

Board of Trustees of the City of London Academies Trust

Date: FRIDAY, 11 DECEMBER 2020

Time: 9.00 am

Venue: VIRTUAL PUBLIC MEETING (ACCESSIBLE REMOTELY)

Members: Tijs Broeke, Sponsor Trustee (Chair)

Roy Blackwell, Sponsor Trustee

(Co-optee) (Vice-Chair)

Peter Bennett, Sponsor Trustee Caroline Haines, Sponsor Trustee Alderman Robert Howard, Sponsor

Trustee

Deputy Edward Lord, Sponsor Trustee

Rehana Ameer, Co-Opted Trustee

Edward Benzecry, Co-Opted

Trustee

Dawn Elliott, Co-Opted Trustee Lucas Green, Co-Opted Trustee

Enquiries: Antoinette Duhaney

Antoinette.Duhaney@cityoflondon.gov.uk

Accessing the virtual public meeting

Members of the public can observe this virtual public meeting at the below link:

https://youtu.be/RKSV1SjgtyA

This meeting will be a virtual meeting and therefore will not take place in a physical location following regulations made under Section 78 of the Coronavirus Act 2020.

John Barradell
Town Clerk and Chief Executive

AGENDA

Public Items

- 1. **APOLOGIES**
- 2. **DECLARATIONS**
- 3. REGISTER OF INTERESTS
- 4. MINUTES

To agree the public minutes of the meeting held on 03.09.20

For Decision (Pages 1 - 6)

5. **COMMITTEE MINUTES**

a) Minutes of the Audit and Risk Committee (Pages 7 - 8)

To receive the minutes of the Audit and Risk Committee meetings held on 02.10.20 (attached) and 03.12.20 (to follow).

- b) Minutes of the Finance and Operations Committee (Pages 9 12)
 - To receive the minutes of the Finance and Operations Committee meetings held on 02.10.20 (attached) and 03.12.20 (to follow).
- c) Minutes of the Standards and Accountability Committee (Pages 13 16)

To receive the minutes of the Standards and Accountability Committee meeting held on 12.11.20

- 6. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD
- 7. ANY OTHER BUSINESS
- 8. **EXCLUSION OF THE PUBLIC**

MOTION – That the public be excluded for the remaining items of business as they are likely to involve discussion on matters deemed commercially sensitive to the City of London Academies Trust.

For Decision

Non-Public Items

9. **NON-PUBLIC MINUTES**

To agree the non-public minutes of the meeting held on 03.09.20.

For Decision (Pages 17 - 24)

a) Delegated Actions Digest (Pages 25 - 26)
 Report of the Chief Financial Officer

10. NON-PUBLIC OUTSTANDING ACTIONS

Report of the Town Clerk.

For Information (Pages 27 - 28)

11. NON-PUBLIC COMMITTEE MINUTES

- a) Non-Public Minutes of the Audit and Risk Committee (Pages 29 32)

 To receive the non-public minutes of the Audit and Risk Committee meeting held on 02.10.20.
- b) Non-Public Minutes of the Finance and Operations Committee (Pages 33 36)

 To receive the non-public minutes of the Finance and Operations Committee meeting held on 02.10.20.
- c) Non-Public Minutes of the Standards and Accountability Committee (Pages 37 42)

To receive the non-public minutes of the Standards and Accountability Committee meeting held on 12.11.20.

12. APPOINTMENTS TO LOCAL GOVERNING BODIES

Report of the Town Clerk

For Decision (Pages 43 - 44)

13. CEO EXECUTIVE SUMMARY

Report of the Chief Executive Officer.

