

Date:

Thursday 13 November 2025 at 5.00 pm

Venue:

Council Chamber, Dunedin House, Columbia Drive, Thornaby, TS17 6BJ

Cllr Lisa Evans (Leader of the Council)

Cllr Pauline Beall, Cllr Clare Besford, Cllr Nigel Cooke, Cllr Richard Eglington, Cllr Paul Rowling and Cllr Norma Stephenson OBE

Agenda

1. **Apologies for Absence**
2. **Evacuation Procedure** (Pages 7 - 10)
3. **Minutes** (Pages 11 - 20)
4. **Declarations of Interest**

Cllr Paul Rowling - Cabinet Member for Resources and Transport

5. **Council Motion - Livestreaming Meetings** (Pages 21 - 24)
6. **Council Motion - Flying the Union Flag** (Pages 25 - 36)
7. **Anti Racism Charter** (Pages 37 - 42)
8. **Procurement Plan/Higher Value Contracts** (Pages 43 - 46)

Cllr Clare Besford - Cabinet Member for Children and Young People

9. **School Performance 2024-25** (Pages 47 - 62)

Members of the Public - Rights to Attend Meeting

With the exception of any item identified above as containing exempt or confidential information under the Local Government Act 1972 Section 100A(4), members of the public are entitled to attend this meeting and/or have access to the agenda papers.

Persons wishing to obtain any further information on this meeting, including the opportunities available for any member of the public to speak at the meeting; or for details of access to the meeting for disabled people, please.

Contact: Democratic Services Officer, Peter Bell on email peter.bell@stockton.gov.uk

Key – Declarable interests are :-

- Disclosable Pecuniary Interests (DPI's)
- Other Registerable Interests (ORI's)
- Non Registerable Interests (NRI's)

Members – Declaration of Interest Guidance



Table 1 - Disclosable Pecuniary Interests

Subject	Description
Employment, office, trade, profession or vocation	Any employment, office, trade, profession or vocation carried on for profit or gain
Sponsorship	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. This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.
Contracts	Any contract made between the councillor or his/her spouse or civil partner or the person with whom the councillor is living as if they were spouses/civil partners (or a firm in which such person is a partner, or an incorporated body of which such person is a director* or a body that such person has a beneficial interest in the securities of*) and the council — (a) under which goods or services are to be provided or works are to be executed; and (b) which has not been fully discharged.
Land and property	Any beneficial interest in land which is within the area of the council. 'Land' excludes an easement, servitude, interest or right in or over land which does not give the councillor or his/her spouse or civil partner or the person with whom the councillor is living as if they were spouses/ civil partners (alone or jointly with another) a right to occupy or to receive income.
Licences	Any licence (alone or jointly with others) to occupy land in the area of the council for a month or longer.
Corporate tenancies	Any tenancy where (to the councillor's knowledge)— (a) the landlord is the council; and (b) the tenant is a body that the councillor, or his/her spouse or civil partner or the person with whom the councillor is living as if they were spouses/ civil partners is a partner of or a director* of or has a beneficial interest in the securities* of.
Securities	Any beneficial interest in securities* of a body where— (a) that body (to the councillor's knowledge) 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) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which the councillor, or his/ her spouse or civil partner or the person with whom the councillor is living as if they were spouses/civil partners have a beneficial interest exceeds one hundredth of the total issued share capital of that class.

* 'director' includes a member of the committee of management of an industrial and provident society.

* 'securities' means shares, debentures, debenture stock, loan stock, bonds, units of a collective investment scheme within the meaning of the Financial Services and Markets Act 2000 and other securities of any description, other than money deposited with a building society.

Table 2 – Other Registrable Interest

You must register as an Other Registrable Interest:

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

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Council Chamber, Dunedin House Evacuation Procedure & Housekeeping

Entry

Entry to the Council Chamber is via the Council Chamber entrance indicated on the map below.



In the event of an emergency alarm activation, everyone should immediately start to leave their workspace by the nearest available signed Exit route.

The emergency exits are located via the doors on either side of the raised seating area at the front of the Council Chamber.

Fires, explosions, and bomb threats are among the occurrences that may require the emergency evacuation of Dunedin House. Continuous sounding and flashing of the Fire Alarm is the signal to evacuate the building or upon instruction from a Fire Warden or a Manager.

The Emergency Evacuation Assembly Point is in the overflow car park located across the road from Dunedin House.

The allocated assembly point for the Council Chamber is: D2

Map of the Emergency Evacuation Assembly Point - the overflow car park:



All occupants must respond to the alarm signal by immediately initiating the evacuation procedure.

When the Alarm sounds:

1. **stop all activities immediately.** Even if you believe it is a false alarm or practice drill, you MUST follow procedures to evacuate the building fully.
2. **follow directional EXIT signs** to evacuate via the nearest safe exit in a calm and orderly manner.
 - do not stop to collect your belongings
 - close all doors as you leave
3. **steer clear of hazards.** If evacuation becomes difficult via a chosen route because of smoke, flames or a blockage, re-enter the Chamber (if safe to do so). Continue the evacuation via the nearest safe exit route.
4. **proceed to the Evacuation Assembly Point.** Move away from the building. Once you have exited the building, proceed to the main Evacuation Assembly Point immediately - located in the **East Overflow Car Park**.
 - do not assemble directly outside the building or on any main roadway, to ensure access for Emergency Services.

5. await further instructions.

- **do not re-enter the building under any circumstances without an “all clear”** which should only be given by the Incident Control Officer/Chief Fire Warden, Fire Warden or Manager.
- do not leave the area without permission.
- ensure all colleagues and visitors are accounted for. Notify a Fire Warden or Manager immediately if you have any concerns

Toilets

Toilets are located immediately outside the Council Chamber, accessed via the door at the back of the Chamber.

Water Cooler

A water cooler is available at the rear of the Council Chamber.

Microphones

During the meeting, members of the Committee, and officers in attendance, will have access to a microphone. Please use the microphones, when invited to speak by the Chair, to ensure you can be heard by the Committee and those in attendance at the meeting.

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Cabinet

A meeting of Cabinet was held on Thursday 16th October 2025.

Present: Cllr Lisa Evans (Leader of the Council), Cllr Pauline Beall (Cabinet Member), Cllr Clare Besford (Cabinet Member), Cllr Nigel Cooke (Cabinet Member), Cllr Richard Eglington (Cabinet Member), Cllr Paul Rowling (Cabinet Member) and Cllr Norma Stephenson OBE (Cabinet Member).

Officers: Mike Greene, Peter Bell, Geraldine Brown, Julie Butcher, Angela Connor, Kirsty Grundy, Clare Harper, Gemma Mann, Majella McCarthy, Neil Mitchell, Ged Morton.

Also in attendance: Cllr Michelle Bendelow, Cllr Marc Besford, Cllr Carol Clark, Cllr Ray Godwin, Cllr Mick Moore, Cllr Ted Strike, Cllr Marcus Vickers and Cllr Sylvia Walmsley.

Apologies: None.

CAB/50/25 Evacuation Procedure

The Chair welcomed everyone to the meeting and the evacuation procedure was noted.

CAB/51/25 Declarations of Interest

There were no interests declared.

CAB/52/25 Minutes

Consideration was given to the minutes of the meetings held on 16 October 2025.

RESOLVED that the minutes of the meeting held on 16 October 2025 be approved.

CAB/53/25 Stockton on Tees Plan - Progress 2025

Consideration was given to a report on the Stockton-on-Tees Plan.

Following Council agreement of the Stockton-on-Tees Plan in 2024, it was agreed that Cabinet would receive annual performance updates.

The indicators attached to the report provided Cabinet with an update on the Council's progress against the high-level outcomes identified in the Stockton-on-Tees Plan.

The Stockton-on-Tees Plan (2024) set a Vision for the future of the Borough, developed with communities, for communities:

Our Vision: Stockton-on-Tees is home. It's a warm and friendly place where we welcome others and come together as a single community. We are a diverse and inspiring Borough, culturally rich and with confidence in a future that we can all share and be proud of. At the economic heart of the Tees Valley, we are a dynamic, safe

and healthy place where everyone can grow and succeed. We will continue to work together to reduce inequalities and barriers to opportunity.

The wider plan was developed to reflect the drivers and priorities that can turn the Vision into reality, and included a picture of success, underpinned by key outcome measures (What success looks like - Stockton-on-Tees Borough Council).

Outcomes centre around the priority areas of:

- The best start in life to achieve big ambitions
- Healthy and Resilient Communities
- A Great Place to Live, Work and Visit
- An Inclusive Economy
- A Sustainable Council

The appendix to the report provided the first years' progress report against key outcome measures.

This included:

- Areas where the Council performs above the national average, and demonstrated strong performance trends aligned to the Council ambitions:

% of households in fuel poverty

% of children having a good level of development at foundation stage

Gross Value Added (GVA) per hour worked

- Areas where the Council shows strong performance relative to national averages, however there was a need to manage local trends to improve outcomes:

Average Attainment 8 score

- Areas where the Council demonstrates strong performance trends aligned to the Council ambitions:

Total recorded offences

Employment rate

- Known areas of challenge, which form the basis of targeted activity to improve outcomes:

% of 16 and 17 year olds who were not in education, employment or training

Healthy life expectancy

RESOLVED that the report be noted.

CAB/54/25 Local Government and Social Care Ombudsman Public Report following Investigation Reference 24 013 122

Consideration was given to a report on Local Government and Social Care Ombudsman Public Report following Investigation Reference 24 013 122.

On 24 July 2025, the Local Government and Social Care Ombudsman (LGSCO) issued a Public Interest Report concerning Stockton-on-Tees Borough Council's handling of a young person's Education, Health and Care (EHC) Plan. The Ombudsman determined that this case merited a public report because of its seriousness and the wider implications for service delivery and statutory compliance.

The Ombudsman found that the Council failed to secure the special educational provision set out in the young person's Plan and did not carry out the required annual review, despite sending correspondence to the family stating that a review had taken place. This resulted in the young person missing significant education and caused distress and uncertainty for the family. The investigation also revealed that this was not an isolated error: ninety-nine other families had been sent similar letters stating that annual reviews had been completed when no meeting or consultation had in fact taken place.

The report brought the Ombudsman's findings before Cabinet, as required by law, and sets out both the remedies directed by the Ombudsman and the action already taken by the Council.

The Ombudsman's investigation concerned a young person, referred to as Y, who had an Education, Health and Care Plan. The Council failed to secure the provision specified in that Plan and failed to carry out the required annual review. Nevertheless, correspondence was issued to Y's parent, Ms X, stating that a review had taken place.

As a consequence of these failings, Y missed four and a half terms of education between May 2023 and July 2024. The Ombudsman concluded that this amounted to maladministration causing injustice. The family experienced distress, frustration and uncertainty, and the young person was denied the support to which they were legally entitled.

The investigation also identified systemic failings. Between July 2024 and May 2025, the Council issued ninety-nine annual review letters recording reviews as complete when no meeting had been held. Although in most cases annual reviews were in fact carried out, this practice was misleading, risked masking gaps in provision, and undermined confidence in the Council's processes.

To remedy the injustice, the Ombudsman required the Council to apologise formally to Y and Ms X, to make a payment of £5,700 to recognise the lost education and a further £200 for the distress caused by misleading correspondence, and to repeat its earlier offer of £1,800 for the period prior to May 2023. The total redress of £7,700 had been funded from the SEND budget. The Council issued the apology on 14 August 2025 and completed the payments on 18 August 2025.

The Ombudsman also required the Council to write to the ninety-nine affected families to explain the error, to apologise, and to invite any concerns about their child's provision. Those letters were sent on 14 August 2025.

In terms of systemic improvement, the Ombudsman directed the Council to develop an action plan to ensure that every child and young person with an EHC Plan received an annual review each year. That plan must set out specific actions, timescales and resources, be approved by the relevant committee, and be monitored by both members and senior officers. The Ombudsman also required the Council to review its procedures for delivering Education Otherwise Than at School (EOTAS) provision and for securing post-16 placements, so that statutory requirements were met and provision was properly monitored.

