

**ANGUS COUNCIL**

**ANGUS COUNCIL – 24 JUNE 2021**

**MONIFIETH LEARNING CAMPUS – CONSULTATION OUTCOME**

**REPORT BY KELLY MCINTOSH, DIRECTOR OF EDUCATION AND LIFELONG LEARNING**

**ABSTRACT**

This report provides an update to Council on the recent consultation exercise relating to Monifieth Learning Campus. The report highlights key themes from the consultation and makes a series of proposals to move the project forward.

**1. RECOMMENDATION(S)**

It is recommended that Council:

- (i) Notes and has regard to the outcomes of the initial consultation exercise for the Monifieth Learning Campus and the further opportunities to be provided for stakeholders to provide their views.
- (ii) Approves the inclusion of an early learning and childcare facility within the new Monifieth Learning Campus.
- (iii) Approves further consultation with the Monifieth community regarding the inclusion, or otherwise, of a relocated library within the new Monifieth Learning Campus.
- (iv) Approves the inclusion of a replacement swimming pool and sports block within the new Monifieth Learning Campus.
- (v) Approves the inclusion of an allowance of additional area to increase out of hours, non-school use of sports facilities in the future.
- (vi) Notes the feedback in relation to the potential to increase community access and how this will be considered as the design develops.
- (vii) Notes the feedback provided in relation to Active Travel opportunities and how this will be considered as the design develops.
- (viii) Approves the continued engagement with Police Scotland regarding the potential sharing of space and facilities at Monifieth Learning Campus.
- (ix) Notes that it may be necessary to reassess the project scope as the project develops to fit within the affordability envelope the Council has available should costs be higher than currently estimated or should the funding support provided from the Scottish Government differ from the levels assumed in the Council's affordability assessment.

**2. ALIGNMENT TO THE COMMUNITY PLAN / COUNCIL PLAN**

**Angus Council Community Plan**

The best start in life for children  
An enhanced, protected and enjoyed natural and built environment

**Council Plan**

Priority 1: Economy – We want Angus to be a ‘go-to’ area for businesses  
Priority 2: People – We want to maximise inclusion and reduce inequalities  
Priority 3: Place – We want our communities to be strong, resilient and led by citizens

### **3. BACKGROUND**

- 3.1 At Angus Council on 17 December 2020 ([Report 329/20](#)), Elected Members approved the recommendation to identify the replacement of Monifieth High School as the Council’s priority project for inclusion in the Scottish Government’s Learning Estate Investment Programme (LEIP). The report set out the rationale for the inclusion of the project, which includes addressing capacity issues and addressing a series of building and maintenance concerns. The report made a commitment to consult with key stakeholders in the development of plans for the replacement high school.
- 3.2 As agreed at Angus Council on 04 March 2021, an allocation of £50 million has been identified on the Capital Plan for the replacement of Monifieth High School (Reports [68/21](#) and [76/21](#) refer). Due to the early stage of the project the estimated budget is based on a cost per square metre. The budget has been agreed alongside consideration of other identified priorities within the Capital Plan and a full consideration of the long-term affordability impact for Angus Council.
- 3.3 Angus Council has received confirmation that the replacement Monifieth High School project is included within Phase 2 of the LEIP and is eligible for funding support. Angus Council must fund the upfront capital investment for this project. Scottish Government will provide revenue funding to support their proportion of the costs over a 25-year period. Full costs will be subject to a later report.
- 3.4 Informal consultation activity began in January 2021. Appendix 1 sets out the full list of stakeholders engaged with during this first phase. Initial consultation took place with internal stakeholders including Tayside Contracts, Angus Alive and relevant council departments. The public consultation phase began on 23 March 2021 and closed on 21 April 2021. Engagement with staff at Monifieth High School, young people currently attending Monifieth High School and children who may attend in the future began in April 2021. Section 4 below provides analysis of the consultation exercise. A full factual report is available at Appendix 1.