For Information (Pages 45 - 52)

14. STRATEGIC PLAN MONITORING 2020-24

Report of the Chief Executive Officer

For Decision (Pages 53 - 56)

15. **GOVERNANCE REVIEW**

Report of the Chief Executive Officer

For Decision (Pages 57 - 58)

16. COLAT SIXTH FORM STRATEGY - UPDATE

Report of the Chief Executive Officer

For Decision

(Pages 59 - 72)

17. IMPACT VISITS - AUTUMN TERM SUMMARIES

Report of the Chief Standards Officer

For Information

(Pages 73 - 84)

18. **EXCLUSIONS DATA SUMMARY UPDATE**

Report of the Chief Standards Officer

For Information

(Pages 85 - 86)

19. COLAT APPRENTICESHIP ACADEMY LEADERSHIP AND OPERATIONAL MONITORING

Report of the Head of Service

For Information

(Pages 87 - 94)

20. COLAT SCHOOLS SAFEGUARDING MONITORING UPDATE

Report of the Chief Executive Officer

For Decision

(Pages 95 - 116)

21. 2020 YEAR-END FINANCIAL STATEMENTS AND EXTERNAL AUDIT

Report of the Chief Financial Officer

For Decision

(Pages 117 - 262)

22. CFO UPDATE AND APPROVALS

Report of the Chief Financial Officer.

For Information

(Pages 263 - 282)

23. ICT DIRECTOR UPDATE AND APPROVALS

Report of the Director of Information and Communication Technology.

For Decision

(Pages 283 - 286)

24. ESTATES AND FACILITIES MANAGEMENT DIRECTOR UPDATE AND APPROVALS (TO FOLLOW)

Report of the Director of Estates and Facilities Management

For Decision

- 25. NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD
- 26. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND TRUSTEES AGREE SHOULD BE CONSIDERED WHEN THE PUBLIC ARE EXCLUDED



BOARD OF TRUSTEES OF THE CITY OF LONDON ACADEMIES TRUST

Thursday, 3 September 2020

Minutes of the meeting of the Board of Trustees of the City of London Academies Trust held via Microsoft Teams at 9.00 am

Present

Members:

Tijs Broeke (Chair)

Roy Blackwell (Vice-Chair)

Peter Bennett

Caroline Haines

Rehana Ameer

Edward Benzecry

Dawn Elliott

Lucas Green

Deputy Edward Lord

Officers:

Kerry Nicholls - Clerk

Chandni Tanna - Media Officer (COL)

James Gibson - Technology Support Officer (COL)
Ellen Wentworth - Technology Support Officer (COL)

Gerald Mehrtens - Director of Academy Development (COL)

Mark Emmerson - Chief Executive Officer
Claire Hersey - Chief Financial Officer

Smith Umoren - Director of Estates and Facilities Management

Clare Verga - Chief Standards Officer

1. APOLOGIES

Apologies for absence were received from Deputy Clare James.

The Chair led the Board in welcoming Caroline Haines and Deputy Edward Lord who had recently become Trustees and Clare Verga, Chief Standards Officer to their first meeting of the Board.

The Chair was pleased to announce that the City of London Academy Islington and The City Academy, Hackney had now joined the City of London Academies Trust. The Chair led the Board in thanking officers of the City of London Corporation and the City of London Academies Trust as well as leaders and Governors of the two schools for their excellent work in supporting the transfer. The Chair noted that the City University, London and KPMG, would continue to support the City of London Academy Islington and The City Academy, Hackney as strategic partners, respectively.

2. **DECLARATIONS**

There were no declarations.

3. ELECTION OF CHAIR

An election for Chair was conducted in line with Article 82. Tijs Broeke, being the only Trustee willing to serve, was elected Chair for the ensuing year.

4. ELECTION OF VICE-CHAIR

An election for Vice-Chair was conducted, in line with Article 82. Roy Blackwell, being the only Trustee willing to serve, was elected Vice-Chair for the ensuing year.

5. MINUTES

In considering Minute 8: CoLAT Academies Development Programme – Update, the Chief Executive Officer confirmed that condition surveys of the City of London Academy Islington and The City Academy, Hackney had been completed prior to the schools joining the Trust. Work was underway to arrange fire risk assessments for both academies and an update would be provided to the Board when available.

RESOLVED, that the minutes of the meeting held on 9 July 2020 be approved as a correct record.

6. APPOINTMENT OF COMMITTEES 2020-21

Trustees considered a report of the Clerk regarding the appointment of the Board's committees for the 2020-21 academic year.