The Council had accepted all of the Ombudsman's recommendations in full. Considerable progress had been made. The practice of issuing "no change" letters

had been stopped. All families who may have been affected have now had a full annual review. A strengthened annual review process was introduced in September 2025, with clear responsibilities and escalation points, and with regular oversight through the SEND Service Improvement Board. Revised procedures for EOTAS and post-16 placements had been drafted and were being implemented.

Cabinet was therefore asked to note both the seriousness of the Ombudsman's findings and the substantial steps already taken to put matters right.

RESOLVED that:-

1. The Local Government and Social Care Ombudsman's Public Interest Report (Investigation Reference 24 013 122) be noted.
2. The actions taken to date and the further steps being implemented to address the failings identified be endorsed.
3. The Council will implement the Ombudsman's recommendations in full and within the statutory timeframe, with progress reported to Cabinet until compliance is achieved.
4. The Executive Scrutiny Committee also considers the Ombudsman's findings and the Council's improvement actions and provide any further comment and recommendations to strengthen the improvement process.

CAB/55/25 Powering our Future - Transformation Review: Therapeutic Residential Care for Children Experiencing Mental Health Challenges and Behavioural Distress

Consideration was given to a report on Powering our Future - Transformation Review: Therapeutic Residential Care for Children Experiencing Mental Health Challenges and Behavioural Distress.

The purpose of the report was to appraise Cabinet of the successful submission of a bid to the Department of Education's Children's Home Capital Programme 2025 to 2029. The bid would provide 50% capital funding to purchase two properties with a total of 3 places, for children experiencing mental health challenges and behavioural distress. The report outlined the proposal for the provision of two homes in Stockton-on-Tees following a comprehensive review, options appraisal and development of a business case. The objective was to address the need for specialist placements within Stockton-on-Tees for the most vulnerable children.

The proposal aimed to build sufficiency within the mainstream residential estate to avoid having to place children in external private provider care, which was often unregulated and costly, providing limited value for money. Providing residential care locally would support better outcomes for children in our care and help give them a better start in life.

The report was an important part of the approach to reducing inequality by prioritising support to enable more children to live within safe and inclusive communities.

The Council's Mission Statement and wider Powering Our Future Programme, prioritised supporting more children to live in safe and inclusive communities that

provide them with opportunities to thrive. This means working differently with communities, to harness the strengths that exist to build resilience and independence.

In April 2024, Cabinet agreed to a review of Children in our Care as part of phase 1 of the Transformation Programme. This provided clarity on the scope and objectives for the review, in alignment with the Council's Mission Statement.

The review led to a comprehensive understanding of challenges making use of research, data and intelligence. Findings and drivers for change along with options and proposals were summarised within the report.

Stockton-on-Tees Borough Council faced challenges with a high number of children in care (591 as at 24/09/25) of which there were 71 (as at 24/09/25) in external residential care. Of those children in external residential care, 16 were placed in high-cost placements (over £8,000 per week). The average cost was £11,300, with the highest being £16,000 per week. Most of these placements were unregulated. These were the most costly services and were often out of area.

Recent national, regional and local research undertaken by Newton Europe on behalf of the Association of Directors of Children's Services (ADCS) validates the need for additional residential placements for children with complex needs. The average weekly cost for residential care had increased significantly between 2020 and 2024 from £4,000 per week to £6,000 per week. However, the cost of placements can increase significantly for those in unregulated provision to over a minimum of £9,000 with no ceiling price for children and young people with extremely high complex needs. The proportion of children in residential care had risen, and there was a notable increase in children entering care aged 10 years and older.

The costs associated with using external providers were extremely high, this was a national issue and not just an issue for Stockton-on-Tees Borough Council. Additionally, the lack of local placements meant social workers must travel long distances to visit children, increasing workloads and reducing the frequency of contact. External providers often serve short notice on placements, causing instability and escalating children's needs, which leads to a cycle of increasingly complex needs and higher costs.

Unregulated residential provision was unlawful and required additional risk management if a child was placed in this type of care. This practice had brought scrutiny from Ofsted, the Department for Education and the Children's Commissioner, highlighting the urgent need for more regulated residential options for children with complex needs. The acknowledgement that changes were required resulted in the Department for Education offering Local Authorities the opportunity to bid for funding from the Children's Home Capital Programme 2025 to 2029.

Whilst the recently approved Fostering Cabinet paper would support the recruitment of individuals who can develop the requisite skills to care for children with complex needs. There was an acknowledgement that not all children would be suitable for a foster placement, particularly those with significant mental health needs, trauma and challenging behaviours that required a higher staff base such as one to one, or two to one.

The criteria for the capital programme were very specific and restricted and can only be used to provide a service to respond to the needs of children at risk of having their

Deprivation of Liberty (DOLs) compromised or at the edge of being admitted to secure mental health units.

Options were appraised based on the grant conditions criteria as follows:-

1. Do Nothing

No investment - Stockton-on-Tees Borough Council will continue to rely on unregistered and unstable residential provision, that does not provide a child with complex needs the opportunity to maintain their local networks, access mental health support or have a multi-disciplinary therapeutic response to dealing with trauma all of which leads to poorer outcomes for children.

2. Provide One Solo Home and One Dual Home (preferred option) This option is recommended due to its balanced approach to investment, support, and whilst the project is expected to be cost neutral rather than making savings, the impact for our most vulnerable children and their families will be more impactful, particularly in relation to caring for the children within their own communities, close to their support networks and with a comprehensive package of support and the right level of access to a multi-disciplinary team to deal with their ongoing traumas.

Providing children with residential services managed and controlled by the Council will offer stability of placement leading to less breakdowns of care. Give those children access to services that they are unable to access when placed outside of the borough, for example health services support, CAMHS and Educational support to improve outcomes.

3. Provide Two Solo Homes Develop 2 solo homes for 2 children This option would provide 2 placements for children in our care and would be managed via a cluster arrangement.

The preferred option following evaluation of each and their potential to address the key issues, financial implications, and overall impact on achieving better outcomes for children is option 2: provide one solo and one dual home.

RESOLVED that:-

1. Inclusion in the Capital Programme be approved of a scheme to deliver two Council-run children's homes (one solo and one dual) providing three places in total, based on current estimated total capital costs of £1.467 million.

2. The Council's match-funding requirement of £733,500 be met from the existing Council Wide Investment Fund approved by Council in February 2025, utilising prudential borrowing already authorised within that approval, with associated borrowing costs to be met from within Children's Services budgets through reduced reliance on external placements.

3. The Director of Children's Services, in consultation with the Cabinet Member for Children and Young People, the Director of Regeneration and Inclusive Growth, the Chief Financial Officer, and the Director of Corporate Services be authorised to:

- a. identify and acquire two suitable properties within the approved budget envelope;
- b. procure and let contracts for design, refurbishment, fit-out and equipment; and

- c. take all necessary steps to register and operationalise the homes in line with the grant conditions and regulatory requirements.

CAB/56/25 Special Educational Needs and Disabilities (SEND) and Alternative Provision (AP) Strategy 2025 - 2030

Consideration was given to a report on Special Educational Needs and Disabilities (SEND) and Alternative Provision (AP) Strategy 2025 – 2030.

The report provided an overview of the updated SEND and AP strategy for 2025-2030 for the local area partnership. The local area partnership brought together children, young people, parents, carers, education, health and social care services, all of whom share responsibility for the strategic commissioning, management, delivery and evaluation of arrangements for children and young people with SEND aged 0-25 years and those who may require alternative provision in Stockton-on-Tees.

A 2024 report commissioned by the Local Government Association and County Councils network highlighted the breadth of challenges that were facing the SEND system nationally. The report described the SEND system as reaching breaking point, driven by key factors including:

- More children than ever before are being identified as having SEND, with the rise in the number of pupils in schools with Education, Health and Care plans far outstripping the overall rise of the school population.
- More children and young people with SEND have needs that are not met in mainstream education and require specialist provision, with a corresponding substantial rise in placements in independent and non-maintained special schools of 132%.
- More money than ever before is being invested in the SEND system, but this is not keeping pace with what is being spent (the high needs funding deficit), representing significant budget pressures for local authorities, education and health services.
- Outcomes for children and young people with SEND overall have not improved.

A government schools' white paper was expected to be published in the Autumn which would outline the detail of intended reforms to the SEND system. The SEND and AP strategy had been developed with a clear set of guiding priorities and commitments, with sufficient flexibility to be able to respond to the coming changes of the SEND landscape following the publishing of the white paper.

Over the last 12 months a process of self-evaluation, benchmarking, refresh of the Joint Strategic Needs Assessment and development of local area inclusion plan had deepened the understanding of the needs of our children and young people with SEND and those who may require alternative provision, and the challenges facing the local system including:

- The number of children and young people with SEND is projected to rise across all educational settings (mainstream, special and resourced provision) over the coming years.
- Pupils with EHC and SEND support plans have consistently higher absence rates than those with no identified SEND.

- There is an attainment gap between children and young people with SEND and their peers across every phase of education.
- Our local system partners are reporting that needs for children are emerging earlier and becoming more complex.
- There is a high demand for health services, reflected in waiting times for specialist services such as speech and language therapy, and the number of children and young people on the neurodevelopmental pathway.
- Increased demand and financial pressure across children's social care, SEND high needs funding and adult social care services.

Action to address these challenges over the past 12 months included:

- We have worked in partnership with schools, stakeholders, parents and carers to transform our current enhanced mainstream provision model into additional resourced provision and SEND units. This has created 155 school places which will provide children and young people with the support they need in the borough.
- We have expanded our holiday and term-time activities to offer children and young people with SEND the opportunity to take part in positive activities within their communities. Over our easter and summer holidays are fun activities in 2025, there were 1066 SEND specific places available offering activities including swimming, gymnastics, quiet climbing sessions and creative activities.
- We have carried out a comprehensive review and reshaping of our alternative provision model. Our new model is now fully staffed and will focus on providing robust support at an earlier stage. In addition, we have increased the range and quality of AP within the borough.
- We have worked collaboratively with parents, carers, children, young people and stakeholders to develop pathways to provide early identification and support, which are embedded as part of our schools graduated response. Our speech and language pathway, developed as part of the Stockton-on-Tees Talks Programme, has provided early intervention which has reduced or closed the gap for 500 children in the early years identified with gaps in their language development.
- We have committed to the implementation of the I-Thrive Framework for system change, as an integrated, person centred, and needs led approach to delivering mental health services for children, young people and families. Early mental health support is through dedicated mental health support teams in schools which currently provide evidence-based interventions into 40 settings and have resulted in children receiving mental health support much earlier without lengthy waits and with improved mental health outcomes.
- We have produced an inclusive education framework (mainstream practice) which details the minimum expectations for what should be ordinarily available to support children with additional needs in schools and settings from early years through to post 16.

The local area partnership was clear that there was more to do to ensure that outcomes improve in the context of also addressing demand and financial pressures across the system. This intelligence and information had been used to inform the strategic direction as a local area partnership and had fed through into the priorities and commitments of the SEND and AP Strategy.

During 2025 strategy priorities and commitments had been co-developed with the Stockton youth forum and over one hundred children and young people, The Stockton parent carer forum alongside parents and carers and key partners including education settings, health, and care professionals. This collaborative process involved a

comprehensive range of consultation activity including stakeholder meetings, surveys, face to face engagement and SEND focused events across the borough to develop the strategy priorities and commitments.

Four priorities guide the strategy which were based on key outcomes that support preparation for adulthood:

- Being as healthy as possible.
- Building relationships with friends, family, and the community.
- Developing independence.
- Accessing quality education, training, and employment opportunities.

Each priority had a set of partnership commitments that had been developed directly from consultation and collaboration across the local area partnership.

The draft strategy had been out for public consultation during July – September. Information gathered from public consultation had informed which commitments were prioritised during the first year of the strategy. An annual action plan would be led by the multiagency SEND Operational group, detailing how the local partnership would deliver on the commitments, including key milestones and measures that would track the impact being made. Scrutiny and oversight of progress against the plan would be provided through the SEND Strategic Group.

RESOLVED that the SEND and AP strategy for the local area be approved.

CAB/57/25 Strategy for Stockton-on-Tees Borough Council Outdoor Play Provision 2025 (Part 2)

Consideration was given to a report on the Strategy for Stockton-on-Tees Borough Council Outdoor Play Provision 2025 Part 2.