### **4. CURRENT POSITION**

#### **Reach of Consultation**

- 4.1 The project team has engaged widely with a range of stakeholders. Across the initial consultation period, a total of 833 responses have been provided, using a range of formats. The public engagement phase was publicised using the Council’s social media channels. 6,298 people were reached on Facebook, with 428 people engaging with the post and 28 shares. On Twitter the post was seen 4888 times, with 112 engagements (including sharing or clicking on links). The public consultation was also shared with all parents and carers in the Monifieth cluster using Groupcall Messenger. Monifieth High School staff also shared links via their own social media channels. Information was shared directly by email with a range of local community groups.
- 4.2 In terms of the public consultation, 470 valid online questionnaires were received. No postal responses were received. The responders can be grouped as follows:
- Parent / Carer – 58.94%
  - Community User – 44.68%
  - Other – 8.72%

Respondents were able to select multiple responses, for example to identify themselves as both a parent / carer and a community user.

The main interests of those who responded to survey can be summarised as follows:

- Monifieth High School – 63.4%
- Existing Community User – 28.09%
- Future Community User – 37.45%
- Other Interests – 2.98%

Again, respondents were able to choose more than one option.

- 4.3 The information available suggests the public consultation had sufficient reach and the responses received indicate representation from a cross-section of the local community. Opportunities for engagement will be available for all stakeholders as the project progresses.

### **Engagement with Children and Young People**

- 4.4 The key driver for the development of the Monifieth Learning Campus is the provision of an enhanced learning and teaching facility. It is good practice to engage widely when undertaking any changes to the learning estate. Meaningful consultation with children and young people who may be affected by proposed changes is a key element of this. As part of this initial consultation exercise, current and future learners for the new Monifieth Learning Campus were asked to provide their views.
- 4.5 Current Monifieth High School learners in the senior phase (S4-6) and S1 provided feedback to the project team. While many of these learners will not attend the new Monifieth Learning Campus, their experience as current users of the existing provision provides an important steer for the overall design. The consultees set out their ideas for what should be included in the Monifieth Learning Campus. Some of the suggested areas include:
- Improved physical environment including wider corridors, more windows, brighter colours and updated teaching spaces.
  - Improved physical education facilities.
  - Improved toilet and wellbeing facilities.
  - Improved social spaces.
- 4.6 The full outcome of this engagement with Monifieth High School learners can be found in Appendix 1. As the project progresses we will continue to engage with learners and involve them in the design and construction stages through the Campus Ambassador group. The Campus Ambassadors will represent the wider school roll and the extent of their involvement is being developed and led by the young people.
- 4.7 The project team also provided an opportunity for future users of Monifieth Learning Campus to give their views. Cluster primary schools were provided with a tailored consultation pack, to be delivered by class teachers. Three primary schools participated in this activity. The children participating identified what they were most looking forward to about moving to secondary school, and the things they were most nervous about. The learners also identified what they might like to see in the new Campus. These included:
- A variety of innovative learning and teaching spaces beyond traditional classrooms.
  - Good toilet and wellbeing facilities.
  - Good social spaces.
  - Opportunities for outdoor learning.

Many of the requirements identified by the primary school learners mirrored those identified by the young people currently attending Monifieth High School.

- 4.8 Further opportunities will be provided for primary school learners to be involved in the development and design of the Monifieth Learning Campus. This will include transition activities for P7 children moving to Monifieth High School and the expansion of the Campus Ambassador group referred to in 4.6.

### **Engagement with Monifieth High School Staff**

- 4.9 For the initial stage of consultation staff were asked to complete questionnaires relating to the positives and limitations of the current building, as well as opportunities for the new school. Interviews were also conducted with Principal Teachers, Support Staff and the school leadership team. All curriculum areas provided details of their vision for learning and teaching spaces within the new building. Some of key areas highlighted were:
- Connected teaching spaces with improved movement and flow.
  - Improved daylight, temperature and environmental controls.
  - A welcoming and calm school for all who attend.
  - Collaborative spaces across the school.
  - Potential use of outdoor spaces for learning and teaching.
- 4.10 Many of the areas identified by staff were also identified by the children and young people who engaged in the initial consultation. A draft accommodation schedule is being developed and all staff at the current Monifieth High School will continue to have the opportunity to shape the overall design.