Trustees approved the proposed terms of reference of the Audit and Risk Committee and Finance and Operations Committee and the terms of reference for the Standards and Accountability Committee, Academy LGB Pay Committees and City of London Academies Trust Executive Team Pay Committees. Trustees agreed the terms of reference of the Remuneration Committee subject to the below amendment:

Remuneration Committee

• Amend the composition of the committee membership to include the Chair of the Standards and Accountability Committee.

The Chair noted that a clear structure was in place to support decision making around remuneration and that pay awards should not be communicated to affected staff before final approval.

Trustees were advised that the election of Chairs to these committees would be undertaken at the first meeting of each committee convened during the 2020-21 academic year.

RESOLVED,

- That the proposed terms of reference of the Audit and Risk Committee and Finance and Operations Committee be approved.
- That the terms of reference of the Standards and Accountability Committee, Academy LGB Pay Committees and City of London Academies Trust Executive Team Pay Committees be approved;

- That the terms of reference of the Remuneration Committee be approved, subject to the above amendment;
- That Peter Bennett, Edward Benzecry, Tijs Broeke and Dawn Elliott be appointed to the Audit and Risk Committee for the 2020-21 academic year;
- That Peter Bennett, Edward Benzecry, Tijs Broeke, Dawn Elliott and Deputy Clare James be appointed to the Finance and Operations Committee for the 2020-21 academic year;
- That Edward Benzecry, Roy Blackwell, Tijs Broeke, Caroline Haines and Deputy Edward Lord be appointed to the Standards and Accountability Committee for the 2020-21 academic year; and,
- That Roy Blackwell, Tijs Broeke and Deputy Edward Lord be appointed to the Remuneration Committee for the 2020-21 academic year.

7. COLPAI WASTE MANAGEMENT CONSULTATION: UPDATE

Trustees heard an update of the Director of Academy Development (COL) on the waste management consultation at the City of London Primary Academy Islington and the following points were made:

- A webinar on planning conditions had taken place on 27 August 2020 which a number of stakeholders had attended, including local residents. A range of suggestions had been made to ameliorate waste management concerns, including the installation of retractable bollards; however, in the short term it was anticipated that the current planning conditions for the permanent site of the City of London Primary Academy Islington would go forward unchanged. The Director of Academy Development confirmed that planning conditions must be discharged before the permanent site could be brought into use.
- It was anticipated that build works on the City of London Primary Academy Islington would be completed in late May 2021, and that the school would transfer to its permanent site for the Summer 2021 term.

RESOLVED, that the update be noted.

8. POLICIES FOR THE TRUST

Trustees considered a report of the Chief Financial Officer presenting policies for the Trust for approval:

RESOLVED, that the following updated policies be approved:

- Expenses, Travel and Subsistence Policy; and,
- Safeguarding and Child Protection Policy

9. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD

There were no questions.

10. ANY OTHER BUSINESS

In response to a question from a Trustee, The Director of Academy Development confirmed that following the transfer of the City of London Academy Islington and The City Academy, Hackney to the City of London Academies Trust, work would be undertaken to close down the schools existing academies companies.

Trustees were reminded to notify the Clerk that they had read and understood Part 1 of the *Keeping Children Safe in Education* statutory guidance following the meeting, as this was an annual requirement.

The Chair observed that it had been an extraordinary year and that learning loss was a concern, particularly for disadvantaged pupils. The Chair led the Board in thanking all leadership teams, teachers and other staff for their hard work during the pandemic and in preparing for the return to school.

11. EXCLUSION OF THE PUBLIC

RESOLVED, that the public be excluded from the following items of business.

12. **NON-PUBLIC MINUTES**

RESOLVED, that the non-public minutes of the meeting held on 9 July 2020 be approved as a correct record.

a) **Delegated Actions Digest**

Trustees considered a summary of the Clerk providing details of three actions taken under Delegated Authority since the meeting of the Board of Trustees on 9 July 2020.

b) Annual Attendance Register

Trustees considered the annual attendance register for the 2019-20 academic year.

13. **OUTSTANDING ACTIONS**

Trustees considered a report of the Clerk setting out outstanding actions from previous meetings.

14. APPOINTMENTS TO LOCAL GOVERNING BODIES

Trustees considered a report of the Clerk setting out proposed appointments to Local Governing Bodies.