Following approval of the recommendations contained within the initial report to Cabinet on the 17th July 2025, officers had enacted the agreed principles against the play estate and completed the final sections of the Strategy.

The resulting information contained in Section 7 of the Strategy (pages 21 to 30) are the officers' recommendations for specific Council-owned play areas, utilising the data collected during the investigation phase of strategy development whilst understanding Cabinet's recommendation to allocate a further £150k in next year's MTFP.

This would result in a decreased play estate, which is sustainable and ensured a fair distribution of sites across the Borough when viewed in conjunction with play areas provided by third-parties such as parish/town councils and housing developers.

The Strategy also recommended a series of cross-cutting actions regarding the development, design and management of play provision. These are set out in Section 8 of the Strategy.

Cabinet was reminded that the Council's approach to the management and development of outdoor play provision owned by Stockton-on-Tees Borough Council is to:

- Maintain a range of good quality play areas and informal sport facilities

- Achieve a fair and equitable distribution of outdoor play provision across the Borough
- Deliver welcoming, accessible and inclusive play spaces, while acknowledging that not all sites can cater for all needs and abilities
- Ensure the overall scale of provision is at a level which is sustainable in terms of Council resource.

The Borough had 57 play areas which were available for the public to use free of charge at all reasonable times:

- 40 are owned and managed by Stockton Borough Council,
- 9 are owned by town / parish councils but managed by the Borough Council,
- 8 are owned and managed by housing developers / management companies.

There were plans for a further 12 play areas to be delivered over the next few years (3 to be provided by the Council and 9 to be provided by housing developers) although this was subject to change.

If approved this strategy would result in a total of 32 Council-owned sites, with 11 scheduled for phased decommissioning with the resulting land identified for alternative public use. This provision was complemented by the 17 play areas already provided by third parties and the additional 9 which were planned as part of new housing developments.

RESOLVED that:-

1. The Strategy for Stockton-on-Tees Borough Council Outdoor Play Provision 2025 be approved.
2. The site-specific recommendations, subject to financial approvals of the additional £150,000 pa contained within the 2026/27 MTFP report to be presented in February 2026 be approved. This would enable 23 Council-owned play areas to be prioritised for retention, development or redevelopment, ensuring high maintenance standards and delivering good play value. A further 9 play areas will also be retained subject to availability of resources, while 11 sites would be subject to phased decommissioning and repurposing.
3. The series of additional cross-cutting actions relating to the development, design and management of play provision be noted.

CAB/58/25 Minutes of Various Bodies

In accordance with the Council's Constitution or previous practice the minutes of the meeting of the bodies indicated below were submitted for consideration:-

TVCA AGM – 27 June 2025
 TVCA Cabinet – 27 June 2025
 TVCA Cabinet – 25 July 2025
 SSP – 23 July 2025

RESOLVED that That the minutes of the meetings detailed in the appendices be noted.

REPORT TO CABINET

13 NOVEMBER 2025

REPORT OF CORPORATE MANAGEMENT TEAM

CABINET DECISION

Deputy Leader and Cabinet Member for Resources and Transport

Councillor Paul Rowling

Council Motion – Livestreaming Meetings

Summary

This report provides an update on the implementation of the Council's unanimously supported motion to livestream and record public meetings held in the Council Chamber. The motion reflects a cross-party commitment to openness, accessibility, and public engagement in local democracy.

To ensure effective delivery, it is proposed that Cabinet refer the matter to the Members Advisory Panel (MAP) to develop a comprehensive policy and implementation plan, addressing technical, financial, accessibility, and governance considerations.

Reasons for Recommendation(s)/Decision(s)

To implement the unanimously supported Council motion in a manner that is technically feasible, legally compliant, financially sustainable and consistent with accessibility standards.

Recommendations

Cabinet is recommended to :

1. Refer the matter to the Members Advisory Panel (MAP) to develop a livestreaming and recording policy, covering:
 - a. Filming arrangements, copyright, retention, and consent;
 - b. Platform options for publication (e.g. Council website, YouTube);
 - c. Accessibility features including captions and transcripts;
 - d. Safeguards such as broadcast delay or editing capability.
2. Request MAP, supported by officers, to assess financial and staffing implications, including ongoing operational, accessibility, and moderation requirements.
3. Request MAP to advise on governance measures to ensure recordings are not misconstrued as formal Council decisions, with appropriate disclaimers applied.

4. Request MAP to bring forward a detailed, costed implementation plan for Cabinet approval, once practical, technical, and financial issues have been resolved.

Detail

5. At its meeting in September 2025, the Council approved a motion requesting that all public meetings held in the Council Chamber be recorded and, where possible, livestreamed to support openness and transparency. The motion was supported by all political groups. Specifically Council resolved that:

“Council notes that:

Under the Openness of Local Government Bodies Regulations 2014, filming, photographing and making an audio recording of all public meetings is permitted.

Council meetings are public meetings. Elected representatives and council officers acting in the public sphere should expect to be held to account for their comments and votes in such meetings. The rules require councils to provide reasonable facilities for any member of the public to report on meetings. Councils should thus allow the filming of councillors and officers at meetings that are open to the public.

Stockton Council has spent £9000.86 of public money on the installation of 2 Cameras in the council chamber.

Council believes that:

In the interest of transparency and openness, the council should ensure that its public meetings, which includes Committee Meeting’s, Cabinet and Full Council should be fully recorded and where possible live streamed to allow our residents to fully engage in local democracy.

The cost associated with the installation of the cameras can only be justified, if they are there to aid residents in viewing proceedings. Furthermore, the recording of proceedings will ensure an accurate account to be taken of the meeting and assist with accurate minutes.

Council resolves:

That all Council meetings held in the Council Chamber that are open to the public, specifically Full Council, should be recorded and livestreamed;

That Cabinet be requested to ensure that Cabinet meetings held in the Council Chamber are both recorded and livestreamed;

on the Council’s website, to provide the greatest level of accessibility and inclusivity for residents.”

Technical Considerations

6. The Dicentis audio-visual system currently supports hybrid meetings. Livestreaming introduces additional requirements, including:
 - a) Camera control and speaker tracking;
 - b) Real-time moderation and technical oversight;

- c) Secure integration with a public-access platform;
 - d) Storage, captioning, and publication processes.
7. Initial assessments suggest manual camera operation and staffing support will be required. A technical solution is being explored with the equipment provider.

Accessibility Requirements

8. To ensure inclusivity and compliance with legal obligations, all videos published by the Council must meet accessibility standards. Adherence to the Web Content Accessibility Guidelines (WCAG) 2.2 Level AA is not optional but a legal and ethical responsibility. Accessible videos empower users with visual, auditory, cognitive, or motor impairments to engage with content meaningfully. The Local Government Association supports the use of digital technologies to enhance democratic engagement and accessibility.
9. For videos that remain on the site after live streaming, the following criteria must be met: they must include a transcript detailing visuals, spoken dialogue, and contextual sounds; synchronised closed captions must be provided; any media that auto-plays for more than five seconds must offer a way to pause, stop, or hide it; audio that plays automatically for more than three seconds must allow users to stop, pause, mute, or adjust volume; and flashing content must not exceed three flashes per second. For live-streamed videos, the standards are more relaxed, captions should be provided to support accessibility.

Community Impact and Equality and Poverty Impact Assessment

10. Livestreaming of Council meetings will support the openness and transparency of Council business and open up meetings to those residents who might not otherwise have been able to attend. In addition, accessibility standards will allow residents with a range of impairments to engage more meaningfully. Transcripts also offer the added benefit of translation into other languages.

Corporate Parenting Implications

11. None

Financial Implications

12. Further work is required to determine capital and ongoing revenue costs. Initial hardware and labour costs are estimated at £3,500. However, this excludes integration, staffing, accessibility compliance, and data protection measures. A full costed proposal will be developed by officers working with MAP.

Legal Implications

13. Public recording and reporting of Council meetings is subject to UK law. Individuals undertaking recording or reporting must ensure compliance with relevant legislation, including the Human Rights Act 1998, the UK General Data Protection Regulation (UK GDPR), the Data Protection Act 2018, and laws relating to defamation and libel.

14. The Information Commissioner's Office (ICO) advises that public authorities must conduct a Data Protection Impact Assessment (DPIA) prior to implementing livestreaming or recording, to identify and mitigate risks to personal data. Attendees must be clearly informed that meetings are being recorded, and appropriate safeguards such as broadcast delay and editing capability should be considered to prevent inadvertent publication of sensitive or defamatory content.
15. The Local Government Association (LGA) supports the use of digital technologies to enhance democratic engagement, but emphasises that livestreaming must be inclusive and legally compliant. This includes meeting Web Content Accessibility Guidelines (WCAG) 2.2 Level AA for recorded content, and providing captions for live streams where feasible.
16. Filming must be suspended when the meeting formally excludes the public, and no recording of individuals under 16 or vulnerable adults may take place without explicit consent from those responsible for them. Freedom of expression must be exercised responsibly, with respect for the rights and views of others.

Risk Assessment

17. Legal and reputational risks associated with livestreaming include potential breaches of data protection, defamation, and accessibility non-compliance. The ICO advises that livestreaming should be subject to a DPIA and that safeguards such as broadcast delay and editing capability be considered to mitigate these risks.

Wards Affected and Consultation with Ward/ Councillors

All wards.

Background Papers

Council motion of September 2025.

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REPORT TO CABINET

13 NOVEMBER 2025

REPORT OF CORPORATE MANAGEMENT TEAM

CABINET DECISION

**Deputy Leader and Cabinet Member for Resources and Transport
Councillor Paul Rowling**

Council Motion – Flying the Union Flag

Summary

This report outlines proposals for implementing the Council's unanimously agreed motion to fly the Union Flag year-round on all Stockton-on-Tees Borough Council office premises. The motion reflects cross-party support for a consistent and respectful approach to recognising the national flag across the Borough.

It is recommended that Cabinet refer the matter to the Members Advisory Panel (MAP) to provide advice on the practical, financial, and governance arrangements required to update the Council's Flag Flying Policy. This includes defining which Council buildings are considered "public-facing," assessing the feasibility and cost of installing additional flagpoles, and ensuring compliance with planning and safety regulations.

Reasons for Recommendation(s)/Decision(s)

To ensure that the motion, agreed unanimously by Council, is implemented in a manner that is practical, affordable and legally robust, following cross-party engagement through the Members Advisory Panel.

Recommendations

Cabinet is recommended to:

1. Refer the matter to the Members Advisory Panel (MAP) to:
 - a) Advise on the effective implementation of the Council motion to fly the Union Flag year-round on all Council office premises;
 - b) Develop proposals for an updated Flag Flying Policy, including:
 - c) Clarification of which Council buildings are considered "public-facing";
 - d) Technical feasibility, planning, and safety considerations for additional flagpoles;
 - e) Financial implications of installation, maintenance, and replacement.

2. Request that MAP advise Cabinet on a framework for approving future sites or variations, ensuring decisions are informed by appropriate technical and financial assessments.
3. Request that MAP, supported by officers, report back to Cabinet with a revised and costed draft Flag Flying Policy for formal approval.
4. Note that the current Flag Flying Policy (Appendix A) has been updated to reflect the relocation of the Council's headquarters to Dunedin House and to include the current programme of memorial lighting.

Detail

1. At its meeting in September 2024, Council approved a motion requesting that the Union Flag be flown all year round on all Stockton-on-Tees Borough Council office premises. The motion was supported by all political groups. The Council motion set out:

"Council notes that:

Government Guidance on the flying of the Union Flag, put forward by Department for Culture, Media and Sport and Department for Digital, Culture, Media & Sport and updated in March 2025 dictates that 'There are designated days when the Union Flag must be flown on UK government buildings by command of His Majesty The King. However, UK government buildings are encouraged to fly the Union Flag all year around.

This guidance is aimed at UK government buildings. However, we would encourage local authorities and other local organisations to follow suit where they wish to fly flags'.

Council believes that:

Following the guidance put forward by Government, our National Flag should fly from Council Premises.

Council resolves:

That Cabinet be requested to fly the Union Flag all year round on all Stockton-on-Tees Borough Council office premises."

