASCOF dataset has a number of elements and all are ranked for the 153 local authorities in England. In 2023, the Council ranked:
- 1st for Social Care-related quality of life (ASCOF 1A)
 - 2nd for proportion of people who use services who have control over their daily life (ASCOF 1B)
 - 2nd for Proportion of adults with learning disabilities in paid employment (ASCOF 1E)
 - 3rd for proportion of people who use services who find it easy to find information about services (ASCOF 3D1)
 - 3rd for proportion of people who use services who feel safe (ASCOF 4A)
 - 4th for overall satisfaction of people who use services with their care and support (ASCOF 3A)
 - 6th for proportion of older people (65+) offered reablement following discharge from hospital (ASCOF 2B2)
 - 9th for proportion of people who say those services have made them feel safe and secure (ASCOF 4B)

This is strong performance and improvement plans focus on the areas where we ranked lower, including the use of direct payments and increased independence for those with learning disabilities.

- 3.4 The Year to date position for the number of permanent admissions to care for those aged 65+yrs per 100,000 is at 429 well below the target of 612 and therefore green. However, the proportion of permanent admissions to a care home for those aged 65yrs+ (**previously self-funded**) has increased from 20% to 42.9% in Feb-24. This increase is partly due to RBWM having more care beds when compared to other neighbouring local authorities, who then become the council's financial responsibility if they become unable to self-fund, regardless of where their former home address was.
- 3.5 The service is continuing to see acute staffing challenges for qualified social worker posts, noting the % of statutory service establishment posts filled with

permanent staff sees a slight improvement from Jan-24 (69%) to 70% in Feb-24, although below the 90% target. The service has reshaped the base salary offer for Adult Social Workers since the 1 Jan 2024 which has resulted in some retention, however the continuing shortage of experienced staff and non-LGPS pension means we have not yet seen new recruits joining the service. The transformation programme includes a project to transfer these and other related statutory functions back to the Council in due course. Once completed there will be a specific recruitment campaign running in the second half of 2024 when the overall package on offer will be competitive across Berkshire, with a known CQC status. There is an inclusion of an indicator specifically focussed on social workers in permanent positions to closely monitor that in the 24-28 council plan. A reliance on agency staff has significant financial implications for the council and the corporate risk register includes “maintaining workforce stability” as a key risk (HR26) with mitigations including development of strategies to increase permanent recruitment / retention to reduce agency spend (see Table 3).

- 3.6 **Health improvement:** the indicators reported are drawn from a more detailed suite of indicators used to monitor key contracted services for drug and alcohol treatment, weight management and smoking cessation.
- 3.7 While the proportion of service-users who lost any amount of weight at the end of intervention 76.5% performed above target (75.0%) for Q3, this represents 13 out of 17 people in absolute numbers. The target number of service users to be enrolled is 300 per annum, with a target of 60% completing active intervention, which is not being met. Therefore, following a thorough decision-making process the decision was made not to extend the contract of the adult weight management service, meaning the service will stop on March 31st, 2024. Work is ongoing to develop a new service model to be in place for April 1st, 2025.
- 3.8 The proportion of clients engaged in drug and alcohol treatment showing “substantial progress” is 44.0%, below target (55.4%), equalling the national figure of 44% and sustaining its performance from last quarter (Q2 22/23: 44%). The cohort includes service-users who are new to treatment as well as service-users who have relapsed and been readmitted. Clients meeting the “Making Substantial Progress” indicator is improving, though at a slower rate due to data completeness, as the national requirements of this indicator changed. This was addressed in the Q2 Contract Management meeting and improvements should be evident by Q4. As the metric for the Number of Residents Engaged in Treatment and Support is a priority national indicator linked with the Government’s ambition in “From Harm to Hope” (10 year Drug Strategy) and the Supplementary Substance Misuse Treatment and Recovery Grant, this alternative metric will be used for the 24-28 Council Plan.
- 3.9 The proportion of service users engaged in the Stop Smoking service who had successfully quit smoking at 4 weeks in Q3 is 56.7% (59/104), this is just below the target of 60.0% (amber). Stop Smoking services often see a seasonal decline in 4 weeks successful quits during Q3 throughout October to December due to the additional stress and socialising associated with the build up to Christmas. In

Q3 of 2022/23 the proportion of service users engaged in the Stop Smoking service who had successfully quit smoking at 4 weeks was similar at 57.0% (57/100), while in Q4 of 22/23 this had increased to 62.0%. Following a conversation with the provider in the Q3 contract management meeting, improvements in meeting this target in Q4 should be evident.

Workforce

- 3.10 Scorecard 3 outlines workforce information for the Adult Social Care & Health Directorate across each of its service-delivery units. Please note that the workforce data does not include figures for Optalis. Working days lost to sickness for the Directorate and each of its service-delivery units has been consistently below the set target trajectory and therefore flagging as green with no concerns. There are no concerns at present in relation to voluntary turnover in relation to the Directorate and the service-delivery units identified in Scorecard 3 with the overall directorate figure at 14.04% falling within the acceptable range of 11.83% and therefore flagging green.
- 3.11 The Council have agreed to reduce the cohort of qualified social workers from 40 to 37, redeploying the budget to cover increased salaries from the 1st of January. The current level of social worker capacity - 33 people - is the lowest level of safe operation, and agency staff are used to maintain that level. Since the change of salary level, there has been no further loss of social workers although we have yet to have any new recruits either.

Scorecard 3: Workforce (Adult Social Care & Health Directorate)

Adult Social Care & Health Directorate Workforce								
Headcount								
Org Structure	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
^Adult Social Care & Health Directorate	Feb 24	29		27				Monthly
Public Health	Feb 24	8		7				Monthly
Safeguarding Information & Advice	Feb 24	5		5				Monthly
Transformation & Community Partnerships	Feb 24	13		12				Monthly
FTE								
Org Structure	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
^Adult Social Care & Health Directorate	Feb 24	24.34		22.43				Monthly
Public Health	Feb 24	7.70		6.60				Monthly
Safeguarding Information & Advice	Feb 24	2.68		2.68				Monthly
Transformation & Community Partnerships	Feb 24	12.46		11.65				Monthly
Working days lost to sickness per headcount YTD								
Org Structure	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
^Adult Social Care & Health Directorate	Feb 24	0.73		0.76	➡	5.32	5.80	Monthly
Public Health	Feb 24	1.58		1.64	➡	5.35	5.80	Monthly
Safeguarding Information & Advice	Feb 24	0.29		0.29	➡	5.32	5.80	Monthly
Transformation & Community Partnerships	Feb 24	0.38		0.43	➡	5.32	5.80	Monthly
Voluntary turnover (Month)								
Org Structure	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
^Adult Social Care & Health Directorate	Feb 24	0.00%		3.64%				Monthly
Public Health	Feb 24	0.00%		0.00%				Monthly
Safeguarding Information & Advice	Feb 24	0.00%		16.67%				Monthly
Transformation & Community Partnerships	Feb 24	0.00%		0.00%				Monthly
Voluntary turnover (YTD)								
Org Structure	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
^Adult Social Care & Health Directorate	Feb 24	14.04%		14.55%	➡	11.83%	12.90%	Monthly
Public Health	Feb 24	35.29%		37.50%	➡	11.83%	12.90%	Monthly
Safeguarding Information & Advice	Feb 24	16.67%		16.67%	➡	11.83%	12.90%	Monthly
Transformation & Community Partnerships	Feb 24	0.00%		0.00%	➡	11.83%	12.90%	Monthly

Risk

3.12 Table 5 sets out the current key risks for the directorate.

Table 5: Adult Social Care & Health Directorate key risks

Risk	Q2 rating	Q3 rating	Target	Direction	Last review date
<p>HSG0006 - Inadequate strategic planning between children's services, adults and health.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> • Robust management controls to manage funding packages and spend. • Review pathway for Optalis and AfC to deliver statutory services. <p>Key mitigations in progress</p> <ul style="list-style-type: none"> • Supported housing needs assessment exercise completed in 2022. Plan due 2026. <p>Confidence level: strong degree of confidence that the assessments accurately capture the current position in risk terms.</p>	8	8	6	Static	22/01/24
<p>HSG0009 - Failure to meet aspiration of suitably integrated health and social care.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> • Work with the NHS to develop the ICS as part of the NHS long term plan. • Strong governance - integrated health & social care commissioning board takes risk-based decisions on BCF progress/performance. <p>Confidence level: strong degree of confidence that the assessments accurately capture the current position in risk terms.</p>	6	6	6	Static	22/01/24
<p>HSG0007 - Increased demand resulting from adult social care demographics.</p> <p>Key mitigations in place:</p>	6	6	6	Static	22/01/24

Risk	Q2 rating	Q3 rating	Target	Direction	Last review date
<ul style="list-style-type: none"> • Market management by strategic commissioning. • Collaborative commissioning with NHS and other East Berkshire authorities on a range of provision, including intermediate care. <p>Confidence level: medium degree of confidence that the assessments accurately capture the current position in risk terms.</p>					

4 Chief Executive Directorate Performance

4.1 There are no performance indicators reported by this Directorate.

Workforce

4.2 Scorecard 4 outlines workforce information for the Chief Executive's Directorate. There are no concerns in relation to sickness, with number of days lost to sickness well below the target for Feb-24 for both the Directorate and the service-delivery unit. In relation to % voluntary turnover (YTD) reporting red values (25.00% for Chief Executive Directorate and 25.81% for Strategy, Performance & Communications Service), this is due to staff leaving a small team earlier in the year, which significantly inflates reported percentages.