15. **ICT UPDATE**

Trustees considered an update report of the Director of Information Communication and Technology.

16. ESTATES AND FACILITIES UPDATE ON TRUST SCHOOLS

Trustees considered an update report of the Director of Estates and Facilities Management.

17. CEO EXECUTIVE SUMMARY

Trustees considered an Executive Summary of the Chief Executive Officer.

18. UNVALIDATED EXAMINATION AND TEST RESULTS 2019-20

Trustees considered a report of the Chief Executive Officer providing an update on examination outcomes for Trust schools for the 2019-20 academic year which were based on the best outcome between centre assessed grades and calculated grades by the examination boards.

19. **CFO UPDATE**

Trustees considered an update report of the Chief Financial Officer.

20. HUMAN RESOURCES UPDATE

Trustees considered an update report of the Human Resources Director.

21. NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD

There was one non-public question.

22. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND TRUSTEES AGREE SHOULD BE CONSIDERED WHEN THE PUBLIC ARE EXCLUDED

There was no other business.

a) Human Resources Update - NJC Update

Trustees considered a report of the Chief Financial Officer providing a Human Resources Update on the National Joint Council.

23. **CONFIDENTIAL MINUTES**

RESOLVED, that the confidential minutes of the meeting held on 9 July 2020 be approved as a correct record.

24. APPOINTMENTS TO LOCAL GOVERNING BODIES - CONFIDENTIAL APPENDICES

Trustees considered confidential appendices for Item 14: Appointments to Local Governing Bodies.

25. CFO UPDATE - CONFIDENTIAL APPENDICES

Trustees considered confidential appendices for Item 19: CFO Update.

Chair		

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AUDIT AND RISK COMMITTEE OF THE CITY OF LONDON ACADEMIES TRUST

Friday, 2 October 2020

Minutes of the meeting of the Audit and Risk Committee of the City of London Academies Trust held at the Guildhall EC2 at 10.00 am

Present

Members:

Peter Bennett (Chairman) Tijs Broeke Edward Benzecry Dawn Elliott

Officers:

Mark Emmerson - Chief Executive Officer

Billy Harvey - Director of ICT

Claire Hersey - Chief Financial Officer

Smith Umoren - Director of Estates and Faciltiies Management

Clare Verga - Chief Standards Officer
Kerry Nicholls - Town Clerk's Department
Antoinette Duhaney - Town Clerk's Department
Ellen Wentworth - Chamberlain's Department

1. ELECTION OF CHAIRMAN

RESOLVED – That Peter Bennett be elected as Chairman of the Committee for the ensuing year.

2. APOLOGIES

There were no apologies.

3. **DECLARATIONS**

There were no declarations.

4. MINUTES

RESOLVED – That the public minutes of the meeting held on 01.07.20 be agreed as a correct record.

5. QUESTIONS

There were no questions.

6. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT

There was no other business.

7. EXCLUSION OF THE PUBLIC

RESOLVED - That the public be excluded for the remaining items of business as they are likely to involve discussion on matters deemed commercially sensitive to the City of London Academies Trust.

8. **NON-PUBLIC MINUTES**

RESOLVED – That the non-public minutes of the meeting held on 01.07.20 be agreed as a correct record

9. **OUTSTANDING ITEMS**

Trustees considered a report of the Town Clerk regarding outstanding actions arising from previous meetings.

10. COVID-19 RISK ASSESSMENTS AND REVIEWS

The Committee considered an update on COVID-19 Risk Assessments.

11. **INTERNAL AUDIT**

The Committee considered the findings from an Internal Audit.

12. **EXTERNAL AUDIT**

The Committee considered the findings of an External Audit.

13. TRUST STRATEGIC RISK REGISTER

The Committee considered an update on the Trust Strategic Risk Register.

14. HEALTH AND SAFETY MONITORING IN TRUST SCHOOLS

The Committee considered a Health & safety Monitoring update.

15. UNVALIDATED EXAMINATION AND TEST RESULTS 2020

The Committee considered a report on centre assessed grades in the absence of examinations.