## Engagement with the Community

- 4.11 As set out in Paragraph 4.2, 470 valid responses were received to the online public engagement. Consultees were asked for their views on a number of opportunities for inclusion within the new Monifieth Learning Campus. The paragraphs below set out the high-level responses to these questions and any key themes identified in the comments they provided. The summarised proposals arising from the consultation are set out in Section 5. Financial implications associated with any proposals are set out in Section 6.

### *Inclusion of Early Learning and Childcare*

- 4.12 Public consultees were asked for their views on the inclusion of an early learning and childcare (ELC) facility within Monifieth Learning Campus. There is currently demand for increased ELC provision in the Monifieth locality. The recent closure of Busy Bees has contributed further to this. The operation of any future facility could be by the local authority or a private provider. A full summary of the responses can be found at Appendix 1 (Pages 17-18).

The majority (74.7%) of those responding to the survey indicated they would support the inclusion of an ELC facility in the Monifieth Learning Campus.

- 4.13 Respondents were given the opportunity to provide comments on the proposal. Some of the areas of feedback were:
- Meeting demand for provision in the local area.
  - Consideration of traffic and travel implications.
  - Potential work experience opportunities.
  - Preference to retain separate identities for various stages of education.

Should the decision of Council be to approve the inclusion of an ELC facility within the Monifieth Learning Campus, all the feedback provided will be considered as the design stage progresses.

- 4.14 On the basis of the survey responses, and the continuing need to increase ELC provision in the Monifieth locality, it is proposed that ELC facilities are included within the design for the new Monifieth Learning Campus.

### *Potential Relocation of Monifieth Library*

- 4.15 The proposed development of Monifieth Learning Campus presents an opportunity for ANGUSALive to work with many organisations to bring shared benefits of a shared infrastructure and enhanced service delivery. A relocation of the library service within Monifieth Learning Campus has the potential to strengthen links between the school and community libraries and provide other opportunities. Public consultees were asked for their views on the potential inclusion of a relocated Monifieth Library within the new Monifieth Learning Campus. A full summary of responses can be found at Appendix 1 (Pages 19-21).

- 4.16 Of those responding to the survey, 37.23% stated that they currently use the Monifieth Library. When asked for their views on the relocation of the library and whether they would use the facility they responded as follows:
- 52 (29.71%) of 175 respondents stated Yes, I would use the library more.
  - 59 (33.71%) of 175 respondents said Yes, I would use the library the same.
  - 29 (16.57%) of 175 respondents stated Yes, but I would use the library less.
  - 34 (19.43%) of 175 respondents stated No, I would likely stop using the library.
  - 1 (0.57%) of 175 respondents did not provide a response.

- 4.17 Of those responding to the survey, 55.32% stated that they do not currently use the Monifieth Library. When asked for their views on the relocation of the library and whether they would use the facility they responded as follows:
- 102 (39.23%) of 260 respondents stated Yes, I would use the library facilities.
  - 136 (52.31%) of 260 respondents stated No, I would continue to not use the library facilities.
  - 22 (8.46%) of 260 respondents did not provide a response.

- 4.18 All respondents were given the opportunity to provide comments on the proposal. Some of the areas of feedback were:
- Preference for a centrally located library.
  - Impact on the High Street.

- Potential traffic and travel implications.
- Potential access difficulties for older people or those with disabilities.
- Interest in wider opportunities that could be available such as clubs, family groups and learning opportunities.

4.19 Taking all responses and feedback into consideration, there is not a conclusive view at this stage as to whether the library should be relocated into the Monifieth Learning Campus. The majority (63.4%) of those who currently use the library indicated they would continue to use the facility if it was relocated. A minority (39.23%) of those who do not currently use the library indicated they would begin to use a relocated facility. However, the narrative feedback provided by all respondents highlighted many potential areas that require further investigation before a decision is made. It is recommended that further consultation be undertaken with the Monifieth community with regards to this proposal, including face-to-face interaction with users who attend the library if possible. A further report will be brought before Council after the summer recess.

#### *Sports and Leisure Facilities*

4.20 The proposed development of Monifieth Learning Campus provides opportunities to expand potential future use and access of the new school facilities by community groups and clubs. The existing indoor and outdoor facilities are used by a range of groups and clubs. The accessibility of these facilities during and after school hours will be integral to how we increase community use and benefit from any new sports facilities. Monifieth High School currently has a school swimming pool. Aside from use by the school, the other main users of the facility are primary schools, Monifieth Swim Club and various other private swimming groups. The pool is no longer open for public swimming.