Scorecard 4: Workforce: Chief Executive's Directorate

Chief Executive Directorate: Workforce								
Headcount								
Org Structure	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
^Chief Executive Directorate	Feb 24	16		16				Monthly
Strategy, Performance & Communications	Feb 24	15		15				Monthly
FTE								
Org Structure	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
^Chief Executive Directorate	Feb 24	15.41		15.41				Monthly
Strategy, Performance & Communications	Feb 24	14.41		14.41				Monthly
Working days lost to sickness per headcount YTD								
Org Structure	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
^Chief Executive Directorate	Feb 24	1.49		0.67	🔴	5.32	5.80	Monthly
Strategy, Performance & Communications	Feb 24	1.57		0.71	🔴	5.32	5.80	Monthly
Voluntary turnover (Month)								
Org Structure	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
^Chief Executive Directorate	Feb 24	6.25%		6.25%				Monthly
Strategy, Performance & Communications	Feb 24	6.45%		6.45%				Monthly
Voluntary turnover (YTD)								
Org Structure	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
^Chief Executive Directorate	Feb 24	25.00%		18.75%	🔴	11.83%	12.90%	Monthly
Strategy, Performance & Communications	Feb 24	25.81%		19.35%	🔴	11.83%	12.90%	Monthly

Risk

4.3 There are no current key operational risks for the directorate.

5 Children's Services & Education Directorate

Performance

5.1 Scorecard 5 sets out KPIs reported for the Children's Services & Education Directorate and reflects the latest data available at the time of this report's preparation.

Scorecard 5: Children's Services & Education Directorate

Children's Services & Education Directorate									
Domestic abuse									
Measure	Date	Period Actual	Period trends	Last Period	Period Improving / Worsening	YTD Actual	YTD Target	YE Target	Frequency
# of children in households of MARAC referrals (including repeats)	Dec 23	23		41		97			Quarterly
# of reports to police in RBWM (crimes + non-crimes)	Dec 23	724		840		2,276			Quarterly
Complaints & Compliments									
Measure	Date	Period Actual	Period trends	Last Period	Period Improving / Worsening	YTD Actual	YTD Target	YE Target	Frequency
[AfC:C1b] # of contacts progressed as complaints (Children's)	Dec 23	11		31	↓	63			Quarterly
[AfC:C5] # of compliments received (Children's)	Dec 23	15		16		58			Quarterly
Children & young people									
Measure	Date	Period Actual	Period trends	Last Period	Period Improving / Worsening	YTD Actual	YTD Target	YE Target	Frequency
[AfC:15] # of first-time entrants into youth justice system	Dec 23	6		3	●	15	17	22	Quarterly
[AfC:16] # of children referred per 10,000 population (cumulative)	Dec 23	421.00		263.00	●	421.00	397.50	530.00	Quarterly
[AfC:2] % of borough schools rated by Ofsted as good/outstanding	Dec 23	92.4%		93.8%	●	92.4%	95.0%	95.0%	Quarterly
[AfC:21] % of children subject to a CPP for 2+ wks visited within last 10 working days	Dec 23	97.4%		86.4%	●	97.4%	95.0%	95.0%	Quarterly
[AfC:3] % of EHCP assessments completed within 20wks (inc exceptions)	Dec 23	81.3%		89.7%	●	89.7%	90.0%	90.0%	Quarterly
[AfC:33] % of fostered children placed with AfC IFA carers	Dec 23	63.8%		68.9%	●	63.8%	60.0%	60.0%	Quarterly
[AfC:34] % of care-leavers living in suitable accommodation (19-21yr olds)	Dec 23	94.2%		96.7%	●	94.2%	95.0%	95.0%	Quarterly
[AfC:35] % of care-leavers in education, training and employment (19-21yr olds)	Dec 23	53.6%		63.9%	●	53.6%	60.0%	60.0%	Quarterly
[AfC:38] % of referrals closed in the period with a positive outcome	Dec 23	95.7%		96.6%	●	95.4%	90.0%	90.0%	Quarterly
[AfC:6] % of eligible children receiving a 6-8wk review within 8wks	Dec 23	89.9%		89.1%	●	88.4%	87.0%	87.0%	Quarterly
[AfC:7] % of children with a review at 2-2.5 years of age	Dec 23	84.3%		94.6%	●	83.6%	77.2%	77.2%	Quarterly

Key messages:

- 5.2 Children's Services is a highly regulated environment, and the Children & Young People indicators reported in Scorecard 5 are a sub-set of a larger and more detailed data-set that the service monitors routinely to provide assurance of delivery against its remit.
- 5.3 **Children & Young People:** As part of annual review conducted during Q3, the children services (Achieving for Children) have increased its targets for a number of indicators, despite that, 82% (9/11) indicators are either amber or green and 18% (2/11) are red.
- 5.3.1 **Visits and Reviews:** % of children subject to Child protection plan visited within the last 10 working days is at 97.4% (112/115), against a target of 95% and highest in the last 2 years. Likewise, the % of eligible children receiving a 6–8-week review within 8 weeks is at 89.9% (301/335) in Q3 Vs a target of 87%, steadily increasing since Q1 (86.2%) and % of children with a review at 2-2.5 years of age is at 84.3% (343/407) Vs the target of 77.2%. This is despite an 10% increase in the number of children eligible for a 6–8-week review and a 29% increase the number of children offered or due for a 2-2.5 year review in Q3 when compared to Q2.
- 5.3.2 **Education, Health Care Plan:** The percentage of Education, Health Care Plan (EHCP) assessments completed within 20wks (inc exceptions) has been on decline since Q1 23/24 (95.7%, 44/46) to Q3 (81.3%, 26/32) and below the target of 90% (flagging red). However, the performance is well above national average (47.6%). This is mainly due to some short-term recruitment and retention issues within the Special Education Needs (SEN) service. It is acknowledged that due to the comparatively low numbers of EHCP assessments carried out within our small local authority, even one or two late assessments will have a significant statistical impact on our quarterly performance figures. However, there are currently no concerns in relation to this indicator.
- 5.3.3 **Care Leavers:** The service has significantly increased the targets for both the care-leavers metrics, aspiring to be at 95% for percentage of care-leavers living in suitable accommodation from 80% (last year). At Q3, performance is at 94.2% (65/69) against the target of 95% (amber), nonetheless higher than latest available national figures (88%) and regional figures (86%). Targets for the percentage of care-leavers in education, training and employment (19-21yr olds) was raised from 50% last year to 60% in 23/24. Performance is at 53.6% (37/69) below target of 60% and flagging red for the first time in the last 3 years. The leaving care service works closely with our Virtual College to support young people into education, training and employment however there are currently a number of young people who are unable to work due to being parents or struggling with mental health concerns.

- 5.3.4 **Children referral:** For Q3, the number of children referred per 10,000 population (cumulative) is at 421 below the target of 397.5 and flagging red, however this is lower than last year (-36, Q3 22/23: 457). The projected annual rate is 561 above the yearend target of 530. The latest South East data indicates the projected annual rate of referrals for the region is likely to be around 655 for this year therefore considerably higher. Top 3 referral sources continue to be: Police, Schools and Health. Most commonly seen referral reasons are Domestic Abuse, Physical Abuse, Neglect and then Mental Health.
- 5.3.5 **Domestic Abuse:** Q3 data for the number of children in households of MARAC (multi-agency risk assessment conference) referrals (including repeats) is 23 (-18, Q2: 41) and the number of reports to police in RBWM (crimes + non-crimes) is 724 (-116, Q2: 840). The RBWM Domestic Abuse Executive Group has led on a number of initiatives to raise awareness and enhance our response to domestic abuse in the borough, particularly regarding coercive control and perpetrator interventions. Thames Valley Police has commissioned SafeLives across all 11 MARACS to carry out an independent review to ensure consistency across Thames Valley and to ensure they are following the MARAC principles and relevant information sharing. Higher referral rates alone do not necessarily indicate a rise in the level of child safeguarding incidents or concerns; indeed higher referral rates can highlight strong safeguarding awareness and information-sharing from partners which provide greater opportunity for early intervention. Our Think Family project aims to support our cross-functional response and recovery for families, and thereby how we can help de-escalate rising crises in households that might otherwise see child safeguarding circumstances deteriorate; whole-system responses to domestic abuse is expected to be a key component of this project.

Workforce

- 5.4 Scorecard 6 outlines workforce information for the Children's Services & Education Directorate and there are no concerns in relation to either working days lost to sickness or the % voluntary turnover YTD for the Directorate. The vacancy rate in front line social worker posts is 39% in Q3, same as Q2. The agency rate in front line social worker posts is at 46.3% in Q3, higher than Q2 (41.5%). A project is in place to improve our recruitment and retention of social workers including a review of base salaries and terms and conditions, 'conversion' conversations with agency staff.