16.	NON-PUBLIC QUESTIONS There were no non-public questions.
17.	ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND THE COMMITTEE AGREES CAN BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED There was no other business.
The	meeting closed at 10.52 am
Cha	irman
Con	tact Officer: Antoinette Duhaney

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FINANCE AND OPERATIONS COMMITTEE OF THE CITY OF LONDON ACADEMIES TRUST

Friday, 2 October 2020

Minutes of the meeting of the Finance and Operations Committee of the City of London Academies Trust held at the Guildhall EC2 at 9.00 am

Present

Members:

Peter Bennett (Chairman) Tijs Broeke Edward Benzecry Dawn Elliott

Officers:

Mark Emmerson - Chief Executive Officer

Billy Harvey - Director of ICT

Claire Hersey - Chief Financial Officer

Smith Umoren - Director of Estates and Facilities Management

Clare Verga - Chief Standards Officer
Antoinette Duhaney - Town Clerk's Department
Kerry Nicholls - Town Clerk's Department
Aqib Hussain - Chamberlain's Department

1. ELECTION OF CHAIRMAN

RESOLVED – That Peter Bennett be elected as Chairman of the Committee for the ensuing year.

2. APOLOGIES

Apologies were received from Tijs Broeke for lateness.

3. **DECLARATIONS**

There were no declarations.

4. MINUTES

RESOLVED – That the public minutes of the meeting held on 01.07.20 be agreed as a correct record.

Matters arising

School Condition Funding Allocation – Officers advised that a request had been made to ESFA for the deadline to be extended as it was not possible to spend the full allocation during the summer months although funding had been committed.

5. **QUESTIONS**

There were no questions.

6. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT

There was no urgent business.

7. **EXCLUSION OF THE PUBLIC**

RESOLVED – That the public be excluded for the remaining items of business as they are likely to involve discussion on matters deemed commercially sensitive to the City of London Academies Trust.

8. NON-PUBLIC MINUTES

RESOLVED – That the non-public minutes of the meeting held on 01.07.20 be agreed as a correct record.

9. OUTSTANDING ACTIONS

The Committee considered an update on actions outstanding from previous meetings.

10. REVIEW OF EFFECTIVENESS OF THE COMMITTEE

The Committee considered a report of the Chief Finance Officer.

11. CHIEF FINANCIAL OFFICER'S UPDATE

The Committee considered an update from the Chief Financial Officer.

12. ICT UPDATE

The Committee considered an update from the IT Director.

13. ALLOCATION OF TRUST CAPITAL FUNDING ACROSS THE ACADEMIES

The Committee considered a report of the Chief Financial Officer

14. ESTATES AND FACILITIES UPDATES ON TRUST SCHOOLS

The Committee considered a report of the Director of Estates & Facilities Management.

15. NON-PUBLIC QUESTIONS

There were no non-public questions.

16. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND THE COMMITTEE AGREES CAN BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED

There was no other business.

17. CONFIDENTIAL MINUTES

RESOLVED – That the confidential minutes of the meeting held on 01.07.20 be agreed as a correct record.

18. HUMAN RESOURCES AND STAFFING UPDATE

The Committee considered an update on staffing matters.

The meeting closed at 9.56 am					
Chairman					

Contact Officer: Antoinette Duhaney Antoinette.Duhaney@cityoflondon.gov.uk This page is intentionally left blank

STANDARDS AND ACCOUNTABILITY COMMITTEE OF THE CITY OF LONDON ACADEMIES TRUST

Thursday, 12 November 2020

Minutes of the meeting of the Standards and Accountability Committee of the City of London Academies Trust held at the Guildhall EC2 at 9.00 am

Present

Members:

Tijs Broeke (Chair) Roy Blackwell Edward Benzecry Caroline Haines

Officers:

Mark Emmerson - Chief Executive Officer
Clare Verga - Chief Standards Officer
Antoinette Duhaney - Town Clerk's Department

1. ELECTION OF CHAIRMAN

RESOLVED – That Tijs Broeke be elected as Chair of the Committee for the ensuing year.

2. APOLOGIES

Apologies for absence were received from Deputy Edward Lord.