2. The Council already has an adopted Flag Flying Policy covering Stockton Town Hall and the Council's headquarters. The policy provides for the Union Flag to be flown continuously at the headquarters and on designated days at the Town Hall, alongside other flags such as the Commonwealth, Armed Forces Week and Pride flags.
3. A copy of the Council's current flag flying policy is attached at Appendix A. This policy relates to the flying of flags on the Council's main headquarters building and Stockton Town Hall. The current policy provides for the Union Flag to be flown from the headquarters building at all times and for the Union Flag to be flown on the Town Hall with the exception of designated days for other flags as outlined below:

March (second Monday in March)	Commonwealth Day	Commonwealth Flag
23 April	St George's Day	St George's Flag
End of June (fly for one week) (these dates change each year)	Armed Forces Week	Armed Forces Week flag
June	Pride	Rainbow Flag
3 September	Merchant Navy Day	Red Ensign
15 September	Battle of Britain Day	Royal Air Force Flag

Public Facing Council Buildings

- The Council owns approximately 270 properties, of which only a proportion would be regarded as public-facing (for example, Dunedin House, libraries and customer contact centres). Further technical work is required to determine which sites are suitable for inclusion within any extended policy.
- The flagpole at Dunedin House was commissioned when the Council's headquarters moved there, to ensure that a flag could continue to be flown in accordance with the existing policy. The installation was therefore a continuation of established practice rather than a new initiative.
- A list of buildings that could be deemed as public facing is attached at Appendix B, including comments on the feasibility of installing a freestanding or building mounted flagpoles and other considerations. Members are asked to provide a view on whether any of these public facing Council buildings should be subject to further site investigations with a view to bringing them into the Council's flag flying policy.

Planning Considerations

- Under the advertisement regulations flying flags does not necessarily require advertisement consent provided that certain criteria are met. However, all flags must:
 - Be adequately maintained
 - Kept in a safe condition
 - Have the landowner's permission
 - Not obscure or hinder road, rail, waterway or aircraft signs

Technical Considerations

- Flagpoles can be floor, wall or roof mounted and the size of flag flown is determined by the size of the pole. The new flagpole at Dunedin House is floor mounted. As well as material, other considerations include weight, diameter, thickness and wind loading guarantees.
- The life span of the flag itself varies depending on the location of the flag pole and weather conditions and periodic replacement of flags also needs to be planned for. The structural wind loading for the flagpole will determine whether more than one flag can be flown at the same time as well as the size of the flag. The flagpole at Dunedin House does not allow for more than one flag to be flown at the same time.

10. Specialist companies offer site surveys and wind calculations.
11. As an indicator of cost, the most popular size of flagpole in the UK is 6m in height with a 2-yard flag. A glass fibre floor mounted 6m flagpole can retail from £432 to £861. A 2-yard Union Flag retails for around £75. Costs will however vary significantly depending on the specification. Installation costs would be additional.
12. A decision around the costs in relation to the installation of a flagpole at any new site cannot be confirmed without a site investigation and quotation from a specialist supplier. Site investigations would be required for all buildings to assess the structural integrity of the building if wall or roof mounted options are to be looked at and also the checking of underground utility apparatus for any freestanding options. How the flags are to be raised and lowered would also need to be considered along with any maintenance of the flagpoles. Wall mounted options may require ladder or cherry picker access.
13. Ground-based flagpoles in particular require suitable foundations and underground service checks, together with structural calculations to verify wind loading, safe access for raising and lowering, and arrangements for inspection and maintenance. Wall- or roof-mounted options may require additional specialist assessment and access equipment.

Community Impact and Equality and Poverty Impact Assessment

14. None

Corporate Parenting Implications

15. None

Financial Implications

16. The flagpole at Dunedin House will cost approximately £25,000 to install, with replacement flags which require regular periodic renewal currently costing around £300 each. Structural and wind-loading assessments, health-and-safety compliance, and ongoing maintenance all carry cost implications. Although some indicative costs are available, a decision around the costs in relation to the installation of a flagpole at any new site cannot be confirmed without a site visit and quotation from a specialist supplier. Revenue and costs for raising/lowering and maintenance would need to be considered.
17. There is currently no budgetary provision for any additional flagpoles or flags. Site investigations and quotations would therefore be required before any commitments could be made.

Legal Implications

18. The installation and maintenance of flagpoles will require compliance with advertisement and safety regulations.

Risk Assessment

19. Specialist advice will be sought to ensure safe installation and ongoing maintenance.

Wards Affected and Consultation with Ward/ Councillors (refer to Concordat for Communication and Consultation with Members)

20. All wards

Background Papers

21. None

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Flag Flying

There are two flagpoles on Council owned buildings in Borough, located at Dunedin House and Town Hall, Stockton-on-Tees.

This policy on flying flags follows the Department of Digital, Culture, Media and Sport's (DCMS) guidelines for flag flying on UK government buildings, which can be found on the following website <https://www.gov.uk/guidance/designated-days-for-union-flag-flying>

Department of Digital, Culture, Media and Sport's Guidelines

The guidelines state designated days for when the Union Flag be flown. These dates are:

9 April	His Majesty The King's Wedding Anniversary
6 May	Coronation Day
14 June	Official Birthday of His Majesty The King
21 June	Birthday of HRH The Prince of Wales
17 July	Birthday of Her Majesty The Queen
8 September	His Majesty The Kings Accession
9 November	Remembrance Day (second Sunday in November)
14 November	Birthday of His Majesty The King

However, UK government buildings are encouraged to fly the Union Flag all year round.

Where buildings only have one flagpole other flags may be flown, including but not limited to:

- the national flags of the constituent nations of the United Kingdom
- the Armed Forces flag
- the Commonwealth flag
- county and other local flags
- other flags which may promote civic pride

DCMS may issue ad-hoc guidance encouraging UK government buildings to fly such flags throughout the year, alongside the Union Flag.

UK government building flagpoles should not remain empty – the default should be flying the Union Flag if no other flag is being flown.

There are three categories of flags that can be flown in the UK, subject to compliance with the standard conditions. These are:

(a) flags which can be flown without consent of the local planning authority.	<ol style="list-style-type: none">1) Any country's national flag, civil ensign or civil air ensign2) The flag of the Commonwealth, the United Nations or any other international organisation of which the United Kingdom is a member3) A flag of any island, county, district, borough, burgh, parish, city, town or village within the United Kingdom4) The flag of the Black Country, East Anglia,
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	<p>Wessex, any Part of Lincolnshire, any Riding of Yorkshire or any historic county within the United Kingdom</p> <p>5) The flag of Saint David</p> <p>6) The flag of Saint Patrick</p> <p>7) The flag of any administrative area within any country outside the United Kingdom</p> <p>8) Any flag of His Majesty's forces</p> <p>9) The Armed Forces Day flag</p> <p>The above flags or their flagpoles must not display any advertisement or subject matter additional to the design of the flag, but the Regulations now highlight that you can attach a black mourning ribbon to either the flag or flagpole where the flag cannot be flown at half mast, for example, when flying a flag on a flagpole projecting at an angle from the side of a building.</p> <p>The use of the word "country" in (1) and (7) of the list above, includes any of the Channel Islands, the Isle of Man and any British Overseas Territory. The flags of St George and St Andrew are recognised as the national flags of England and Scotland, but the flags of St David and St Patrick are listed separately as they do not necessarily fall into the category of a country's national flag.</p> <p>Two flags can also be flown from the same flagpole without the need for consent if: (i) both flags are within the list above; or (ii) one flag is within the list above and the other is within the categories of flag set out under (b) below.</p> <p>In either case, if one of the flags is the Union Flag, it must be flown in the superior position.</p> <p>Following the UK's departure from the European Union, the flag of the European Union is no longer included in the list of flags that do not require consent.</p>
<p>(b) flags which do not need consent provided they comply with further restrictions regarding the size of the flag, the size of characters on the flag, and the number and location of the flags(referred to as "deemed consent" in the Regulations).</p>	<ul style="list-style-type: none"> • house flag – flag is allowed to display the name, emblem, device or trademark of the company (or person) occupying the building, or can refer to a specific event of limited duration that is taking place in the building from which the flag is flown • any sports club (but cannot include

	<p>sponsorship logos)</p> <ul style="list-style-type: none"> the Rainbow flag (six horizontal equal stripes of red, orange, yellow, green, blue and violet). specified award schemes – Eco-Schools, King’s Awards for Enterprise and Investors in People the NHS flag. certain environmental awards. <p>The restrictions on flying this second category of flag relate to where the flagpole is located on a building or within the grounds of a building.</p> <p>When flying a flag on vertical flagpole from the roof of a building there are no restrictions on the size of flag.</p> <p>There are also no restrictions on the size of any character or symbol displayed on the flag, except where a flag is flown within an area of outstanding natural beauty, area of special control, the Broads, conservation area or a National Park (referred to elsewhere as “controlled areas”) where the characters may be no more than 0.75 metre in height (0.3 metre in height in an area of special control).</p>
(c) flags which require consent (“express consent”)	All other flags

Stockton-on-Tees Borough Council Policy

To adhere to the above guidance, the Union flag will be flown every day on the Dunedin House flagpole.

The Union Flag will also be flown on the Town Hall, with the exception of designated days for other flags noted in the DCMS guidelines as outlined below:

March (second Monday in March)	Commonwealth Day	Commonwealth Flag
23 April	St George’s Day	St George’s Flag
End of June (fly for one week) (these dates change each year)	Armed Forces Week	Armed Forces Week flag
June	Pride	Rainbow Flag
3 September	Merchant Navy Day	Red Ensign
15 September	Battle of Britain Day	Royal Air Force Flag

The Borough Flag will be flown at half-mast from the Town Hall on the death of the Mayor or Freeman from the day of the death until sunset on the day of the funeral. If a councillor dies

in service, or on the death on an ex-Mayor, the Borough Flag will be flown at half-mast from Town Hall on the day of the funeral.

The flag flying schedule is complemented on the days listed below by our memorial lighting scheme which is agreed annually and runs January to December. It includes lighting of Newport Bridge and Town Centre lighting columns and fountain lights:

2025 Schedule

Date	Event	Lighting Colour
Monday 27 January	Holocaust Memorial Day	Purple
Saturday 1 February	LGBT+ History Month	Multi
Tuesday 4 February	World Cancer Day	Orange
Saturday 8 March	International Women's Day	White, purple and green
Sunday 9 March	National Day of Reflection	Yellow
Sunday 22 March	Earth Hour (8.30pm to 9.30pm)	Switched off
Wednesday 2 April	Autism Acceptance Day	Gold
Friday 11 April	World Parkinsons Day	Blue
Wednesday 23 April	St George's Day	Red and white
Thursday 8 May	VE Day 80 th Anniversary	Red, white and blue
Monday 19 May	National Dementia Action Week	Purple
Monday 2 June	National Volunteering Week	Red and purple
Monday 9 June	National Carers Week	Blue
Saturday 28 June	Armed Forces Day	Red, white and blue
Friday 15 August	VJ Day 80 th Anniversary	Red, white and blue
Monday 22 September	Fairtrade Fortnight	Blue and green
Wednesday 1 October	Stoptober (Stop Smoking Campaign)	Red
Thursday 9 October	Baby Loss Awareness Week	Pink and blue
Friday 10 October	World Mental Health Day	Purple
Tuesday 11 November	Remembrance Day	Red
Friday 14 November	World Diabetes Day	Blue
Tuesday 25 November	International Day for the Elimination of violence against women	Orange

In addition, Pride month is marked by changing the logo on corporate social media to multi coloured.

All flags currently flown from Stockton Town Hall and Dunedin House are in categories (a) flags that do not need consent and (b) those that can be flown without consent so long as they comply with restrictions (Rainbow Flag). Restrictions relate to where a flag pole is located, and due to the Rainbow Flag being flown from a vertical pole on the Town Hall there are no restrictions.

The list of dates for flags to be flown with instructions for when to raise the flag and when to take it down will be shared with Facilities Management at the beginning of each year. Reminders will be sent nearer the date of each designated flag flying day. Flags will be raised as early as possible on the day until as early as possible the following day. Flags on a weekend will be raised all weekend.

Civic office will check the DCMS website on a regular basis for other days and instructions for flying the flag (i.e. funerals/memorial services for ex-prime ministers).