Scorecard 6: Workforce (Children's Services & Education Directorate)

Children's Services & Education Directorate: Workforce								
Headcount								
Org Structure	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
^Children's Services & Education Directorate	Feb 24	2		2				Monthly
FTE								
Org Structure	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
^Children's Services & Education Directorate	Feb 24	2.00		2.00				Monthly
Working days lost to sickness per headcount YTD								
Org Structure	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
^Children's Services & Education Directorate	Feb 24	2.00		2.00	+	5.32	5.80	Monthly
Voluntary turnover (Month)								
Org Structure	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
^Children's Services & Education Directorate	Feb 24	0.00%		0.00%				Monthly
Voluntary turnover (YTD)								
Org Structure	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
^Children's Services & Education Directorate	Feb 24	0.00%		0.00%	+	11.83%	12.90%	Monthly
Achieving for Children: Workforce								
Measure	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
Vacancy rate in front line social worker posts	Dec 23	39.0%		39.0%	→			Quarterly
Agency rate in front line social worker posts	Dec 23	46.3%		41.5%	↑			Quarterly

Risk

5.5 Table 7 sets out the current key risks to the directorate.

Table 7: Children's Services & Education Directorate key risks

Risk	Q2 rating	Q3 rating	Target	Direction	Last review date
SSS019 - Maintain a satisfactory level of health or development for children with complex and multiple needs. Key mitigations in place:	12	12	6	Static	20/12/23

Risk	Q2 rating	Q3 rating	Target	Direction	Last review date
<ul style="list-style-type: none"> Capital funding to increase the number of special units attached to mainstream schools Intensive Support team work to avoid children coming into the care of the council/reunify with their family when safe to do so. <p>Key mitigations in progress:</p> <ul style="list-style-type: none"> RBWM to have one of 33 new special free schools being created nationally. <p>Confidence level: strong degree of confidence that the assessments accurately capture the current position in risk terms.</p>					
<p>SSS017 - Failure to improve standards in our schools.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> Termly meetings with all Heads and Chairs of Governors, engaging regional Ofsted lead as appropriate, to drive education agenda. Maintain the education and early years link approach with risk assessed identification of challenging schools. <p>Confidence level: strong degree of confidence that the assessments accurately capture the current position in risk terms.</p>	4	4	4	Static	20/12/23
<p>SSS018 - Exposure to health and safety risks in schools.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> Ongoing programme of fire safety works. Asbestos management surveys in place. Electrical testing up to date. 	4	4	4	Static	20/12/23

Risk	Q2 rating	Q3 rating	Target	Direction	Last review date
Confidence level: strong degree of confidence that the assessments accurately capture the current position in risk terms.					

7 Place Directorate

Performance

- 7.1 Scorecard 7 sets out KPIs for the Place Directorate and reflects the latest data available at the time of this report's preparation.
- 7.2 Overall performance across the indicators reported here is broadly favourable with 90% (9/10) indicators either amber or green, albeit with key challenges in relation to Housing particularly. Following feedback from the Corporate Overview & Scrutiny Panel on 29 Jan 24, Officers have identified suitable indicators that has wider impacts on residents and their experience for inclusion in Council Plan 2024-28.

Scorecard 7: Place Directorate

Place Directorate									
Planning applications									
Measure	Date	Period Actual	Period trends	Last Period	Period Improving / Worsening	YTD Actual	YTD Target	YE Target	Frequency
[P:1] % of major planning applications processed in time	Dec 23	85.7%		100.0%	↓	89.5%	65.0%	65.0%	Quarterly
[P:2] % of minor planning applications processed in time	Dec 23	82.9%		77.1%	↑	80.4%	70.0%	70.0%	Quarterly
[P:3] % of other planning applications processed in time	Dec 23	81.4%		83.6%	↓	83.0%	85.0%	85.0%	Quarterly
Community safety									
Measure	Date	Period Actual	Period trends	Last Period	Period Improving / Worsening	YTD Actual	YTD Target	YE Target	Frequency
# of ASB incidents & complaints	Dec 23	102		155		399			Quarterly
# of ASB interventions	Dec 23	1		0		1			Quarterly
# of group dispersals across the borough	Dec 23	25		46		162			Quarterly
Environmental health & Trading standards									
Measure	Date	Period Actual	Period trends	Last Period	Period Improving / Worsening	YTD Actual	YTD Target	YE Target	Frequency
[HEHTS:01] % food businesses that are broadly compliant with food law	Feb 24	90.2%		89.2%	↑	90.2%	80.0%	80.0%	Monthly
[HEHTS:02] # of properties/dwellings improved formally and informally	Dec 23	2		8		2			Quarterly
[HEHTS:03] % of complaints (noise) that result in abatement notices	Feb 24	0.0%		0.0%		0.0%			Monthly
[HEHTS: 04] # of test purchase operations (TPOs) for age restricted products	Dec 23	2		1		7			Quarterly

Leisure centres									
Measure	Date	Period Actual	Period trends	Last Period	Period Improving / Worsening	YTD Actual	YTD Target	YE Target	Frequency
# of attendances at leisure centres	Feb 24	230,462		216,941		2,349,394	1,818,221	2,010,286	Monthly
Highways									
Measure	Date	Period Actual	Period trends	Last Period	Period Improving / Worsening	YTD Actual	YTD Target	YE Target	Frequency
(Vol:4) % of 24hr orders responded to on time	Feb 24	100.0%		98.0%	+	98.9%	98.0%	98.0%	Monthly
(Vol:5) % of emergency 2hr orders responded to on time	Feb 24	100.0%		100.0%	+	99.8%	98.0%	98.0%	Monthly
Waste management & recycling									
Measure	Date	Period Actual	Period trends	Last Period	Period Improving / Worsening	YTD Actual	YTD Target	YE Target	Frequency
(4.2.1) % of household waste sent for reuse, recycling	Mar 23	52.1%		51.2%	+	51.7%	50.0%	50.0%	Quarterly
(Ser:1) Average no. missed collections per 100,000 collections	Feb 24	8.00		14.00	+	16.36	60.00	60.00	Monthly
Housing									
Measure	Date	Period Actual	Period trends	Last Period	Period Improving / Worsening	YTD Actual	YTD Target	YE Target	Frequency
# of households in temporary accommodation	Feb 24	280		269	+	280			Monthly
% of households in temporary accommodation that is located within the borough	Feb 24	35.7%		37.5%	-	35.7%	50.0%	50.0%	Monthly
% successful homelessness prevention activity for households subject to the Prevention/Relief duty	Feb 24	7.7%		1.9%	+	7.0%			Monthly

Key messages:

7.3 **Leisure centre attendances:** During Feb-24, there were 230,462 attendances to leisure centres, above the target of 205,163. Year to date attendance is at 2,349,394 Vs a target of 1,818,221 (green), already exceeding the yearend target of 2,010,286. (+339,108). It should be noted that an error has been identified in the attendance figures reported from May 2023. One site was recording a cumulative figure for one activity; therefore, figures have been revised downwards, nevertheless are still above the target. As expected, the attendance levels show a dip in December before increasing in January and February 2024 due to the festive period.

7.4 **Environment Health & Trading Standards:** Performance is strong in relation to the % of food businesses that are broadly compliant with food law at 90.2% (Feb-24) against a target of 80%. [*Broadly Compliant: Food business establishments whose compliance levels have been assessed as equivalent to a Food Hygiene rating of 3 (generally satisfactory), 4 (good) or 5 (very good) at their most recent food hygiene inspection.*] Performance has been above target for the whole year and seen a steady improvement since Aug-23. This could be

attributed to the consistent scoring method by officers and increased competition between businesses to maintain high standards driving compliance.

- 7.5 **Planning applications:** Performance is broadly stable, with processing of both major and minor planning applications well above set targets for the year (Major 85.7% vs 65% target; Minor 82.9% vs 70% target). Processing of other planning applications shows a gradual decline from Q1 (84%) and while Q3 performance is short of target (85%) at 81.4% (amber), there are no current concerns.
- 7.6 **Housing:** The number of households in temporary accommodation (TA) is 280 in Feb-24, rising from 223 in Apr-23 and at its highest point in the last 3 years. The % of households in temporary accommodation within the borough is 35.7% in Feb-24, below the target of 50% and following a month-on-month downward trend since May-23 (46.2%). This remains a key challenge for the council with contributing factors including: no council-owned housing stock, the continuing cost of living crisis, increases in property prices and rents, and evictions from private rented sector. Additional pressures faced by the Housing Service include providing housing for asylum seekers exiting hotels following confirmation of refugee status. Individuals receiving refugee status are given 28 days' notice to leave Home Office accommodation. Other factors include the Government's decision to freeze Local Housing allowance rates for 2023/24. It is acknowledged that increases in rent for private rental properties, coupled with other factors like loss of jobs or cost of living crisis, also sees an increase in rough sleepers who are not placed in temporary accommodation. As at Feb-24 there were 280 households in temporary accommodation, 180 of which (64%) were placed out of borough. Of those placed out of borough, 78% (139/180) were placed in Slough.
- 7.7 The factors affecting temporary accommodation demand also have an impact on the number of rough sleepers in the borough. In Feb-24 there were 23 known rough sleepers which is a significant rise since Feb-23 where 12 were recorded. The housing service continues to provide a 3-stage pathway for rough sleepers to obtain support and access to healthcare, addiction services, education and housing.
- 7.8 The council largely relies on private rented sector to secure temporary accommodation and is looking to recruit an officer to bridge and nurture relationships with private rented sector, however there have been two failed recruitment drives. The cost of temporary accommodation increasing beyond the council's capacity to fund is a key risk on the Directorate's risk register (HOUS02), shown in Table 8, with key mitigations in progress including seeking out new providers, negotiating lower costs and ceasing high-cost placements.
- 7.9 **Waste management & recycling:** The average number of missed collections per 100,000 collections for Feb-23 show a year-to-date average of 16.36 missed collections per 100,000, well below the target of 60. We will continue to investigate any issues of reported missed bins and we are already aware of some localised issues with some residents and are working with both Councillors and residents to resolve this. Additionally, senior officers are also working closely with

the waste operator to resolve any further issues. The service is also looking to investigate the methodology used for gathering figures for this metric to ensure their accuracy. The recycling rate data is awaiting national verification from Defra and is shown up to March 2023 indicating an increase in recycling taking place across the borough. Latest waste management data has not been provided for this report due to the team being acutely short-staffed and with a wide range of services in its remit in addition to waste and recycling. Resource has now been identified to update the figures following necessary training and the latest information should be available for the next report. There is potential to run a promotion campaign to encourage residents to recycle more, however with staff shortages this campaign is yet to be confirmed. The service is proactively using resources as effectively as it can to support the waste agenda, including looking at opportunities with contractors and partners for financial contributions to support campaigns in relation to food waste and food minimisation.

Workforce

7.10 Scorecard 8 outlines workforce information for the Place Directorate across each of its service-delivery units. The number of working days lost to sickness is below the set target trajectory and flagging green. Although worsening than Jan-24 at directorate and all service areas (with the exception of Neighbourhood services), this follows the trend at the RBWM level, attributable to the cold winter season.