3. **DECLARATIONS**

There were no declarations.

4. TERMS OF REFERENCE

RESOLVED – That the terms of reference of the Committee be noted.

5. MINUTES

RESOLVED - That the minutes of the meeting held on 30.04.20 be approved as a correct record.

6. OUTSTANDING ACTIONS

Officers confirmed that all outstanding actions listed in the report had now been completed. It was noted that the City of London Academies Trust Strategic Plan 2020-2024 was approved by the Board of Trustees and any comments from the Education Board could be incorporated into the document which had been circulated to all CoLAT Head Teachers for information.

RESOLVED – That the report be noted.

7. RECOVERY CURRICULUM AND REMOTE LEARNING OVERVIEW

In presenting the report, Officers advised that assessments had taken place during September to guide the recovery curriculum and the most significant

concerns were for phonics and reading in primary schools. In respect of secondary schools, the main focus was on year 11 and 6th forum pupils sitting external exams. New content was being added to plug gaps in the curriculum and remote learning had improved significantly to ensure that students were not disadvantaged through more face to face teaching, uploaded videos and frequent monitoring of provision. This remained a high priority for all schools and Officers acknowledged the progress thus far, although there was still much to do meet achieve further improvements and meet expectations for remote learning.

In response to questions from Members, Officers advised that technology had posed significant challenges for learning. For example, although all NCS students had their own individual device, provision varied across other schools. Where possible, older equipment was being recommissioned to support learning but there were also pressures on parents, some of whom were not engaged with remote learning. Furthermore, not all It equipment to support remote learning had been collected by pupils/parents. Schools were exploring extra resources and more expedient deployment of equipment and mechanisms to engage parents in supporting remote learning.

Notwithstanding technical challenges, there were concerns that prior to the summer break, only 35% of pupils were accessing online learning and schools were looking at how best to improve pupil and parental engagement. Schools were recommended to manage remote learning in the same way as actual learning by for example calling a register at the beginning of lessons. The importance of live learning and uploading lessons/learning resources was also emphasised.

Schools were working closely with families and had done well to stay open; some schools had been able to offer hybrid learning so that self-isolating pupils could participate in lessons remotely and this practice should be reflected across all schools. A learning audit was being undertaken to identify gaps in provision so that appropriate measures could be put in place.

Members wished to place on record their appreciation of the efforts to support learning in challenging circumstances and commended Billy Harvey, Director of IT for being so pro-active in addressing the IT challenges of hybrid/remote learning.

RESOLVED

- 1. That the report be noted.
- 2. That the Committee place on record its thanks to Billy Harvey, Director of IT for being so pro-active in addressing the IT challenges of hybrid/remote learning.
- 3. That an update on progress be presented to the Board of Trustees on 11th December 2020.

8. QUESTIONS

There were no questions.

9. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT

There was no other business.

10. EXCLUSION OF THE PUBLIC

RESOLVED - That the public be excluded from the meeting during consideration of items 11-19 below.

11. NON-PUBLIC MINUTES

RESOLVED - That the non-public minutes of the meeting held on 30.04.20 be approved as a correct record.

12. OUTSTANDING ACTIONS

Trustees considered a report of the Clerk regarding outstanding actions arising from previous meetings.

13. COLAT APPRENTICESHIP ACADEMY

The Committee considered a report on the Apprenticeship Academy.

14. ACADEMIES AT A GLANCE

The Committee considered a snapshot assessment of performance of each academy.

15. SCRUTINY MEETINGS - LINES OF ENQUIRY

The Committee considered a report assessing the effectiveness of processes in to maintain and improve student outcomes.

16. COLAT EMERGING SIXTH FORM STRATEGY

17. NON-PUBLIC QUESTIONS

There were no non-public questions.

18. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT THAT THE COMMITTEE AGREES SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED.

There was no urgent business.

The meeting closed at 11.10 am		
Chair		

Contact Officer: Fae Brennan

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Agenda Item 9

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A of the Local Government Act 1972.



Agenda Item 9a



Agenda Item 10



Agenda Item 11a



Agenda Item 11b



Agenda Item 11c



Agenda Item 12















