4.21 Public consultees were asked to provide information about whether they currently use any sports and leisure facilities at Monifieth High School and what facilities should be included in the Monifieth Learning Campus. A full summary of the responses can be found at Appendix 1 (Pages 22-25).

4.22 Respondents were asked to note their preference from three options for sports facilities to be included in the Monifieth Learning Campus. The responses were as follows:

- 210 (44.68%) of respondents stated preference of Replacement school swimming pool and sports block. This may limit the extent of other sport and community facilities.
- 167 (35.53%) of respondents stated preference of Retain, upgrade and improve the existing swimming pool and sports block.
- 16 (3.4%) of respondents stated preference of Replace the existing sports facilities with increased dry sport provision. There would no longer be a school swimming pool.
- 77 (16.38%) of respondents did not provide a response.

4.23 Respondents were also given the opportunity to provide comments on the proposal. Some of the areas of feedback were:

- Concern regarding the potential loss of a community asset (swimming pool).
- Lack of facilities compared to other parts of Angus.
- Preference for increased community access of facilities, including extended hours.
- Preference for increased range of sports provision.
- Prohibitive cost of alternative private providers.
- Impact on swimming clubs.
- Distance from home community.
- Potential traffic and travel implications.

4.24 Most respondents supported retaining the pool in some capacity, with the majority of those stating a preference for a replacement school swimming pool and sports block. This preference was also confirmed through consultation with Monifieth High School's Health Improvement staff. The narrative feedback reinforced the importance of the swimming pool as an asset for Monifieth High School and cluster primary schools, as well as for the private groups making use of facilities outside of school time. There was a clear statement of opinion that not including a swimming pool in the Monifieth Learning Campus would represent a significant loss of service for the local area. On the basis of feedback provided, it is recommended that a replacement swimming pool and sports block be included in the new Monifieth Learning Campus. The

specific sports facilities offered will be considered in more detail as the design stage progresses, with close reference to the available budgets.

- 4.25 Some of the narrative feedback provided focused on opportunities to broaden the range of sports facilities on offer and increase community access. Respondents noted the wider community benefits for health and wellbeing. Increased hours of access were identified as an important element of this. The specific extent of the facilities will be developed to accommodate the requirements of the curriculum. Further consideration can be made of increasing opportunities for 'School Lets' of these facilities by the wider community. While school access would be prioritised, this may include an opportunity for community access within school time to ensure maximum benefits can be achieved.
- 4.26 Should Elected Members agree to the inclusion of a replacement swimming pool and sports block, there is potential scope to make additional allowances within the design for increasing out of hours, non-school use of the facilities. This could include:
- Increased reception / office space to allow increased use.
  - Additional staff welfare facilities.
  - Additional storage for equipment.
  - Consideration of the location within the overall design to ensure ease of accessibility for out of hours use.

The increased accommodation above is expected to be approximately 100m<sup>2</sup>. Doing so would provide increased flexibility for future sports operations, if required. If the spaces are not required for increased community use the spaces will be available for the school to use. Operation of any future facilities would need to be determined and is not currently under consideration by Angus Council or ANGUSALive. There may be potential to explore operations led by interested partners within the community. The previously approved budget allocates £50m for a replacement Monifieth High School with increased community access. There is no allowance within the budget for community campus facilities which are additional to the education accommodation.