Building	Address	Permission Needed from Third Party	Flagpole location option		Image	Comments
			Freestanding	Building Mounted		
Stockton Central Library/Contact Centre	Church Road Stockton-on-Tees TS18 1TU	FALSE	TRUE	TRUE	Click	Looks to be sufficient space in the grassed area to position a flagpole Alternative option could be a wall mounted (brick section) or roof mounted SBC lease the use of Wrightson House for the contact centre, Thornaby Central Library and TAL facility.
Thornaby Central Library/Contact Centre	Wrightson House, Pavilion Shopping Centre, Thornaby, TS17 7EW	TRUE	FALSE	TRUE	Click	Permission (amendment to lease) would be required to erect a building mounted flagpole There is no identification on outside of building that SBC library is located within - may cause confusion as to whom is flying the flag ?
Thornaby Library	Riverbanks Childrens Centre Gilmour Street, Thornaby, TS17 6PF	FALSE	FALSE	TRUE	Click	Dual use within building. Location nearest SBC use would need to be considered to avoid confusion
Fairfield Library	Fairfield Road Stockton-on-Tees TS19 7AJ	FALSE	TRUE	TRUE	Click	Dual use within building. Location nearest SBC use would need to be considered to avoid confusion Paved area to front is in SBC option for a freestanding option
Roseworth Library	Redhill Family Hub Redhill Road Stockton-on-Tees TS19 9BX	FALSE	TRUE	TRUE	Click	Building mounted option may be obscured by trees
Norton Library	87 High Street Norton Stockton-on-Tees TS20 1AE	TRUE	FALSE	TRUE	Click	SBC lease ground floor of building for library provision. Permission (amendment to lease) would be required to erect a building mounted flagpole Upper floor understood to be residential accomodation - owners/tenants of these flats may object to flag being flown outside their window
Yarm Library	49 High Street, Yarm, Stockton-on-Tees, TS15 9BH	FALSE	FALSE	TRUE	Click	Building already has wall bracket for mounted a Christmas Tree. Sufficient space for additional mounting for flagpole.
Ingleby Barwick Library	Ingleby Barwick Leisure Centre Blair Avenue Ingleby Barwick Stockton-on-Tees TS17 5BL	TRUE	FALSE	TRUE	Click	The library is located within Ingleby Barwick Leisure - permission would be required to be agreed with Tees Active Limited who manage this building. Cladding walls would be unsuitable for wall mounted option - brick faced wall may be less visable. Roof mounted option would need investigation. There is no identification on the outside of the building that the SBC library is located within - confusion may arise if flag were to be flown as to why other TAL buildings are not flying a flag ?
Existing Flagpoles Stockton Town Hall Dunedin	High Street, Stockton-on-Tees, TS18 1AU Columbia Drive, Thornaby, TS17 6QZ					Flagpole already insitu Flagpole to be installed 2025 Funded by Community Participation Budget in 2017/18 for the erection of the British Legion flag for remembrance Sunday. B'ham Town Council currently flying their flag.
Billingham Library/Contact Centre	Queensway Billingham TS23 2LN				Click	Room for additional flagpole in SBC owned grassed area to front of library.
All						Site investigations would be required for all buildings to assess the structural integrity of the building if wall or roof mounted options to be looked at and also the checking of underground utility apparatus for any freestanding options How the flags are to be raised/lowered would need to be considered along with any maintenance of the flagpoles - wall mounted options may require ladder or cherry picker access Revenue cost for raising/lowering and maintenance would need to be considered
Guidance Flying flags: a plain English guide - GOV.UK						

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REPORT TO CABINET

DATE: 13 November 2025

REPORT OF CORPORATE MANAGEMENT TEAM

CABINET DECISION

**Deputy Leader of the Council and Cabinet Member for Resources and Transport-
Councillor Paul Rowling**

**Cabinet Member for Access, Communities and Community Safety – Councillor Norma
Stephenson**

ANTI-RACISM CHARTER

Summary

Creating a fair, inclusive, and respectful workplace is central to Stockton-on-Tees Borough Council's values and commitment to equality.

The Council is committed to tackling racism in the workplace and promoting a diverse and inclusive workforce. Working in partnership with the Council's Employee Race Equality Network and endorsed by the Colleagues Powering Our Futures Board, we have developed an Anti-Racism Charter (Appendix 1).

The Charter demonstrates the Council's public commitment as an employer to actively challenge racial discrimination and advance equity and inclusion across the organisation. It outlines commitments to address racial disparities in recruitment, promotion, learning and development, disciplinary and grievance procedures, and pay and reward. It also recognises the impact racism can have on mental health and commits to creating a psychologically safe culture of belonging for Black, Asian, mixed-heritage and other ethnically diverse colleagues.

The Charter aligns with the Council's people policies, organisational culture and inclusive values. Signing the Charter reinforces the Council's compliance with the Equality Act 2010 and supports the Public Sector Equality Duty by demonstrating due regard to eliminating discrimination, advancing equality of opportunity and fostering good relations.

It is proposed that Cabinet recommend the Charter to Council for adoption and invite the Mayor, Leader and Chief Executive to sign the Charter on behalf of the Council, together with the Lead of the Employee Race Equality Network and Trade Union representatives signing on behalf of employees.

Reasons for Recommendation(s)/Decision(s)

Racism remains a lived reality for Black, Asian, mixed heritage, and other ethnically diverse people in the UK. By signing this Charter, the Council will be making a public commitment to

addressing racism and promoting equity and inclusion across the organisation. This will include actively working to understand, explain, challenge, and address racial inequity and injustice, while supporting colleagues from minority ethnic backgrounds and protecting them from harm.

Recommendations

Cabinet is requested to:

1. Recommend to Council the adoption of the Anti-Racism Charter (Appendix 1) as a statement of the Council's corporate commitment to equality, diversity and inclusion.
2. Recommend that Council authorise the Mayor, Leader of the Council and Chief Executive to sign the Charter on behalf of the Council at the meeting of Full Council, alongside the Lead of the Employee Race Equality Network and Trade Union representatives signing on behalf of employees.
3. Note that implementation of the Charter will be overseen through the officer led Colleagues Powering Our Futures Board, with progress reported to Cabinet after twelve months.

Detail

1. Stockton-on-Tees Borough Council is committed to tackling racism in the workplace and to promoting a diverse and inclusive workforce. Racial discrimination can have a significant psychological impact on the health and well-being of those affected; therefore, we need to continue to develop an inclusive workplace culture where employees feel safe to challenge racial discrimination and inequalities.
2. Developed in partnership with the Employee Race Equality Network and endorsed by the Colleagues Powering Our Futures Board, the Anti-Racism Charter demonstrates the Council's commitment to challenge racial discrimination and promote inclusion and equality for all.
3. Racism remains a lived reality for Black, Asian, Mixed Heritage, and other ethnically diverse people in the UK. This is not a distant issue—it is present, persistent, and deeply felt across our communities and within our workforce. We are proposing this Charter at a time when our minority communities feel increasingly unsafe, not only due to a rise in race-related crimes nationally, but also because of a growing feeling exclusion and diminished belonging. The Charter offers an opportunity to be more visible in our stance, more confident in our actions, and more proactive in addressing the subtle yet enduring forms of racism and inequality that continue to shape everyday experiences for our minority workforce. It is a reaffirmation of our commitment to stand against racism wherever it exists—calling on our leaders to demonstrate allyship, challenge discrimination, and champion racial diversity.
4. The Anti-Racism Charter commits the Council to address any racial disparities in recruitment, promotion, learning and development, disciplinary and grievance procedures, and pay and reward. It also recognises the impact racism can have on mental health and commits to creating a psychologically safe culture of belonging for our Black, Asian, Mixed Race, and ethnically diverse workforce.

5. The Council’s workforce profile (as at 30 September 2025) does not fully reflect the diversity of the communities we serve. Currently, 4.3% of Council employees identify as being from Black, Asian, Mixed Heritage, or other ethnically diverse backgrounds. A further 4.3% have not disclosed their ethnicity, while 91.4% identify as White. In comparison, the 2021 Census indicates that 8% of the local population is from ethnically diverse backgrounds. We recognise this disparity and, in line with our Inclusive value, we are committed to taking steps to ensure equality and inclusion across our workforce and communities—by attracting, recruiting, and retaining a more diverse workforce that better represents and reflects the community we serve.
6. In summary, there are many benefits of an anti-racism charter for both an employer and an employee. These include:

For the Employer

- Promotes a positive work environment where employees feel respected and valued, leading to increased job satisfaction and productivity
- Attracts and retains diverse talent and demonstrates an employer’s commitment to diversity and inclusion, making the workplace an attractive place for diverse talent to work and stay
- Diversity promotes innovation aligning with the Council’s values and behaviours, where outside the box ideas are heard

For the Employee

- Promotes a sense of belonging among employees, regardless of their race, ethnicity, or cultural background
- Aims to reduce discrimination and harassment in the workplace, creating a safer and more inclusive environment for all employees
- Encourages open communication about issues related to race and ethnicity, creating opportunities for learning, understanding, and growth
- Supports mental health by recognising the impact racism can have and helping to create a psychologically safe culture of belonging

7. The Charter provides a structure for how we can all work together to achieve a safe, inclusive and positive place to work.
8. By signing this charter, the Council will be making a public commitment to addressing racism and promoting equity and inclusion across the organisation. This includes actively working to understand, explain, challenge, and address racial inequity and injustice, while supporting colleagues from minority ethnic backgrounds and protecting them from harm.
9. It is therefore recommended that Cabinet to invite the Leader, Chief Executive, Lead of Employee Race Equality Network and Trade Union representatives to officially sign the Anit Racism Charter (Appendix 1) at full Council on 19 November 2025.

Community Impact and Equality and Poverty Impact Assessment

10. A Community Impact and Equality and Poverty Impact Assessment has been completed.
11. The proposal to adopt an Anti-Racism Charter is a positive action that strengthens equality, diversity, and inclusion within the Council. It does not create any adverse impact on individuals or groups with protected characteristics. Instead, it:
 - Promotes equality of opportunity by addressing racial disparities in recruitment, progression, and development.
 - Fosters good relations by encouraging understanding and reducing prejudice.
 - Eliminates unlawful discrimination by reinforcing compliance with the Equality Act 2010 and embedding anti-racist principles into policies and practices.
12. Because the Charter is designed to enhance equity and inclusion, there are no negative impacts to mitigate. The actions proposed are supportive and beneficial to all employees, particularly those from minority ethnic backgrounds, and align with existing Council policies and legal obligations.

Corporate Parenting Implications

13. There are no corporate parenting implications arising as a result of signing the Anti-Racism Charter.

Financial Implications

14. There are no financial implications arising as a result of signing the Anti-Racism Charter.

Legal Implications

15. There are no direct legal implications arising from signing the Anti-Racism Charter, it is a voluntary commitment.
16. Signing the Charter reinforces the Council's compliance with the Equality Act 2010, which requires employers to prevent discrimination and promote equality across all protected characteristics, including race.
17. The Charter supports the Council's Public Sector Equality Duty under the Equality Act, helping demonstrate due regard to eliminating discrimination, advancing equality of opportunity and fostering good relations.
18. It aligns with best practice in employment law, reducing the risk of discrimination claims and supporting a fair, inclusive workplace.

Risk Assessment

19. The Anti-Racism Charter is categorised as low to medium risk. Existing management systems, Council policy and procedures are sufficient to control and reduce risk.

Wards Affected and Consultation with Ward/ Councillors (refer to Concordat for Communication and Consultation with Members)

20. Not Applicable.

Background Papers

21. None

Name of Contact Officer: Ged Morton

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APPENIDX 1

Anti-Racism Charter



Stockton-on-Tees Borough Council is committed to tackling racism in the workplace and to promoting a diverse and inclusive workforce.