7.11 Although the % of voluntary turnover (YTD) for Housing and Public Protection and Planning services are flagging red, the year-to-date position for both the services shows an improving monthly trend in terms of moving closer to the target trajectory line. The council’s transformation programme is looking at service re-design around these services which usually see staff churn due to the nature of their business.

Scorecard 8: Workforce (Place Directorate)

Place Workforce								
Headcount								
Org Structure ↑	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
^Place Directorate	Feb 24	214		213				Monthly
Housing and Public Protection	Feb 24	71		71				Monthly
Placemaking, Partnerships and Sustainability	Feb 24	43		43				Monthly
Neighbourhood Services	Feb 24	47		46				Monthly
Planning	Feb 24	52		52				Monthly

FTE								
Org Structure ↑	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
^Place Directorate	Feb 24	199.50		198.50				Monthly
Housing and Public Protection	Feb 24	69.47		69.47				Monthly
Placemaking, Partnerships and Sustainability	Feb 24	35.28		35.28				Monthly
Neighbourhood Services	Feb 24	44.13		43.13				Monthly
Planning	Feb 24	49.62		49.62				Monthly

Working days lost to sickness per headcount YTD								
Org Structure ↑	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
^Place Directorate	Feb 24	3.59		3.02	🔴	5.32	5.80	Monthly
Housing and Public Protection	Feb 24	4.99		3.88	🔴	5.32	5.80	Monthly
Placemaking, Partnerships and Sustainability	Feb 24	1.77		1.44	🔴	5.32	5.80	Monthly
Neighbourhood Services	Feb 24	4.62		4.41	🟢	5.32	5.80	Monthly
Planning	Feb 24	2.00		1.78	🔴	5.32	5.80	Monthly

Voluntary turnover (Month)								
Org Structure ↑	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
^Place Directorate	Feb 24	0.47%		1.90%				Monthly
Housing and Public Protection	Feb 24	1.60%		3.20%				Monthly
Placemaking, Partnerships and Sustainability	Feb 24	0.00%		0.00%				Monthly
Neighbourhood Services	Feb 24	0.00%		2.06%				Monthly
Planning	Feb 24	0.00%		1.80%				Monthly

Voluntary turnover (YTD)								
Org Structure ↑	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
^Place Directorate	Feb 24	15.17%		14.73%	🟢	11.83%	12.90%	Monthly
Housing and Public Protection	Feb 24	20.80%		19.20%	🟢	11.83%	12.90%	Monthly
Placemaking, Partnerships and Sustainability	Feb 24	4.65%		4.65%	🔴	11.83%	12.90%	Monthly
Neighbourhood Services	Feb 24	8.16%		8.25%	🔴	11.83%	12.90%	Monthly
Planning	Feb 24	23.42%		23.42%	🟢	11.83%	12.90%	Monthly

Risk

7.12 Table 8 sets out the key risks to the directorate.

Table 8: Place Directorate key risks

Risk	Q2 rating	Q3 rating	Target	Direction	Last review date
<p>HOUS02 - Costs of temporary accommodation increasing beyond capacity to fund.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> • Prioritise and manage placements to ensure full occupancy. • Homelessness and Rough Sleeping Strategy 18-23. <p>Key mitigations in progress:</p> <ul style="list-style-type: none"> • Seek out new providers, negotiating lower cost and ceasing high-cost placements. • Look at alternative options such as social housing stock levels and private landlords. <p>Confidence level: strong degree of confidence that the assessments accurately capture the current position in risk terms.</p>	9	9	6	Static	20/12/23
<p>HPLAND019 – Failure to undertake inspections of council trees and delivering works.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> • Safety works are raised through the Arboriculture Services Framework. • Inspections targeted at trees in urban areas, as this is where impacts on tree health are the most frequent and significant. <p>Key mitigations in progress:</p> <ul style="list-style-type: none"> • Revenue budget proposals for inspections put forward for 24/25 <p>Confidence level: strong degree of confidence that the assessments accurately capture the current position in risk terms.</p>	9	9	8	Static	20/12/23
<p>IST02 - Flood risk is not sufficiently dealt with by preventative and responsive measures.</p> <p>Key mitigations in place</p>	4	4	4	Static	20/12/23

Risk	Q2 rating	Q3 rating	Target	Direction	Last review date
<ul style="list-style-type: none"> • RBWM emergency plan and flooding risk management strategy • Multi agency response plan coordinated by flood risk manager. <p>Key mitigations in progress:</p> <ul style="list-style-type: none"> • Follow up strategic and EOC outcomes from October 23 flooding exercise. Date: tba. <p>Confidence level: strong degree of confidence that the assessments accurately capture the current position in risk terms.</p>					
<p>PPS013 - Failure to assess resources and demands resulting from cold weather.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> • A comprehensive annual winter maintenance plan is in place detailing the roles and responsibilities of contractors. • Risk assessments behind road treatment strategy. Contractors also have their own risk assessments for carrying out the works. <p>Confidence level: strong degree of confidence that the assessments accurately capture the current position in risk terms.</p>	2	2	2	Static	20/12/23

8 Resources Directorate

Performance

8.1 Scorecard 9 sets out KPIs for the Resources Directorate and reflects the latest data available at the time of this report's preparation. Overall, there are no concerns in relation to the indicators reported. Recruitment for long standing vacancies in the collections team and in the benefits team is reflected in the improvement in performance of indicators.

Scorecard 9: Resources Directorate

Resources Directorate									
Revenues									
Measure	Date	Period Actual	Period trends	Last Period	Period Improving / Worsening	YTD Actual	YTD Target	YE Target	Frequency
(RB:1) Percentage of Council Tax collected	Feb 24	96.91%		94.45%	➡	96.91%	97.00%	98.50%	Monthly
(RB:2) Percentage of Non Domestic Rates (Business Rates) collected	Feb 24	95.32%		90.85%	➡	95.32%	95.00%	98.30%	Monthly
Customer service									
Measure	Date	Period Actual	Period trends	Last Period	Period Improving / Worsening	YTD Actual	YTD Target	YE Target	Frequency
(LRS:4) % of calls answered within 2 mins (monthly)	Feb 24	96.6%		98.7%	➡	87.0%	80.0%	80.0%	Monthly
(LRS:5) % of calls abandoned after 5 secs (monthly)	Feb 24	2.4%		2.4%	➡	3.5%	4.0%	4.0%	Monthly
Benefits Claims									
Measure	Date	Period Actual	Period trends	Last Period	Period Improving / Worsening	YTD Actual	YTD Target	YE Target	Frequency
(RB:5) Average # of days to process new claims (Housing Benefits)	Feb 24	11.59		11.59	➡	13.73	12.00	12.00	Monthly
(RB:6) Average # of days to process changes in circumstances (Housing Benefits)	Feb 24	9.94		9.31	➡	7.16	5.00	5.00	Monthly

Key messages

8.2 **Revenues:** At Feb-24, the % of council tax collected is 96.91%, just short of target of 97.0% (amber), however already exceeding the 22-23 England collection rates (96.02%). In cash terms, this equates to £108,290,876 collected from Apr-23 – Feb-24, up £5.67m in comparison to Feb-23 (£102,619,368). At Feb-24 the % of Non-Domestic Rates (Business Rates) collected is 95.32%, above the target of 95.0%, flagging green after 6 months since Aug-23.

8.1 **Benefits claims:** Performance in relation to the average number of days to process both new claims and changes in circumstances for Housing Benefits is monitored monthly through internal systems and reported into the Department for Work and Pensions (the DWP) who will then adjust figures to enable benchmarking with regional and national comparators. Feb-24 figures for **processing new claims** is 11.59 below the target of 12 days and flagging green.

Year-to-date performance for **processing new claims** is 13.73 days in Feb-24, above target (12.00) but within acceptable tolerance thresholds and so flagging amber. It is acknowledged that the service has always set an aspirational target of 12 days whilst the national average is 20 days to process new benefits claims. Latest available benchmarking data (Sep-23) shows RBWM to be outperforming both regional and national performance: RBWM 15 days / South East 19 days / England 20 days. At Feb-24, **processing change in circumstances** is at 9.94 days, flagging red. Nevertheless, the year-to-date performance for **processing changes in circumstances** is 7.16 days, just above target (5.00) and flagging amber. Recruitment and training of new staff in the benefits team has seen an improvement on new claims processing, whereas change in circumstance cases is more complex depending on the history of the claim, therefore as officers gain more experience, processing times are expected to reduce. It is also acknowledged that nationally the volume of change in circumstances cases are reducing as more working age claimants migrate to universal credit. Latest available benchmarking data (Sep-23) shows RBWM to be outperforming regional and national performance: RBWM 6 days / South East 7 days / England 8 days.

- 8.2 **Customer service:** The customer contact centre continues to perform well in relation to calls answered within 2 minutes (87% YTD, 90,527 / 104,018) and calls abandoned after 5 seconds (3.4% YTD, 3,653 / 104,018), both metrics flagging green (YTD) since Nov-23.

Workforce

- 8.3 Scorecard 10 outlines workforce data for the Resources Directorate. In February 2024, the number of working days lost to sickness per headcount (YTD) is below the target at the directorate and all service levels (except for Revenues, Benefits, Library, and Resident Services) and therefore green. However, there was a decrease in performance compared to January 2024, aligning with trends observed in RBWM and other directorates, possibly due to seasonal factors like winter.
- 8.4 For Feb-24, % Voluntary turnover (YTD) is either amber or green for the directorate and all services, except Finance, which has seen staff leaving in the last few months, but interims have been recruited to ensure the service gears to the busy period of financial year end closures.