#### *Community Activities*

- 4.27 The existing Monifieth High School accommodates a number of activities after school hours. As part of the design of the new Monifieth Learning Campus, opportunities will be explored to increase this community use. Respondents to the survey were asked to provide information about whether they access any of the existing facilities for community use and what could be done to increase this use. A full summary of the responses can be found at Appendix 1 (Pages 26-27).
- 4.28 The majority (75.22%) of those responding to the survey do not currently use the facilities at Monifieth High School. Narrative feedback provided identified a number of key themes for further investigation as the design stage progresses:
- Interest in expanded learning and development opportunities.
  - Enhanced facilities to provide opportunities to increase participation in activities.
  - Lack of information / awareness of current opportunities for use (recognising current Covid-19 restrictions).
  - Interest in increased access to pool and sports facilities.
  - Limited hours of operation.
  - Provision of a community hall or similar to increase participation.
  - Distance from home community.
  - Potential traffic and travel implications.
- 4.29 The survey responses indicate limited community use of the existing facilities. There are clearly opportunities to expand this use in the new Monifieth Learning Campus. As well as use by the public, there is also scope to consider the use of spaces by other Council services, including community learning and development, and social work colleagues. As the design stage progresses, the project team will continue to engage with partners and the community to shape the design of these facilities. These functions would be provided within the overall area and budget allocated for the school and focus on dual use, as opposed to the creation of additional space.

#### *Active and Sustainable Travel*

- 4.30 As part of any replacement school project, it is key to consider active travel opportunities. This is particularly important when exploring opportunities to maximise use beyond being a school.

Due to the size of the catchment area, approximately 30% of young people attending Monifieth High School use school transport. This, along with existing pedestrian, cycle and public transport routes will be under consideration. Respondents to the survey were asked to provide information about how they may travel to the new facility, and any other factors to consider. A full summary of the responses can be found at Appendix 1 (Pages 28-29).

- 4.31 Respondents were asked what methods they would use to travel to the Monifieth Learning Campus. Multiple options could be selected. The responses were as follows:
- 239 (50.85%) of respondents stated Walk.
  - 128 (27.23%) of respondents stated Cycle.
  - 241 (51.28%) of respondents stated Private Vehicle.
  - 34 (7.23%) of respondents stated Public transport.
  - 14 (2.98%) of respondents stated they did not intend to use the facilities.
  - 5 (1.06%) of respondents provided another response.
- 4.32 Respondents were also given the opportunity to identify what aspects of transportation and active travel should be considered within the development. Some of the areas of feedback were:
- Enhanced and accessible public transport links, including from rural areas.
  - Safe access for cyclists and pedestrians.
  - Bike rental hubs.
  - Improved vehicle access and parking.
  - Electric vehicle charging.
- 4.33 The feedback received will be considered as the design stage progresses. The project team will continue to engage with partners and the community to determine the active travel facilities most appropriate for the school and neighbouring communities.

#### *Other Feedback*

- 4.34 Respondents to the survey were also provided with the opportunity to make any additional comments in relation to the consultation. Many used this as an opportunity to reinforce comments made elsewhere in the consultation. All the feedback gathered here has been retained and will be considered as the design stage progresses. A full summary of responses can be found at Appendix 1 (Pages 30-31).

#### **Other Consultees**

- 4.35 Project team members have also engaged with a range of other key stakeholders including the Monifieth High School Parent Council, Monifieth Community Council, ANGUSAlive, Tayside Contracts and relevant Council services. The feedback gathered at these meetings is summarised in Appendix 1 (Pages 32-35). The project team will continue to engage with these key stakeholders as the design progresses. Feedback already received will be considered and the team will continue sharing information with these stakeholders.

#### **Engagement with Police Scotland**

- 4.36 As part of the initial consultation, consideration was also given to opportunities for sharing space at the new Monifieth Learning Campus with other public bodies. As a result of the discussions Police Scotland have confirmed a desire to be included within discussions relating to the ongoing works associated with the development of Monifieth Learning Campus. This would create a Community Police facility serving Monifieth. Accommodation requirements to create this facility were provided and include:
- Dedicated Internal Police Scotland facilities including office areas, briefing space, storage, dedicated meeting room, break out facilities, server/ comms room and changing/ shower facilities.
  - Dedicated External police Scotland facilities including 2 response vehicle parking spaces, visitor parking spaces, and external police phone/ intercom for out with normal hours.
- 4.37 Opportunities have also been identified for the sharing of internal and external accommodation including:
- Staff toilet facilities;
  - Kitchen / dining facilities;
  - Access to bookable meeting / conference spaces;

- Multipurpose room (multi-faith / nursing mother etc.)
- Access to vehicle charging points;
- Access to bike storage;
- External wellbeing area.