Our Council pledges to introduce the following ongoing commitments within 12-24 months of signing this Charter:

Our Leaders and Senior Management Team will:

- **Demonstrate Allyship:** Provide active and consistent effort to support and advocate for colleagues from underrepresented groups.
- **Champion Racial Diversity:** Recognise the need and benefit of a racially diverse workforce and actively promote inclusive recruitment and progression practices.
- **Acknowledge the Impact of Racism:** Recognise how racism affects staff wellbeing and take proactive steps to support affected individuals.
- **Challenge Racism:** Speak out and act against racism internally and externally wherever it arises.
- **Lead Strategic Change:** Implement and regularly review the Council's Equity, Diversity & Inclusion (EDI) Strategy to improve racial equity, diversity and inclusion so that the Council continually works towards reflecting the communities it serves.
- **Promote Diverse Leadership:** Support the development and promotion of racially diverse leaders through targeted programmes and mentoring

Our Council will:

- **Be Actively Anti-Racist:** Commit to being anti-racist in all we do, not just non-racist, by embedding anti-racism into our culture, policies, and practices.
- **Champion EDI Strategy and Policy:** Maintain a clear and visible EDI Strategy and Policy, championed by leadership and informed by colleagues.
- **Deliver Anti-Racism Initiatives:** Implement a visible programme of anti-racism initiatives and actions, with measurable outcomes.
- **Conduct Impact Assessments:** Undertake Equality & Poverty Impact Assessments for all strategic-level decisions and People & OD Policies.
- **Ethnicity Pay Gap Data:** Record and share ethnicity pay gap data annually.
- **Report Workforce Diversity:** Publicly share the ethnic diversity of the Council workforce and use this data to inform action.

- **Mandatory EDI Training:** Ensure all colleagues complete EDI training every two years, including unconscious bias and anti-racism.
- **Manager Training:** Provide robust equality training for managers involved in recruitment, promotion, and investigations.
- **Support Employee Wellbeing:** Provide dedicated wellbeing support for colleagues experiencing racism in the workplace.
- **Recruit and promote Fair Treatment Ambassadors:** Fair Treatment Ambassadors will offer a non-judgemental, empathetic, confidential, and informal listening and signposting service for colleagues concerned about bullying, harassment, or discrimination, including racism.
- **Transparent Reporting Process:** Establish a clear, accessible, and transparent process for reporting, investigating, and documenting incidents of racism, with accountability in outcomes.
- **Enable Employee Voice:** Create regular opportunities for feedback from ethnically diverse colleagues through Employee networks and surveys

Our equality auditing process will review:

- **Culture and Behaviour:** Regularly assess our culture, values, and behaviours to remove racial discrimination in all its forms.
- **Recruitment and Promotion:** Review recruitment and promotional processes to identify and address race disparities in equality of opportunity.
- **Policy Integration:** Ensure all People and OD policies continue to promote solidarity and tackle racism.
- **Disciplinary and Grievance Outcomes:** Audit formal investigations to identify and address race disparities in outcomes of comparable cases.
- **Employee Feedback:** Analyse feedback from Employee surveys, stay and exit interviews to identify and address race disparities.

REPORT TO CABINET

13 NOVEMBER 2025

REPORT OF CORPORATE MANAGEMENT TEAM

CABINET DECISION

Deputy Leader of the Council and Cabinet Member for Resources and Transport –
Councillor Paul Rowling

PROCUREMENT PLAN / HIGHER VALUE CONTRACTS

Summary

This report seeks approval from Cabinet for the award of three planned higher value contracts where the value exceeds the limit on officer delegated authority and which are either funded within the approved MTFP/ Capital Programme or are subject to a bid for external funding.

Reasons for Recommendation(s)/Decision(s)

To enable Cabinet to exercise its strategic oversight of higher value planned procurement projects, in accordance with the constitution.

Recommendations

That Cabinet

1. approves the contracts listed in Annex 1;
2. gives authority to the relevant Director or Assistant Director to make the specific contract award decision and any subsequent contract variation, annual inflationary uplifts (where allowed in the contract terms and conditions) and extension decision in accordance with the delegations listed in Annex 1;

Detail

1. The constitution defines a range of decisions that require a specific Cabinet approval, the financial threshold for which is set at a level of £500k or more. Annex 1 lists contracts that exceeds the financial threshold and have not otherwise been delegated to officers.

Community Impact and Equality and Poverty Impact Assessment

3. N/A

Corporate Parenting Implications

4. **N/A**

Financial Implications

5. The report includes higher value contracts expected to be awarded in the 2025/26 financial year. The expenditure committed as a result of these tenders/ quotes is planned and remains within the Council's approved budget/MTFP or is subject to a bid for external funding which will ensure that at the point of contract award funds are available within the MTFP.

Legal Implications

6. Notwithstanding Cabinet approval it remains the responsibility of officers to ensure that the correct processes within Contract Procedure Rules have been followed and that where applicable the Procurement Act 2023 or the Provider Selection Regime introduced by the Health and Care Bill (2022) is complied with.
7. Where the value of goods, services or works exceeds the threshold at which the procurement process must comply with the Procurement Act 2023, either a tender exercise or the use of a suitable framework agreement will comply with the Regulations.

Risk Assessment

8. There are several risks relating to procurement. Firstly, the Council spends a considerable amount of public money on goods, services and works. Having effective Contract Procedure Rules and ensuring compliance with the Procurement Act 2023 can help mitigate the risk of accusations of corruption and help demonstrate value for money and transparency. Secondly, effective tender/ quote processes and contract management also reduce the risk of poor supplier selection and subsequent performance which can impact service delivery.

Wards Affected and Consultation with Ward/ Councillors (refer to Concordat for Communication and Consultation with Members)

9. **N/A**

Background Papers

10. None

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Annex 1.

Contract Title: Specialist Family and Carers Support Service	
<ol style="list-style-type: none"> 1. The Council will carry out a tender process to appoint a suitable provider to deliver a Specialist Family and Carer Support Service to support the family and carers of individuals with substance misuse. 2. The new contract will commence from 01.04.2026 for a period of 2 years with 1 x 24 month and 1 x 12 month possible extensions. 3. The current annual spend is circa £139k pa. 	
Key Decision: No	Funding within MTFP: Yes
Delegated Officer: Carolyn Nice, Director of Adults, Health and Wellbeing	
Checks and Balances: In consultation with other appropriate officers for professional advice to include finance and procurement.	

Contract Title: Stockton & Hartlepool Employment Connections – Individual Placement and Support Service	
<ol style="list-style-type: none"> 1. The Council will carry out a tender process to appoint a suitable provider to deliver an Individual Placement & Support Service to support people in structured treatment for substance misuse into employment. The contract will be used by both Stockton and Hartlepool Councils. 2. The new contract will commence from 01.04.2026 for a period of 1 year with 4 x 12 months possible extensions subject to funding. 3. The current annual spend for both Stockton and Hartlepool is circa £256k pa. 	
Key Decision: No	Funding within MTFP: Yes
Delegated Officer: Carolyn Nice, Director of Adults, Health and Wellbeing	
Checks and Balances: In consultation with other appropriate officers for professional advice to include finance and procurement.	

Contract Title: Substance Misuse Treatment and Referral Pathway Secondary Care	
<ol style="list-style-type: none"> 1. The Council will carry out a direct award process under Provider Selection Regime Option A to appoint North Tees and Hartlepool NHS Foundation Trust to deliver a support and treatment (including Opioid Substitution Therapy) for patients experiencing substance misuse, as well as reduce stigma, provide training for secondary care teams, and improve discharge/ referral pathways between secondary care (NTHFT) and our commissioned community-based substance misuse service. 2. The new contract will commence from 01.04.2026 for a period of 1 year with 4 x 12 months possible extensions subject to funding. 3. The current annual spend is circa £104k pa. 	
Key Decision: No	Funding within MTFP: Yes
Delegated Officer: Carolyn Nice, Director of Adults, Health and Wellbeing	
Checks and Balances: In consultation with other appropriate officers for professional advice to include finance and procurement.	

REPORT TO CABINET

NOVEMBER 2025

REPORT OF CORPORATE
MANAGEMENT TEAM

CABINET INFORMATION ITEM

Children and Young People - Lead Cabinet Member – Councillor Clare Besford

School Performance 2024-25

Summary

It is recommended that the report be noted.

1. Cabinet to note and comment as appropriate on standards and achievements across the Borough.
2. Cabinet to note the strong overall performance of Stockton-on-Tees schools at both primary and secondary phases.

This report presents a summary of provisional headline performance data for the academic year 2024-25 in all Key Stages for all providers across the Borough.

Primary schools continue to perform well. From September 2024, Ofsted no longer makes an 'overall effectiveness' judgement. However, 100% of LA maintained primary schools and 97% of all primary schools have an Ofsted rating of good overall, or in all key judgements. Additionally, although only 3 schools have a current judgement of outstanding, ungraded inspections have identified a further 5 which are likely to be outstanding in all areas.

Outcomes for Stockton-on-Tees pupils in the primary sector are mostly above provisional national average for 2025. The proportion of pupils achieving the higher standards at the end of KS2 has improved in comparison with 2024 and is now in line with the provisional national average in every area except writing. Although achievement in phonics is in line with the national average, it is not as strong as it has been in the past. However, there were strong improvement in reading outcomes at the end of KS2 in 2025.

Secondary outcomes are above 2025 north east averages in all areas. These results have been self-reported by the schools and academies themselves.

Post-16 outcomes (A*-E) continue to perform well. The area where they are not above national averages is in the top scores (A* and B) which reflects the regional picture.

Stockton-on-Tees continues to see a large number of in-year transfers including families new to England. For example, 50 children joined their school during Y6 from outside the LA and 63 were new during Y1. A significant proportion of pupils who are new to the LA come from outside the English school system, although many are from neighbouring authorities. There are also a high number of transfer requests deemed 'parental preference' with children moving from one Stockton school to another. The mobility of the school population affects some schools more than others, but should be recognised as a key factor when considering school performance.

Detail

PRIMARY PHASE

1. Early Years Foundation Stage
69.5% of children achieved a Good Level of Development (GLD) in 2025. This is 0.3% above the provisional national average (68.3%) and 2.3% above the provisional regional average though is a 0.9% decrease in comparison with 2024. This represents a three-year declining trend for Stockton-on-Tees, against a three-year trend of improvement nationally. As is the case nationally, Stockton-on-Tees continues to see an increase in the proportion of children in the early years with some form of special educational need and/or disability (SEND). However, the proportion of these children achieving GLD is higher regionally and nationally than it is in Stockton-on-Tees. Stockton-on-Tees is also seeing an increase in the number of children who are identified as disadvantaged. This mirrors the national picture. Take up of the Early Education offer for disadvantaged two-year-olds has declined in the Borough. The focus on improving outcomes in communication and language continues and has had continued additional resource through the Stockton-on-Tees Talks project in the last academic year. Staff retention, attendance and financial considerations continue to impact on take-up of advice, support and training across the Early Years, but most schools and settings access training and support in some way. **(Appendix 1)**
2. Phonics
The proportion of Year 1 children meeting the standard in the phonics screening check was 80.1%. This is above the national and regional averages though a 1.1% decrease in comparison with 2024. Nationally, 79.9% met the standard, a 0.3% decrease on the previous year. The regional average in 2025 was 78.1%. **(Appendix 2)**
3. Key Stage 1
The government ended statutory assessment at the end of KS1 in 2023. There is, therefore, no data for this key stage.
4. Key Stage 2
In comparison with provisional national averages, Stockton-on-Tees schools continue to perform well at the expected standard. The focus on improving standards in reading has led to a three-year trend of improvement with a 2.1% improvement in 2025. In Stockton-on-Tees, 76.8% achieved the expected standard (national 75.1%, regional 74.7%). There has also been an increase in the proportion of pupils achieving the higher standard in reading and mathematics.

Outcomes vary widely for schools across the borough, and it is likely that some will change when the revised outcomes are issued in December 2025. However, there will be a continued focus on raising aspirations for all. **(Appendix 3)**

There will be no progress measures for 2025. This is because the cohort were not assessed at the end of KS1 due to the pandemic (2021).

SECONDARY PHASE

Key Stage 4

5.

Since 2018 almost all GCSEs are graded 9 (highest) to 1 (lowest); a grade 4 is a standard pass (broadly equivalent to a C), grade 5 is a strong pass (B/C grade) and grade 7 broadly equivalent to an A. Stockton-on-Tees outcomes are above 2025 north east averages. **(Appendix 4)**

6. Within Stockton-on-Tees's secondary schools outcomes are as follows:

- Stockton's 4+ English and Maths average is 67.7%. This is above the north east average (+2.8%) of the same measure.
- Performance continues to be strong in many schools.
- Those with the highest attainment at the 4+ English and Maths pass rate and equal to or above the Stockton average are All Saints, Conyers, Egglescliffe, Grangefield, Ingleby Manor and North Shore.
- Eight schools improved on the 2024 result: All Saints, Bishops Garth, Conyers, Egglescliffe, Ian Ramsey, Ingleby Manor, North Shore and Thornaby. Six of these schools also achieved the same increase at 5+ English and Maths.
- Several schools attained well below the Stockton average. These are all MAT schools and will be picked up by their relevant bodies.