Scorecard 10: Workforce (Resources Directorate)

Resources Directorate Workforce									
Headcount									
Org Structure ↑	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency	
^Resources Directorate	Feb 24	313		315				Monthly	
Finance	Feb 24	54		53				Monthly	
HR, Corporate Projects and IT	Feb 24	62		62				Monthly	
Law & Governance	Feb 24	41		42				Monthly	
Revenue, Benefits, Library and Resident Services	Feb 24	154		156				Monthly	
FTE									
Org Structure ↑	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency	
^Resources Directorate	Feb 24	278.27		279.94				Monthly	
Finance	Feb 24	52.06		51.06				Monthly	
HR, Corporate Projects and IT	Feb 24	60.47		60.47				Monthly	
Law & Governance	Feb 24	36.64		37.64				Monthly	
Revenue, Benefits, Library and Resident Services	Feb 24	127.10		128.77				Monthly	
Working days lost to sickness per headcount YTD									
Org Structure ↑	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency	
^Resources Directorate	Feb 24	3.92		3.36	🔴	5.32	5.80	Monthly	
Finance	Feb 24	1.72		1.31	🔴	5.32	5.80	Monthly	
HR, Corporate Projects and IT	Feb 24	1.85		1.32	🔴	5.32	5.80	Monthly	
Law & Governance	Feb 24	2.33		2.19	🟢	5.35	5.80	Monthly	
Revenue, Benefits, Library and Resident Services	Feb 24	6.06		5.19	🔴	5.32	5.80	Monthly	

Voluntary turnover (Month)								
Org Structure ↑	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
^Resources Directorate	Feb 24	1.96%		0.33%				Monthly
Finance	Feb 24	3.70%		1.87%				Monthly
HR, Corporate Projects and IT	Feb 24	1.56%		0.00%				Monthly
Law & Governance	Feb 24	2.50%		0.00%				Monthly
Revenue, Benefits, Library and Resident Services	Feb 24	1.60%		0.00%				Monthly

Voluntary turnover (YTD)								
Org Structure ↑	Date	Latest Actual	Trends	Last Period	Period Improving / Worsening	Latest Target	YE Target	Frequency
^Resources Directorate	Feb 24	11.09%		9.11%	▲	11.83%	12.90%	Monthly
Finance	Feb 24	20.37%		16.82%	▼	11.83%	12.90%	Monthly
HR, Corporate Projects and IT	Feb 24	12.50%		10.94%	▼	11.83%	12.90%	Monthly
Law & Governance	Feb 24	10.00%		7.41%	▲	11.83%	12.90%	Monthly
Revenue, Benefits, Library and Resident Services	Feb 24	7.46%		6.06%	▲	11.83%	12.90%	Monthly

Risk

8.5 Table 9 sets out the current key risks to the directorate.

Table 9: Resources Directorate key risks

Risk	Q2 rating	Q3 rating	Target	Direction	Last review date
<p>POLPER19 - Failure to comply with council constitution and code of conduct.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> Scheme of delegation and report writing sign off. There is no opportunity for an individual member to make a significant decision in isolation. <p>Key mitigations in progress:</p> <ul style="list-style-type: none"> Constitution working group undertaking a review of the constitution. <p>Confidence level: strong degree of confidence that the assessments</p>	8	8	4	Static	21/02/24

Risk	Q2 rating	Q3 rating	Target	Direction	Last review date
accurately capture the current position in risk terms.					
<p>PEN01 - Not bringing the fund back to a fully funded position by the agreed date of 31 March 2040.</p> <p>Pension inflation (10.1% in April 2023 and 6.7% in April 2024¹) is significantly above the planned 2%, so liabilities have considerably increased beyond forecast which worsens funding levels and puts pressure on future contributions.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> • Triannual valuation signed off on 19 March 2023 including consideration of climate risk. <p>Key mitigations in progress:</p> <ul style="list-style-type: none"> • Arrange independent test of systems and recommend any further cyber security measures to implement. <p>Confidence level: strong degree of confidence that the assessments accurately capture the current position in risk terms.</p>	8	12	8	Worsening	16/01/24
<p>HR27 - There is a risk that the council must shut down the current CRM because it goes end of life, fails the necessary mitigations and this happens before the new CRM becomes operational.</p> <p>Key mitigations in place:</p> <ul style="list-style-type: none"> • System not currently end of life and platform managed by external supplier • Agreed testing schedule and alterations made on testing outcomes. <p>Key mitigations in progress:</p> <ul style="list-style-type: none"> • Contract awarded - new CRM system should be installed, 	8	8	4	Static	21/02/24

¹ This figure is based on September 2023 CPI of 6.7%, which as it is already known can be factored into the deficit.

Risk	Q2 rating	Q3 rating	Target	Direction	Last review date
<p>fully supported and operational Nov 24. Phase 1 should be completed by Aug 24.</p> <p>Confidence level: strong degree of confidence that the assessments accurately capture the current position in risk terms.</p>					

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Report Title:	Lease renewal of office space at York House, Windsor
Contains Confidential or Exempt Information	No - Part I
Cabinet Member:	Councillor Bermange, Cabinet Member for Planning, Legal and Asset Management
Meeting and Date:	Cabinet – 24 th April 2024
Responsible Officer(s):	Andrew Durrant, Executive Director of Place Services
Wards affected:	Eton and Castle

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REPORT SUMMARY

The second floor of York House is currently leased to SAFO Ltd under a 5 year lease that commenced in July 2019 and expires in July 2024.

Terms have been agreed to renew the lease for a 5 year period on similar terms to the existing lease with an annual rental of £182,500 pa exclusive of VAT, service charge and non-domestic rates. This will continue to support the Council's budget.

The tenant has been granted a short rent free period of 3 months as an incentive

The existing lease includes the right to use 20 car parking spaces during business hours, the new lease will allow 10 spaces to be used at all times to meet their operational requirements. This will not impact on pay and display income from the car park as it is very lightly used

RECOMMENDATION: That Cabinet notes the report and:

Delegates authority to the Executive Director of Place Services in consultation with the Cabinet Member for Planning, Legal and Asset Management, to conclude the renewal of the lease over the 2nd floor and ancillary car parking at York House, Windsor.

1. REASON(S) FOR RECOMMENDATION(S) AND OPTIONS CONSIDERED

Options

Table 1: Options arising from this report

Option	Comments
Renew the existing lease to secure the rental income for the Council This is the recommended option	Renewing the lease secures the rent for a further 5 years which supports the Council's budgets and removes the risk of a vacant floor in the building and the resulting costs.
Do not renew the lease. This is not the recommended option	If the lease is not renewed then the Council will cease to receive the rental income until a new tenant is secured and will also be liable for the service charge and non-domestic rates and will incur marketing and leasing agents fees.
Do Nothing	If the lease is not renewed then the Council will cease to receive the rental income until a new tenant is secured and will also be liable for the service charge and non-domestic rates and will incur marketing and leasing agents fees.

- 1.1 The entire second floor of York House is currently leased to Safo Limited under a 5 year lease which also includes 20 car parking spaces in the building's car park.
- 1.2 The rent passing is £182,500 pa plus VAT and is exclusive of service charge, non-domestic rates and all outgoings. This equates to £30 psf.
- 1.3 The existing lease expires in July 2024.
- 1.4 Terms have been agreed to renew the lease for a further 5 years with the rent remaining at £182,500 pa subject to a 3 month rent free incentive. The only change in terms is to allocate 10 of the 20 spaces 24/7 to meet the business needs of the tenant. The car park is lightly used for P&D and there will still be 39 spaces available outside business hours.
- 1.5 The Windsor office market remains very subdued with very few new lettings in the last 1 months. Whilst newer grade A office building have achieved rents of headline£40+ psf in the past 2 years (One Victoria Street and One and Two Windsor) they have also seen extensive incentive packages awarded to tenants including 2 year+ rent free periods.
- 1.6 Renewing the lease de-risks the situation for the Council, securing the rental income and removing the risk of vacant property costs and re-letting costs and the terms agreed are ahead of the budget forecasted for the 2024-25 revenue budget.

2. KEY IMPLICATIONS

- 2.1 The rental income received by the Council is secured by entering into the new lease.

Table 2: Key Implications

Outcome	Unmet	Met	Exceeded	Significantly Exceeded	Date of delivery
New Lease Agreed	Rental income ceases and the Council incurs significant vacant building costs	New lease completed by 1 st July 2024	New lease completed by 1 st June 2024	New lease completed by 15 th May 2024	1 st July 2024

3. FINANCIAL DETAILS / VALUE FOR MONEY

- 3.1 The annual rent increases remains at £182,5000 pa subject to a 3 month rent free. The FY 2024/25 budget assumes the rent remaining the same level but with a 6 month rent free incentive being agreed with the tenant.

Table 3: Financial impact of report's recommendations

REVENUE COSTS	2024/25	2025/26	2026/27
Additional total	£0	£0	£0
Reduction	£45,000	£0	£0
Net Impact	£45,000	£0	£0

CAPITAL COSTS	2024/25	2025/26	2026/27
Additional total	£0	£0	£0
Reduction	£0	£0	£0
Net Impact	£0	£0	£0

4. LEGAL IMPLICATIONS

- 4.1 The terms of the agreements have been negotiated by the asset management surveyors in the property services team and the new lease agreement will be drafted by the property solicitor in the legal services team or external solicitors.
- 4.2 The Part 8 Section D – Property Procedures of the Councils' Constitution confirms Cabinet authority to approve lease agreements where the aggregate income exceeds £500,000.

5. RISK MANAGEMENT

- 5.1 The risk to the Council is low. Entering the lease reduces the risk of the rental income ceasing and secures an increase.
- 5.2 The transaction has been negotiated by the asset management surveyors in the property services team and the lease documentation will be drafted and finalised by the solicitors in the legal services team.

Table 4: Impact of risk and mitigation

Threat or risk	Impact with no mitigations in place or if all mitigations fail	Likelihood of risk occurring with no mitigations in place.	Mitigations currently in place	Mitigations proposed	Impact of risk once all mitigations in place and working	Likelihood of risk occurring with all mitigations in place.
There is a risk that the tenant decides not renew lease and the Council ceases to receive rental income	Minor 1	Medium	Negotiation have progressed in advance of the lease renewal and terms agreed.	Professionally qualified chartered surveyors and solicitors are managing negotiations and documentation process	Minor 1	Low

6. POTENTIAL IMPACTS

- 6.1 Equalities. An Equality Impact Assessment is available as Appendix A. The lease renewal has no impact on protected groups or characteristics
- 6.2 Climate change/sustainability. The lease renewal has no impact on climate change or bio-diversity
- 6.3 Data Protection/GDPR. No personal data is being stored or utilised in this matter

7. CONSULTATION

- 7.1 Internal officer and Cabinet Member consultation only

8. TIMETABLE FOR IMPLEMENTATION

- 8.1 Implementation date if not called in: The draft lease will be issued to the tenant's solicitor on 1st May. The full implementation stages are set out in table 5.

Table 5: Implementation timetable

Date	Details
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1 st May 2024	Draft lease issued to tenant
1 st July 2024	Lease Completed

9. APPENDICES

9.1 This report is supported by 3 appendices:

- Appendix A – Equality Impact Assessment

10. CONSULTATION

Name of consultee	Post held	Date sent	Date returned
<i>Mandatory:</i>		<i>Statutory Officer (or deputy)</i>	
Elizabeth Griffiths	Executive Director of Resources & S151 Officer	5 th April 2024	
Elaine Browne	Deputy Director of Law & Governance & Monitoring Officer	5 th April 2024	8 th April 2024
<i>Deputies:</i>			
Julian McGowan	Senior Business Partner & Deputy S151 Officer	5 th April 2024	8 th April 2024
Jane Cryer	Principal Lawyer & Deputy Monitoring Officer	5 th April 2024	
Helena Stevenson	Principal Lawyer & Deputy Monitoring Officer	5 th April 2024	
<i>Mandatory:</i>		<i>Procurement Manager (or deputy) - if report requests approval to go to tender or award a contract</i>	
Lyn Hitchinson	Procurement Manager	N/A	
<i>Mandatory:</i>		<i>Data Protection Officer (or deputy) - if decision will result in processing of personal data; to advise on DPIA</i>	
Samantha Wootton	Data Protection Officer	5 th April 2024	
<i>Mandatory:</i>		<i>Equalities Officer – to advise on EQiA, or agree an EQiA is not required</i>	
Ellen McManus-Fry	Equalities & Engagement Officer	5 th April 2024	5 th April 2024
<i>Other consultees:</i>			
<i>Directors (where relevant)</i>			
Stephen Evans	Chief Executive	5 th April 2024	
Andrew Durrant	Executive Director of Place	5 th April 2024	6 th April 2024

Kevin McDaniel	Executive Director of Adult Social Care & Health	5th April 2024	
Lin Ferguson	Executive Director of Children's Services & Education	5th April 2024	8th April 2024
<i>Assistant Directors (where relevant)</i>			
N/A			
<i>External (where relevant)</i>			
N/A			

Confirmation relevant Cabinet Member(s) consulted	Cabinet Member for Planning, Legal and Asset Management	Yes
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REPORT HISTORY

Decision type:	Urgency item?	To follow item?
Key Decision – matter placed on forward plan 4 th March 2024	No	No

Report Author: Chris Pearse, Senior Asset Manager, Property Services
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Equality Impact Assessment

For support in completing this EQIA, please consult the EQIA Guidance Document or contact equality@rbwm.gov.uk

1. Background Information

www.rbwm.gov.uk



Royal Borough
of Windsor &
Maidenhead

Title of policy/strategy/plan:	<u>Lease renewal of office space at York House, Windsor</u>
Service area:	<u>Property Services</u>
Directorate:	<u>Place</u>

Provide a brief explanation of the proposal:

- What are its intended outcomes? Completion of the lease renewal to an existing tenant
- Who will deliver it? Property Services and Legal Services
- Is it a new proposal or a change to an existing one? No

2. Relevance Check

Is this proposal likely to directly impact people, communities or RBWM employees?

- No – this is the renewal of an existing lease. No third parties are impacted by the transaction

If 'No', proceed to 'Sign off'. If unsure, please contact equality@rbwm.gov.uk

3. Evidence Gathering and Stakeholder Engagement

Who will be affected by this proposal?

For example, users of a particular service, residents of a geographical area, staff

Among those affected by the proposal, are protected characteristics (age, sex, disability, race, religion, sexual orientation, gender reassignment, pregnancy/maternity, marriage/civil partnership) disproportionately represented?

For example, compared to the general population do a higher proportion have disabilities?

What engagement/consultation has been undertaken or planned?

- How has/will equality considerations be taken into account?
- Where known, what were the outcomes of this engagement?

What sources of data and evidence have been used in this assessment?

Please consult the Equalities Evidence Grid for relevant data. Examples of other possible sources of information are in the Guidance document.

4. Equality Analysis

Please detail, **using supporting evidence**:

- How the protected characteristics below might influence the needs and experiences of individuals, in relation to this proposal.
- How these characteristics might affect the impact of this proposal.

Tick positive/negative impact as appropriate. If there is no impact, or a neutral impact, state 'Not Applicable'

More information on each protected characteristic is provided in the Guidance document.

	Details and supporting evidence	Potential positive impact	Potential negative impact
Age			
Disability			
Sex			
Race, ethnicity and religion			
Sexual orientation and gender reassignment			
Pregnancy and maternity			
Marriage and civil partnership			
Armed forces community			
Socio-economic considerations e.g. low income, poverty			
Children in care/Care leavers			

5. Impact Assessment and Monitoring

If you have not identified any disproportionate impacts and the questions below are not applicable, leave them blank and proceed to Sign Off.

What measures have been taken to ensure that groups with protected characteristics are able to benefit from this change, or are not disadvantaged by it?

For example, adjustments needed to accommodate the needs of a particular group

Where a potential negative impact cannot be avoided, what measures have been put in place to mitigate or minimise this?

- For planned future actions, provide the name of the responsible individual and the target date for implementation.

How will the equality impacts identified here be monitored and reviewed in the future?

See guidance document for examples of appropriate stages to review an EQIA.

6. Sign Off

Completed by: Chris Pearse	Date: 4th April 2024
Approved by: Ian Brazier-Dubber	Date: 4th April 2024

If this version of the EQIA has been reviewed and/or updated:

Reviewed by:	Date:
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Report Title:	RBWM Leisure Management Contract re-procurement
Contains Confidential or Exempt Information	Part I: Main Report Part II: Other appendices/previous reports which is Part II by virtue of paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972.
Cabinet Member:	Councillor Reynolds Cabinet Member for Communities and Leisure
Meeting and Date:	24 April 2024
Responsible Officer(s):	Andrew Durrant Executive Director of Place Services & Alysse Strachan Head of Neighbourhood Services
Wards affected:	All

REPORT SUMMARY

This report requests that Cabinet note the report and agree to proceed with re-tendering of the Borough's Leisure Management Contract, which will seek to appoint the operator for the next contract period, to commence with effect from 1 April 2025.

These proposals will support the Council Plan (2024-2028) objectives to put the council on a strong financial footing to serve the borough effectively and that people live healthy and independent lives in supportive communities.

The proposals will also support the aim of increasing access and opportunities for residents to be physically active as part of daily life, including sport, leisure, active travel, and participation within community clubs, supported by newly published strategies and plans.

1. DETAILS OF RECOMMENDATION(S)

RECOMMENDATION: That Cabinet notes the report and:

- i. Delegates authority to the Executive Director of Place Services in consultation with the Cabinet Member for Communities and Leisure for the procurement and contract award of a leisure operator for the contract period from 1 April 2025**
- ii. Cabinet agrees the Lawn Tennis Association (LTA) tennis scheme (as outlined in the background documents) can be implemented, with the final operational model being determined in consultation with the wider leisure procurement process, with future decisions being delegated to the**

Executive Director for Place, in consultation with the Cabinet Member for Communities and Leisure.

2. BACKGROUND

- 2.1 In June 2020 Cabinet agreed to award Leisure Focus Trust (LFT) a two (2) year contract with an option for one (1) further year. The contract included Braywick, Windsor, Furze Platt, Cox Green and Charters Leisure Centres. LFT is a not-for-profit Charitable Incorporated Organisation (CIO). It was established to work with local communities; supporting clubs, organisations and individuals to achieve their sporting and lifestyle goals. As a charity, LFT reinvest a proportion of surplus funds generated back into RBWM's facilities.
- 2.2 The Project Team for a new procurement formed in early 2022. Approval to seek proposals (go out to tender) was obtained in May 2022. The proposed contract was for 12 years, with an option to extend by a single period of five years.
- 2.3 The project team included support from external consultants The Sports Consultancy and legal support from Browne Jacobson.
- 2.4 On 3 March 2023, HM Revenue & Customs (HMRC) published a policy paper ([Revenue and Customs Brief 3 \(2023\): changes to VAT treatment of local authority leisure services](#)) which set out a change to the VAT treatment of leisure services provided by local authorities. It detailed that local authorities can now apply the non-business treatment to leisure services they provide to members of the public. This presented a potential financial opportunity to the Council requiring further investigation. The financial and operational opportunities and implications are discussed within the options appraisal (Appendix B).
- 2.5 Officers consulted with Browne Jacobson to provide advice on our available options and the procurement was put on hold whilst the implications of these changes were investigated.
- 2.6 Officers also spoke with sport and leisure consultants Max Associates and TSC, internal finance colleagues, RBWM Tax advisors, RBWM legal advisors Browne Jacobson, and attended a Webinar with Trowers & Hamlin and KPMG. All advice received specified that it was a complex situation and needed to be assessed on a case-by-case basis.
- 2.7 At Cabinet on 11 July 2023, it was agreed to terminate the Procurement, allowing the consideration of the council's options following the change in VAT legislation regarding Local Authority leisure provision, via continued research, and allowing for a commencement of a new procurement process if necessary. This supported opportunity and innovation within the borough.