POST- 16

7. Stockton Post 16 A level passes were at 98.0% (LA average) This is higher than the previous year, and higher than national average.

8. Conyers and Egglescliffe continue to perform relatively highly, with 50.0%% and 50.1% A*-B respectively. Significant improvements from the previous year for this measure were evidenced by SSFC and ETC (+5.1% and +7.8% respectively). Although almost all Post 16 providers secured above national average for grades A*-E and there is an improving trend for higher grades, none were above national average for the A*-B measure. **(Appendix 5)**

9. There is also an improving performance trend for Applied General Qualifications Level 3 for almost all Post 16 providers.

Consultation and engagement

1. This report is for information only; its contents cover the outcomes at the end of each key stage for the whole of Stockton-on-Tees's pupils.
2. There has been no consultation as this report is for information only.

Next steps

3. Throughout academic year 2025-26, the Education, Inclusion and Achievement Team will:
 - continue to offer and deliver universal, targeted and bespoke support aligned to our strategic priorities
 - forge partnerships with strategic improvement leads across all phases to leverage further improved outcomes.

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APPENDICES

Note: all national data is provisional at this stage. All figures have been rounded to 2 significant figures

Appendix 1 Good Level of Development

Good Level of Development					
'Expected' in all the Prime areas and Literacy and Mathematics from Specific areas.					
%	2019	2022*	2023	2024	2025
Stockton-on-Tees	74%	68%	70%	70%	70%
National	72%	65%	67%	68%	68%

* changes in the assessment criteria from this point

Appendix 2 - Phonics (Key Stage 1)

Phonics Screening Check					
Met the standard Year 1	2019	2022	2023	2024	2025
Stockton-on-Tees	84%	78%	81%	81%	80%
National	82%	76%	79%	80%	80%

Appendix 3

KS2 Headline outcomes – Expected Standard (EXS+) (2025 is Provisional data*)

	2023		2024		2025		
	LA EXS+	National EXS+	LA EXS+	National EXS+	LA EXS+	National EXS+	LA v National 2025
Reading	74%	73%	75%	74%	77%	75%	+2%
Writing	76%	72%	76%	72%	74%	72%	+2%
Maths	76%	73%	77%	73%	76%	74%	+2%
Combined RWM	63%	59%	64%	61%	64%	62%	+2%
English, Grammar, Punctuation and Spelling	75%	72%	74%	72%	74%	73%	+1%

*revised data was 1% higher in all subjects in Stockton in 2024

KS2 Headline outcomes – Greater Depth in the Standard (GDS) or Higher Standard

	2023		2024		2025		
	LA GDS	National GDS	LA GDS	National GDS	LA GDS	National GDS	LA v National 2025
Reading	29%	29%	28%	29%	33%	33%	=
Writing	15%	13%	14%	13%	12%	13%	-1%
Maths	24%	24%	23%	24%	26%	26%	=
Combined RWM	9%	8%	7%	8%	8%	8%	=
English, Grammar, Punctuation and Spelling	29%	30%	30%	32%	30%	30%	=

Appendix 4 – Stockton-on-Tees Provisional English and Maths GCSEs 2025

<u>KS4 Basic</u>	Number on Roll	4+ in English	4+ in English Language	4+ in English Literature	4+ in Maths	4+ in English & Maths	5+ in English	5+ in English Language	5+ in English Literature	5+ in Maths	5+ in English & Maths
All Saints Academy	177	93.2%	85.9%	91.5%	92.7%	89.8%	83.6%	69.5%	79.1%	71.2%	68.4%
Bishopsgarth	95	50.5%	51.6%	49.5%	53.7%	43.2%	41.1%	37.9%	38.9%	31.6%	28.4%
Conyers	222	82.4%	77.0%	77.5%	77.5%	73.4%	67.1%	64.0%	62.6%	58.1%	53.6%
Egglescliffe	233	83.7%	82.4%	77.7%	86.7%	80.3%	73.4%	63.5%	63.9%	68.2%	60.1%
Grangefield	201	82.1%	67.7%	81.6%	70.1%	67.7%	70.1%	53.7%	68.7%	51.7%	49.3%
Ian Ramsey CE	227	80.2%	74.9%	77.1%	67.8%	65.6%	67.4%	59.5%	60.8%	50.2%	46.3%
Ingleby Manor Free School	114	96.5%	95.6%	85.1%	86.0%	86.0%	91.2%	89.5%	66.7%	61.4%	59.6%
North Shore Academy	122	82.8%	71.3%	82.0%	70.5%	68.0%	73.0%	59.8%	70.5%	51.6%	47.5%
Northfield	286	78.7%	66.4%	77.3%	70.6%	66.4%	64.0%	50.3%	60.1%	54.9%	49.7%
St Patrick's RC	89	65.2%	53.9%	62.9%	57.3%	47.2%	46.1%	36.0%	43.8%	36.0%	30.3%
St Michael's RC	195	72.8%	62.1%	68.7%	62.6%	56.9%	57.9%	41.5%	48.2%	40.5%	35.4%
Our Lady & St Bede RC	198	70.7%	61.1%	67.7%	57.6%	55.1%	55.1%	49.0%	50.5%	39.4%	36.9%
Thornaby Academy	85	75.9%	69.9%	74.7%	65.1%	60.2%	71.1%	62.7%	68.7%	47.0%	45.8%
Stockton LA	2242	79.3%	71.7%	76.0%	71.9%	67.7%	66.9%	56.8%	60.9%	52.6%	48.4%

<u>9's</u>	No. of 9's			% of 9's		
	English Language	English Literature	Mathematics	English Language	English Literature	Mathematics
All Saints Academy	8	6	15	4.5%	3.4%	8.5%
Bishopsgarth	1	2	0	1.1%	2.1%	0.0%
Conyers	9	10	5	4.1%	4.5%	2.3%
Egglescliffe	3	8	12	1.3%	3.4%	5.2%
Grangefield	3	5	5	1.5%	2.5%	2.5%
Ian Ramsey CE	5	4	6	2.2%	1.8%	2.6%
Ingleby Manor Free School	5	4	3	4.4%	3.5%	2.6%
North Shore Academy	6	3	5	4.9%	2.5%	4.1%
Northfield	7	8	11	2.4%	2.8%	3.8%
St Patrick's RC	1	0	1	1.1%	0.0%	1.1%
St Michael's RC	1	3	1	0.5%	1.5%	0.5%
Our Lady & St Bede RC	6	5	6	3.0%	2.5%	3.0%
Thornaby Academy	0	3	0	0.0%	3.5%	0.0%
Stockton LA	55	61	70	2.5%	2.7%	3.1%

Ebacc
Strong Pass 5+

	EBacc APS	Ebacc Entries	Ebacc Achieved
All Saints Academy	4.9	73.4%	28.8%
Bishopsgarth	2.5	10.5%	4.2%
Conyers	4.3	52.3%	23.9%
Egglescliffe	4.7	60.1%	27.5%
Grangefield	4.1	37.3%	22.9%
Ian Ramsey CE	3.9	30.4%	14.5%
Ingleby Manor Free School	4.6	38.6%	21.1%
North Shore Academy	4.3	44.3%	20.5%
Northfield	4.0	31.8%	18.2%
St Patrick's RC	3.8	28.1%	6.7%
St Michael's RC	3.6	23.6%	11.8%
Our Lady & St Bede RC	3.8	44.9%	18.7%
Thornaby Academy	3.6	20.5%	16.0%
Stockton LA	3.9	40.4%	19.2%

KS4 Basic 4+	Number on Roll			4+ in English			4+ in Maths			4+ in English & Maths		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
All Saints Academy	151	178	177	94.7%	91.6%	93.2%	92.1%	91.6%	92.7%	92.1%	89.3%	89.8%
Bishopsgarth	75	107	95	46.7%	57.0%	50.5%	32.0%	42.1%	53.7%	28.0%	42.1%	43.2%
Conyers	223	238	222	86.5%	82.4%	82.4%	83.0%	75.2%	77.5%	79.4%	73.1%	73.4%
Egglescliffe	221	216	233	94.0%	91.9%	83.7%	89.4%	83.0%	86.7%	88.5%	79.6%	80.3%
Grangefield	185	187	201	82.2%	78.1%	82.1%	74.1%	74.9%	70.1%	69.7%	70.1%	67.7%
Ian Ramsey CE	236	230	227	83.1%	80.0%	80.2%	70.3%	64.8%	67.8%	68.2%	63.0%	65.6%
Ingleby Manor Free School	117	134	114	90.6%	94.0%	96.5%	78.6%	83.6%	86.0%	77.8%	83.6%	86.0%
North Shore Academy	132	128	122	78.8%	78.9%	82.8%	75.8%	64.1%	70.5%	70.5%	62.5%	68.0%
Northfield	274	272	286	79.2%	82.4%	78.7%	65.0%	74.6%	70.6%	62.8%	71.3%	66.4%
St Patrick's RC	90	103	89	73.3%	73.8%	65.2%	63.3%	67.0%	57.3%	52.2%	63.1%	47.2%
St Michael's RC	214	194	195	72.0%	80.9%	72.8%	71.0%	62.9%	62.6%	71.0%	61.9%	56.9%
Our Lady & St Bede RC	209	208	198	72.2%	82.2%	70.7%	69.9%	71.2%	57.6%	64.1%	68.8%	55.1%
Thornaby Academy	66	90	85	59.1%	66.7%	75.9%	39.4%	56.7%	65.1%	36.4%	53.3%	60.2%
Stockton LA (ex. Special Schools)	2207	2285	2244	73.5%	82.3%	79.3%	73.0%	72.6%	71.9%	69.5%	70.2%	67.7%
England	***	***		***	***		***	59.6%	58.2%	***	***	

KS4 Basic 5+	Number on Roll			5+ in English			5+ in Maths			5+ in English & Maths		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
All Saints Academy	151	178	177	88.1%	84.3%	83.6%	75.5%	76.4%	71.2%	72.2%	73.0%	68.4%
Bishopsgarth	75	107	95	34.7%	47.7%	41.1%	16.0%	25.2%	31.6%	14.7%	24.3%	28.4%
Conyers	223	238	222	77.1%	65.5%	67.1%	62.3%	58.0%	58.1%	58.3%	50.8%	53.6%
Egglescliffe	221	216	233	82.1%	78.7%	73.4%	71.5%	64.7%	68.2%	68.1%	58.7%	60.1%
Grangefield	185	187	201	65.9%	65.8%	70.1%	62.2%	57.8%	51.7%	54.6%	54.0%	49.3%
Ian Ramsey CE	236	230	227	70.3%	66.5%	67.4%	46.2%	42.6%	50.2%	43.2%	39.6%	46.3%
Ingleby Manor Free School	117	134	114	82.9%	88.1%	91.2%	57.3%	65.7%	61.4%	57.3%	62.7%	59.6%
North Shore Academy	132	128	122	66.7%	57.0%	73.0%	51.5%	45.3%	51.6%	50.0%	41.4%	47.5%
Northfield	274	272	286	67.5%	70.6%	64.0%	43.1%	58.5%	54.9%	41.6%	54.4%	49.7%
St Patrick's RC	90	103	89	57.8%	58.3%	46.1%	41.1%	43.7%	36.0%	35.6%	34.0%	30.3%
St Michael's RC	214	194	195	64.0%	63.4%	57.9%	42.1%	38.7%	40.5%	38.8%	34.0%	35.4%
Our Lady & St Bede RC	209	208	198	55.0%	67.3%	55.1%	44.0%	46.6%	39.4%	38.8%	42.8%	36.9%
Thornaby Academy	66	90	83	39.4%	57.8%	71.1%	24.2%	37.8%	47.0%	24.2%	34.4%	45.8%
Stockton LA (ex. Special Schools)	2207	2285	2242	67.9%	69.0%	66.9%	51.9%	53.2%	52.6%	48.6%	48.7%	48.4%
England	***	***		***	***		***	***		***	***	