- 2.8 In order to provide a continuation of service after the contract expired on 31 July 2023, a 20-month interim agreement to 31 March 2025 was agreed with LFT to allow for a continuation of operation leisure centre services.
- 2.9 Max Associates were commissioned to provide an options appraisal for consideration by RBWM (Appendix B) incorporating likely implications following the VAT legislation change. Table 1 provides a summary of the options, with section 2.11.1 of Appendix B providing additional detail regarding the financial and quality advantages and disadvantages, and risks and other considerations, associated with each operational model.

Table 1: Summary options table

Option	Finance	Quality	Risks
In-house	<ul style="list-style-type: none"> • Most expensive option – due to NNDR costs, alignment of staff terms, conditions and pensions to Council employees and no economies of scale / leisure specialism. 	<ul style="list-style-type: none"> • Council fully in control of service delivery. • Staff will TUPE across from LFT, but senior team (with service specific experience), may leave due to having less autonomy on managing the business. 	<ul style="list-style-type: none"> • All trading risk remains with the council. • Senior team who TUPE transfer, leave and council must recruit a new team of leisure centre specialists.
Local Authority Trading Company (LATC)	<ul style="list-style-type: none"> • Likely to be similar cost to LFT as a single operating organisation. • Can't extend outside the Council area by more than 20% of core business activities. • Could use an agency approach to maintain comparable VAT position to in-house model. 	<ul style="list-style-type: none"> • The Council will have to set up a new organisation, with new branding, procedures, governance etc. • Staff will transfer from LFT, but senior team and staff may leave due to less autonomy. 	<ul style="list-style-type: none"> • The Council must control all the shares in the LATC and must also exercise effective day-to-day control over its affairs; in other words, the same as the relationship between the Council and one of its internal directorates. • Senior team who transfers from LFT leave and LATC must recruit a new team of leisure centre specialists.
Re-procure	<ul style="list-style-type: none"> • Will be the most cost-effective model with NNDR, and performance efficiencies. New agency arrangement may improve financial position further. 	<ul style="list-style-type: none"> • Council can set out its strategic outcomes in updated specification. • Contract will require performance monitoring. 	<ul style="list-style-type: none"> • Suppliers are put off, due to no contract award in previous procurement. • Council will retain tariff / pandemic / LGPS contribution uplift risk • Timing to undertake a further procurement before the end of the LFT

3. Contract Re-procurement

- 3.1 The current 20-month contract with LFT expires 31st March 2025 and there are no extension options.
- 3.2 Max Associates, who have provided a number of industry updates regarding the VAT implications, have been engaged to support the procurement process.
- 3.3 The Project Team for the new procurement will contain most of the officers involved in the procurement process terminated in July 2023, reducing risk and supporting efficient project delivery.
- 3.4 It is expected an open procurement procedure will be selected, with a File a Tender Notice placed according to the timelines outlined in Tables 3 and 4.
- 3.5 The Council expect to use external legal support from Browne Jacobson as per the previous procurement process.
- 3.6 Sites included in the previous procurement were the Leisure Centres in the current contract and additionally Larchfield Community Centre, Dedworth Community Centre and the Tennis sites to be renovated by the LTA funding at Kidwells Park, Alexandra Gardens and Desborough Park. This will be reviewed as part of the wider procurement process.
- 3.7 The services specification will receive input from the current administration and will also include updated information that has become available such as the changes in VAT guidance and updated strategy information meaning better alignment with the Council Plan. Relevant information from previous clarification questions will also be included to assist potential bidders and improve efficiency of the procurement process.
- 3.8 The Contract length is still to be determined but is likely to be similar to the previous procurement exercise which was for 12 years with an option to extend by a single period of five years.
- 3.9 The criteria and weightings for each method statement question will be revised and include input from the current administration and link to the Council Plan and updated priorities.
- 3.10 Final submissions will be evaluated by a range of officers with their roles likely to cover (but not be limited to) the following areas: Sport and Leisure, Public Health, Property, Sustainability and Climate Change, Marketing, and Finance. This will be supported by our Leisure Consultants.

4. REASON(S) FOR RECOMMENDATION(S) AND OPTIONS CONSIDERED

- 4.1 Two options have been considered in terms of risk impact and are detailed in Table 1. It is important to note that following careful review and consultation with Members, progressing with option A is the recommendation, as this provides the opportunity to deliver both the greatest financial benefit to the Local Authority and health and physical activity benefits for residents. Option B holds the greatest risk because of the uncertainty and impact on service provision, council finances and reputational damage that would be caused.

Table 1: Options arising from this report

Option	Comments
<p><u>Option A</u></p> <p>Agree to delegate responsibility for the procurement of a leisure operator(s) for the contract period from 1 April 2025 to Executive Director for Place in consultation with the Cabinet Member for Communities and Leisure.</p> <p>This is the recommended option</p>	<p>This will enable officers to procure a leisure operator(s) encompassing updated council objectives including financial sustainability and providing access and opportunities for residents to be physically active.</p>
<p><u>Option B</u></p> <p>Do Nothing</p>	<p>This would result in closure of the leisure facilities for an extended period of time and reputational damage for the authority, leading to a significant short, medium and long term financial risk, in addition to a reduction in resident health benefits facilitated by leisure provision.</p>

- 4.2 Option A allows for a commencement of a new procurement process to deliver boroughwide leisure services, supporting financial and health benefits for the Borough and its residents.
- 4.3 The procurement timeline is condensed with limited contingency time, an indicative timeline is shown in Table 3 below.

Table 2: Indicative Timeline

Date	Action
24 April 2024	Cabinet decision
April & May 2024	Tender documentation produced
3 May 2024	Call in period ends
31 May 2024	Tender launched by
June to mid-July 2024	Tender process open, including clarifications and site visits, further documentation updates.
Mid to end July 2024	Post tender clarification process
August 2024	Limited progression – tender document review

September 2024	Evaluation and Moderation
October 2024	Conclusion of evaluation and report writing
November 2024	Contingency or process required to submit paper to 4 December 2024 Cabinet (which would result in a short mobilisation of 12 weeks). N.B. There will not be enough time to complete the procurement activities and subsequent reports to attend 23 October 2024 Cabinet and attending 18 December 2024 Cabinet would not leave sufficient time to mobilise a new contractor if required.
December 2024	Decision notices sent
January to March 2025	3 months mobilisation
31 March 2025	Current contract ends
1 April 2025	New contract commences
April 2025 onwards	Management of new contract

4.4 Additional details of the report's recommendations are commercially sensitive and is therefore included in Appendix B which is Part II by virtue of paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

5. KEY IMPLICATIONS

5.1 Option A will support the Council Plan (2024-2028) objectives to put the council on a strong financial footing to serve the borough effectively and that people live healthy and independent lives in supportive communities.

5.2 The proposals will also support the aim of increasing access and opportunities for residents to be physically active as part of daily life, including sport, leisure, active travel, and participation within community clubs, supported by newly published strategies and plans.

5.3 Primarily this is monitored via leisure centre attendance in the Council Plan but the service also provides wide social value across the borough and wider region, whilst bringing an income into the council.

Table 3: Key Implications

Outcome	Unmet	Met	Exceeded	Significantly Exceeded	Date of delivery
Leisure Service delivery	Leisure Centres closed from 01 April 2025 Resulting in attendances below corporate target.	Leisure Centres remain open and attendance targets met (+2.5% from baseline annually)	Attendance is above the +2.5% corporate target	10% above attendance targets	01/04/2025 and annually thereafter
Income provided to the council	No (or significantly lower than forecast)	Management fee received in line with forecast	Management fee receipts in excess of budget projections	N/A	Monthly from 01/04/2025

Outcome	Unmet	Met	Exceeded	Significantly Exceeded	Date of delivery
	management fee received.				

6. FINANCIAL DETAILS / VALUE FOR MONEY

- 6.1 The RBWM leisure contract currently generates revenue to the council in excess of £2m per annum and was host to around 2.5m customer visits in 2023/24. Due to the size and importance of the contract, both financially, and from a health and wellbeing perspective, ensuring the optimum leisure operation model is chosen, is an important part of the overall council budget and supports the Council Plan.
- 6.2 The financial impact of this report's recommendations is commercially sensitive and is therefore included in Appendix B, which is Part II by virtue of paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

7. LEGAL IMPLICATIONS

- 7.1 The discussions of the legal implications in this report's recommendations are contractually sensitive and therefore additional information is included in Appendix B which is Part II by virtue of paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

8. RISK MANAGEMENT

- 8.1 To mitigate risk, Officers have engaged with sport and leisure consultants Max Associates, and RBWM legal advisors Browne Jacobson.
- 8.2 The appointed leisure consultants and in house procurement teams will work together to ensure compliance with procurement regulations.
- 8.3 It should be noted that not delegating authority will increase the procurement timeline by 6-8 weeks, a decision at the latest would need to be made on 4 December 2024 Cabinet, with reports and outcomes needed by late September 2024, reducing contingency.
- 8.4 Further information regarding the risk management in this report recommendations are contractually sensitive and therefore additional information is included in Appendix B & C which are Part II by virtue of paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

9. POTENTIAL IMPACTS

- 9.1 An Equality Impact Assessment is available as Appendix A.
- 9.2 Climate change/sustainability. There will be no change to the current position. Following the review and any subsequent re-procurement, climate change and sustainability measures can be incorporated into the new

contract.

- 9.3 Data Protection/GDPR. Subject to option A being approved, part of the final procurement process will ensure Data Protection / GDPR risks are included within the contract with advice sought at the appropriate time, any operator chosen would be required to adhere to the current legislation at the time. Similarly, any transfer of membership and staff data required during the procurement process will occur in accordance with current legislation.
- 9.4 Choosing options other than A would result in more uncertainty for the Leisure Centre's workforce than is already the case.

10. CONSULTATION

- 10.1 Officers have consulted with external leisure consultants, tax advisors, legal advisors and internal officers regarding the impact of the options available.

11. TIMETABLE FOR IMPLEMENTATION

- 11.1 Implementation date if not called in is 4 May 2024. The full indicative implementation stages if requiring a return to Cabinet for final approval is set out in Table 5 below.

Table 5: Implementation timetable

Date	Details
24/04/2024	Agreement at Cabinet
26/04/2024	Minutes published
03/05/2024	Call in period ends
04/05/2024	Procurement process officially begins
31/05/2024	Tender launched (aiming for earlier)
31/07/2024	Tender bids close (earlier if above is earlier)
13/09/2024	Post bid clarification complete
01/10/2024	Approved bidder decision reached following conclusion of tender evaluation
30/10/2024	Draft report to ELT
13/11/2024	Report reviewed at Cabinet briefing
22/11/2024	Final report to Democratic Services
04/12/2024	Cabinet
06/12/2024	Meeting minutes published
13/12/2024	Call in ends
02/01/2025	Standstill period ends
03/01/2025	Award decision announced
06/01/2025	Mobilisation period begins
31/03/2025	20-month contract ends
01/04/2025	New contract begins

12. APPENDICES

This report is supported by 3 appendices:

- Appendix A – Equality Impact Assessment
- Appendix B – RBWM Options Appraisal Report 040324 (Part II)
- Appendix C – Risk mitigation (Part II)

13. BACKGROUND DOCUMENTS

This report is supported by 8 background documents:

- PART II Cabinet sitting as trustees for Kidwells – 27 March 2024
- Part I – Leisure Services update and award of interim contract – Cabinet 11 July 2023
- PART II - Leisure Services update and award of interim contract – Cabinet 11 July 2023
- RBWM Sport and Leisure Strategy - Update and Refresh 2023 - 2033 - 27 April 2023
- Policy Paper on Changes to vat treatment of local authority leisure services
- Tennis participation and facility improvement for identified RBWM park tennis courts – 25 Aug 2022
- Leisure Contract Re-procurement update Cabinet report from 23 June 2022
- PART II - Leisure Services Cabinet report – 25 June 2020

14. CONSULTATION

Name of consultee	Post held	Date sent	Date returned
<i>Mandatory: Statutory Officer (or deputy)</i>			
Elizabeth Griffiths	Executive Director of Resources & S151 Officer	21/03/2024	15/04/2024
Elaine Browne	Deputy Director of Law & Governance & Monitoring Officer	21/03/2024	02/04/2024
<i>Deputies:</i>			
Andrew Vallance	Deputy Director of Finance & Deputy S151 Officer	21/03/2024	
Jane Cryer	Principal Lawyer & Deputy Monitoring Officer		
Helena Stevenson	Principal Lawyer & Deputy Monitoring Officer		
<i>Mandatory: Procurement Manager (or deputy) - if report requests approval to go to tender or award a contract</i>			
Lyn Hitchinson	Procurement Manager	21/03/2024	16/04/24
<i>Mandatory: Data Protection Officer (or deputy) - if decision will result in processing of personal data; to advise on DPIA</i>			
Samantha Wootton	Data Protection Officer	21/03/2024	
<i>Mandatory: Equalities Officer – to advise on EQiA, or agree an EQiA is not required</i>			
Ellen McManus-Fry	Equalities & Engagement Officer	21/03/2024	26/03/2024
<i>Mandatory: Assistant Director HR – to advise if report has potential staffing or workforce implications</i>			
Nikki Craig	Assistant Director of HR, Corporate Projects and IT	22/03/24	22/03/24
<i>Other consultees:</i>			
<i>Directors (where relevant)</i>			

Stephen Evans	Chief Executive	21/03/2024	
Andrew Durrant	Executive Director of Place	21/03/2024	21/03/2024
Kevin McDaniel	Executive Director of Adult Social Care & Health	21/03/2024	
Lin Ferguson	Executive Director of Children's Services & Education	21/03/2024	
<i>Assistant Directors (where relevant)</i>			
Alysse Strachan	Assistant Director of Neighbourhood Services	15/03/2024	21/03/2024
Louise Freeth	Assistant Director of Revenues Benefits Library and Resident Services	21/03/2024	25/03/2024
<i>External (where relevant)</i>			
N/A			

Confirmation relevant Cabinet Member(s) consulted		
Cllr Reynolds	Cabinet Member for Communities and Leisure	Yes
Cllr Werner	Leader of the Council	Yes
Cllr Jones	Cabinet Member for Finance	Yes

REPORT HISTORY

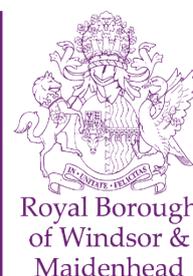
Decision type:	Urgency item?	To follow item?
Key decision First entered into the Cabinet Forward Plan: 28/02/2024	No	No

Report Author: Michael Shepherd, Sport and Leisure Service Manager, 01628 683800
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Equality Impact Assessment

For support in completing this EQIA, please consult the EQIA Guidance Document or contact equality@rbwm.gov.uk

www.rbwm.gov.uk



1. Background Information

Title of policy/strategy/plan:	RBWM Leisure Management Contract re-procurement
Service area:	Neighbourhood Services - Leisure
Directorate:	Place

Provide a brief explanation of the proposal:

What are its intended outcomes?

Who will deliver it?

Is it a new proposal or a change to an existing one?

Award Leisure Services Contract to enable the Council to continue leisure delivery within the Borough owned leisure facilities.

2. Relevance Check

Is this proposal likely to directly impact people, communities or RBWM employees?

If No, please explain why not, including how you've considered equality issues.

Will this proposal need a EQIA at a later stage? (for example, for a forthcoming action plan)

No, the continued provision of leisure services and facilities will have potential positive impacts for all residents of the borough.

Depending on the outcome of the investigation work, an EQIA can be provided with subsequent decision report(s) as required.

If 'No', proceed to 'Sign off'. If unsure, please contact equality@rbwm.gov.uk

3. Evidence Gathering and Stakeholder Engagement

<p>Who will be affected by this proposal? For example, users of a particular service, residents of a geographical area, staff</p>
<p>Borough wide users</p>
<p>Among those affected by the proposal, are protected characteristics (age, sex, disability, race, religion, sexual orientation, gender reassignment, pregnancy/maternity, marriage/civil partnership) disproportionately represented? For example, compared to the general population do a higher proportion have disabilities?</p>
<p>No, one aim of the new contract will be to increase the participation of those in underrepresented groups.</p>
<p>What engagement/consultation has been undertaken or planned? How has/will equality considerations be taken into account? Where known, what were the outcomes of this engagement?</p>
<p>Outcomes from the previously conducted consultation as part of Leisure Strategy, Playing Pitch and Indoor Built Facilities strategies will form part of the requirement of the new contract.</p>
<p>What sources of data and evidence have been used in this assessment? Please consult the Equalities Evidence Grid for relevant data. Examples of other possible sources of information are in the Guidance document.</p>
<p>Information contained in the reports listed above and in the cabinet report – aim for improvements in all areas</p>

4. Equality Analysis

Please detail, using supporting evidence:

How the protected characteristics below might influence the needs and experiences of individuals, in relation to this proposal.

How these characteristics might affect the impact of this proposal.

Tick positive/negative impact as appropriate. If there is no impact, or a neutral impact, state 'Not Applicable'

More information on each protected characteristic is provided in the Guidance document.

	Details and supporting evidence	Potential positive impact	Potential negative impact
Age	Consideration included within proposed tender documentation and monitoring	Yes	No
Disability	Consideration included within proposed tender documentation and monitoring	Yes	No
Sex	Consideration included within proposed tender documentation and monitoring	Yes	No
Race, ethnicity and religion	Consideration included within proposed tender documentation and monitoring	Yes	No
Sexual orientation and gender reassignment	Consideration included within proposed tender documentation and monitoring	Yes	No
Pregnancy and maternity	Consideration included within proposed tender documentation and monitoring	Yes	No
Marriage and civil partnership	Consideration included within proposed tender documentation and monitoring	Yes	No
Armed forces community	Consideration included within proposed tender documentation and monitoring	Yes	No
Socio-economic considerations e.g. low income, poverty	Consideration included within proposed tender documentation and monitoring	Yes	No
Children in care/Care leavers	Consideration included within proposed tender documentation and monitoring	Yes	No

5. Impact Assessment and Monitoring

If you have not identified any disproportionate impacts and the questions below are not applicable, leave them blank and proceed to Sign Off.

What measures have been taken to ensure that groups with protected characteristics are able to benefit from this change, or are not disadvantaged by it? For example, adjustments needed to accommodate the needs of a particular group
Any consultation will be accessible and inclusive and aim to engage underrepresented groups.
Where a potential negative impact cannot be avoided, what measures have been put in place to mitigate or minimise this? For planned future actions, provide the name of the responsible individual and the target date for implementation.
How will the equality impacts identified here be monitored and reviewed in the future? See guidance document for examples of appropriate stages to review an EQIA.

6. Sign Off

Completed by: Michael Shepherd	Date: 15/03/2024
Approved by: Alysse Strachan	Date: 21/03/2024

If this version of the EQIA has been reviewed and/or updated:

Reviewed by: Ellen McManus-Fry	Date: 26/03/2024
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