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Appendix 5 – KS5 outcomes A level outcomes

Post-16 Summary - Provisional Data - 2025 V2.0

	Number of A level entries *					Rate of Change			
	2019	2022	2023	2024	2025	Rate of Change			
						2023-2019	2023-2022	2024-2023	2025-2024
Conyers	224	226	282	287	299	59	57	5	12
Egglescliffe	477	484	465	507	493	-12	-19	42	-14
SSFC	297	334	285	300	371	-12	-49	15	71
The ETC	302	477	480	519	367	178	3	39	-152
LA	1299	1521	1512	1613	1530	213	-9	101	-83

	Average point score per entry – A Level					% A*- B grades – A levels*					% A*- E grades – A levels*				
	2019	2022	2023	2024	2025	Rate of Change					2019	2022	2023	2024	2025
						2023-2019	2023-2022	2024-2023	2025-2024						
Conyers	34.89	38.62	35.25	34.46	34.77	0.36	-3.37	-0.79	0.31	53.8	59.6	45.9	51.2	50.0	-7.9
Egglescliffe	35.22	40.74	35.03	34.84	34.88	-0.19	-5.71	-0.19	0.04	53.8	67.1	51.8	55.6	50.1	-2.0
SSFC	27.64	32.22	25.30	27.00	29.60	-2.34	-6.92	1.70	2.60	29.0	43.4	22.5	28.3	33.2	-6.5
The ETC	30.90	32.84	30.21	30.27	32.45	-0.69	-2.63	0.06	2.18	39.7	44.0	37.5	35.5	43.3	-2.2
LA	32.43	36.08	31.70	31.84	33.00	-0.73	-4.38	0.14	1.16	44.9	53.5	40.6	42.7	44.2	-4.2
National	34.01	38.87	35.29	35.55		1.28	-3.58	0.26		51.1	62.8	52.7	53.6	55.2	1.6

	Average points for best 3 A levels					Average point score per entry – Applied General					Average point score per entry – Technical General				
	2019	2022	2023	2024	2025	Rate of Change					2019	2022	2023	2024	2025
						2023-2019	2023-2022	2024-2023	2025-2024						
Conyers	34.64	37.59	33.56	33.47	35.00	-1.08	-4.03	-0.09	1.53	38.90	45.80	39.90	38.06	41.61	1.00
Egglescliffe	36.83	40.29	35.17	34.87	34.77	-1.66	-5.12	-0.30	-0.10	30.00	32.50	28.33	24.17	28.33	-1.67
SSFC	28.10	34.34	25.30	30.70	32.60	-2.80	-9.04	5.40	1.90	29.13	26.93	26.90	28.30	30.70	-2.23
The ETC	35.09	32.35	33.14	33.64	36.62	-1.95	0.79	0.50	2.98	24.40	31.83	-	32.06	33.66	n/a
LA**	-	36.91	32.64	33.06	34.75	-	-4.27	0.42	1.69	28.77	33.69	30.77	29.62	33.11	2.00
National**	33.96	39.20	35.78	36.21		1.82	-3.42	0.43		28.91	31.98	29.56	29.17		0.65

* Results not available via Performance Tables website - data taken directly from the proformas completed by colleges.

** LA and National results revised for 2022-2024 in 2025 based on published data

2019 & 2022 data checked against Performance Tables website 17-08-23.

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Appendix 6 – Primary attainment by school 2025

All data is unvalidated and should be treated with caution

Red - more than 5% below National average

Yellow - within 5% (+ or -) of National average

Green - More than 5% above National average

2025 Primary Attainment		EYFS	KS1	End of KS2			
School Name	Academy Sponsor	GLD	Y1 Phonics	CRWM EXS+	Reading EXS+	Writing EXS+	Maths EXS+
Local Authority		69.5%	80.1%	64.9%	76.8%	73.7%	76.0%
NCER National (Early Indicator)		68.3%	79.9%	62.2%	75.1%	72.3%	74.1%
Ash Trees School	Ascent Trust	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Bader Primary School	Vision Academy Learning Trust	66.7%	70.4%	61.5%	69.2%	0.0%	69.2%
Barley Fields Primary	Prince Regent Street Trust	70.9%	87.5%	69.0%	86.2%	78.2%	79.3%
Bewley Primary School	Vision Academy Learning Trust	73.6%	76.2%	68.0%	78.0%	74.0%	84.0%
Billingham South Community Primary School		65.5%	67.8%	55.7%	62.9%	62.9%	67.1%
Bowesfield Primary School		61.0%	64.6%	54.7%	69.8%	67.9%	58.5%
Christ The King RC Primary School	Nicholas Postgate Catholic Academy	66.7%	80.8%	55.8%	76.9%	67.3%	69.2%
Crooksbarrow Primary School	Ad Astra Academy Trust	80.6%	97.4%	71.8%	79.5%	89.7%	82.1%

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Durham Lane Primary School		78.6%	80.0%	80.0%	86.7%	93.3%	83.3%
Egglescliffe Church of England Primary School	Durham and Newcastle Diocesan Learning Trust	89.3%	86.7%	93.5%	93.5%	93.5%	100.0%
Fairfield Primary School		78.6%	81.7%	73.3%	78.3%	88.3%	86.7%
Frederick Nattrass Primary Academy	Northern Education Trust	70.0%	75.0%	87.5%	87.5%	87.5%	87.5%
Green Gates Academy	Horizons Specialist Academy Trust	n/a	n/a	12.5%	18.8%	12.5%	12.5%
Hardwick Green Academy	The Enquire Learning Trust	76.7%	89.7%	50.0%	55.8%	69.2%	57.7%
Harewood Primary School	Lingfield Education Trust	64.4%	85.4%	67.3%	76.4%	76.4%	80.0%
Harrow Gate Primary School	The Enquire Learning Trust	61.7%	65.5%	57.6%	72.9%	67.8%	66.1%
Hartburn Primary School	Prince Regent Street Trust	73.3%	88.2%	79.5%	84.9%	90.4%	91.8%
High Clarence Academy	The Enquire Learning Trust	57.1%	42.9%	42.9%	100.0%	42.9%	100.0%
Holy Trinity Rosehill CofE Voluntary Aided Primary School		67.4%	64.0%	66.7%	85.7%	69.0%	83.3%
Ingleby Mill Primary School		77.8%	93.0%	71.3%	81.3%	73.8%	85.0%
Junction Farm Primary School	Vision Academy Learning Trust	76.9%	90.0%	86.8%	90.6%	90.6%	94.3%
Kirklevington Primary School	Vision Academy Learning Trust	72.2%	77.3%	63.2%	78.9%	78.9%	84.2%

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Layfield Primary School	Vision Academy Learning Trust	80.0%	65.5%	69.2%	80.8%	76.9%	76.9%
Levendale Primary School	Vision Academy Learning Trust	76.9%	91.7%	75.9%	89.7%	86.2%	82.8%
Mandale Mill Primary School	Lingfield Education Trust	63.2%	66.7%	29.8%	53.2%	57.4%	34.0%
Mill Lane Primary School		53.3%	80.8%	51.6%	64.5%	58.1%	54.8%
Myton Park Primary School		76.7%	90.0%	77.1%	82.9%	80.0%	80.0%
Norton Primary Academy	Northern Education Trust	63.4%	80.0%	76.6%	89.4%	78.7%	85.1%
Oakdene Primary School	The Enquire Learning Trust	73.1%	92.1%	90.6%	96.9%	90.6%	93.8%
Our Lady of the Most Holy Rosary Catholic Academy	Bishop Hogarth Catholic Education Trust	70.0%	75.0%	70.6%	82.4%	88.2%	82.4%
Oxbridge Lane Primary School	Prince Regent Street Trust	70.0%	75.0%	85.1%	91.5%	85.1%	89.4%
Pentland Primary School	1Excellence	60.0%	80.0%	34.5%	51.7%	48.3%	48.3%
Preston Primary School	Lingfield Education Trust	79.3%	74.1%	82.8%	89.7%	86.2%	89.7%
Prior's Mill Church of England Controlled Primary School Billingham	Melrose Learning Trust	75.0%	84.3%	61.5%	76.9%	70.8%	72.3%
Roseberry Primary School	Extol Academy Trust	67.5%	65.9%	60.5%	86.0%	67.4%	74.4%
Rosebrook Primary	Ad Astra Academy Trust	62.5%	63.0%	57.9%	68.4%	73.7%	78.9%

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St Bede's Catholic Primary School	Bishop Hogarth Catholic Education Trust	64.3%	89.7%	68.0%	88.0%	88.0%	92.0%
St Cuthbert's Catholic Primary School Stockton	Bishop Hogarth Catholic Education Trust	65.5%	75.9%	53.3%	66.7%	73.3%	60.0%
St Francis of Assisi CofE School Ingleby Barwick	Dales Academy Trust	73.2%	96.4%	66.7%	85.0%	75.0%	81.7%
St Gregory's Catholic Primary School	Bishop Hogarth Catholic Education Trust	70.0%	93.3%	66.7%	80.0%	86.7%	73.3%
St John The Baptist Church of England Voluntary Controlled Primary School		36.7%	66.7%	24.4%	35.6%	40.0%	51.1%
St John the Evangelist Roman Catholic Voluntary Aided Primary School	Bishop Hogarth Catholic Education Trust	85.7%	66.7%	59.1%	86.4%	77.3%	68.2%
St Joseph's Catholic Academy	Bishop Hogarth Catholic Education Trust	67.9%	85.3%	55.0%	65.0%	72.5%	70.0%
St Joseph's Roman Catholic Voluntary Aided Primary School Billingham	Bishop Hogarth Catholic Education Trust	64.0%	76.0%	64.5%	71.0%	71.0%	83.9%
St Mark's Church of England Primary School	1Excellence	83.0%	89.1%	73.9%	84.8%	82.6%	87.0%
St Mary's Church of England Primary School	Durham and Newcastle Diocesan Learning Trust	71.4%	93.8%	75.0%	91.7%	100.0%	83.3%
St Patrick's Catholic Primary School Stockton	Bishop Hogarth Catholic Education Trust	81.3%	93.8%	62.1%	82.8%	82.8%	65.5%
St Patrick's Roman Catholic Primary School Thornaby	Nicholas Postgate Catholic Academy	68.9%	88.7%	72.2%	88.9%	77.8%	85.2%
St Paul's Roman Catholic Voluntary Aided Primary School	Bishop Hogarth Catholic Education Trust	70.0%	95.2%	75.0%	78.6%	85.7%	89.3%

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St Therese of Lisieux Primary School	Nicholas Postgate Catholic Academy	80.0%	92.3%	74.2%	93.5%	77.4%	83.9%
The Glebe Primary School		67.2%	79.6%	66.7%	72.5%	76.5%	82.4%
The Links Primary School	Vision Academy Learning Trust	82.4%	100.0%	80.0%	84.0%	88.0%	84.0%
The Oak Tree Academy	Northern Education Trust	62.1%	91.3%	73.5%	76.5%	76.5%	76.5%
The Village Primary	Prince Regent Street Trust	62.5%	44.8%	60.0%	76.7%	76.7%	70.0%
Thornaby Church of England Voluntary Controlled Primary School	Dales Academy Trust	57.7%	75.7%	47.2%	64.2%	62.3%	56.6%
Tilery Primary School		51.6%	71.8%	46.2%	64.1%	51.3%	71.8%
Whinstone Primary School	Vision Academy Learning Trust	78.7%	91.8%	73.1%	75.6%	84.6%	87.2%
Whitehouse Primary School	Vision Academy Learning Trust	70.0%	78.9%	65.5%	78.2%	70.9%	74.5%
William Cassidi Church of England Aided Primary School		74.1%	84.6%	50.0%	75.0%	87.5%	56.3%
Wolviston Primary School	Prince Regent Street Trust	86.7%	86.7%	57.1%	71.4%	78.6%	64.3%
Wynyard CE Primary	Melrose Learning Trust	78.3%	88.3%	83.9%	94.6%	91.1%	92.9%
Yarm Primary School	The Enquire Learning Trust	77.1%	85.2%	69.0%	90.5%	71.4%	88.1%

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