4.38 The potential inclusion of Police Scotland in the new Monifieth Learning Campus represents an innovative new direction for Angus Council. No other school in Angus includes the co-location of public services in this way, although examples do exist elsewhere in Scotland. It is recommended that Elected Members approve the continued engagement with Police Scotland and note that final consideration of the matter will be subject to a further report.

4.39 Any additional accommodation required would be funded by Police Scotland through either an upfront capital contribution or annual revenue charges. In addition, there would be a requirement for annual service charges for revenue costs including utilities and maintenance costs. The actual costs and funding mechanism will be subject to any agreement with Police Scotland.

### **Proposed Programme**

4.40 The current proposed programme for the overall development is outlined as follows:

- Appointment of designers and Main Contractor: July 2021
- Outline design: July 2021 – January 2022
- Detailed design and Tender: February 2022 – February 2023
- Project approval and Development Agreement: February 2023 – May 2023
- Construction: (Phase 1 – new school) May 2023 – June 2025
- School building opening: August 2025
- Construction: (Phase 2 – demolition) August 2025 – June 2026

## **5. PROPOSALS**

5.1 It is proposed that Elected Members have regard to and give conscious consideration to the outcomes of the initial consultation exercise for the Monifieth Learning Campus and the further opportunities to be provided for stakeholders to provide their views.

5.2 It is proposed that Elected Members approve the inclusion of an early learning and childcare facility within the new Monifieth Learning Campus.

5.3 It is proposed that Elected Members approves further consultation with the Monifieth community regarding the inclusion, or otherwise, of a relocated library within the new Monifieth Learning Campus.

5.4 It is proposed that Elected Members approve the inclusion of a replacement swimming pool and sports block within the new Monifieth Learning Campus.

5.5 It is proposed that Elected Members approve the inclusion of an allowance of additional area to increase out of hours, non-school use of sports facilities in the future.

5.6 It is proposed that Elected Members note the feedback provided regarding the potential to increase community access and how this will be considered as the design develops.

5.7 It is proposed that Elected Members note the feedback provided in relation to Active Travel opportunities and how this will be considered as the design develops.

5.8 It is proposed that Elected Members approve the continued engagement with Police Scotland regarding the potential sharing of space and facilities at Monifieth Learning Campus.

## **6. FINANCIAL IMPLICATIONS**

6.1 An allocation of £50 million has been identified on the Capital Plan for the replacement of Monifieth High School and an assessment made of the likely funding the Council will receive as part of the project (Reports [68/21](#) and [76/21](#) refer). Further full reports on the financial implications arising from this project will be brought before Elected Members as the project



progresses and before any final decisions on the full scope of the project are made. Some specific implications arising from the proposals in this report are set out below.

- 6.2 Should the decision of Members be to approve the inclusion of Early Learning & Childcare facilities within Monifieth Learning Campus, an allowance of £500,000 exists within the Capital Plan.
- 6.3 The cost for replacement of the swimming pool and sports facilities is already included within the overall project budget.
- 6.4 If agreed by Members, the cost of creating an allowance for increasing out of hours, non-school use of sports facilities is estimated to be approximately £290,000. This cost is based on an average cost per square meter only at this stage. It is currently anticipated that this can be contained within the overall project budget due to the early stage of design development.
- 6.5 The financial implications arising from other elements of the project, including community facilities and active travel still require to be determined and will be subject to further reports.
- 6.6 Should the outcome of discussions with Police Scotland result in their inclusion in the project, detailed consideration will be required of the financing of this. Initial options have been considered and will be subject to further discussion and approval by Elected Members at a later date.
- 6.7 While the recommendations in this report regarding inclusion of specific facilities such as early years, sports, etc. have been allowed for in the project budget there is always a risk that costs based could exceed budget estimates. Should this be the case it may be necessary to reassess the project scope as the project develops to fit within the affordability envelope the Council has available. Members are reminded that the scale of this project coupled with the new Scottish Futures Trust funding model for school estate investment has meant that the project is at the limits of the Council's affordability based on the latest long term assessment set out in Report 76/21.

## **7. EQUALITY IMPACT ASSESSMENT**

- 7.1 An Equality Impact Assessment has been carried and is attached.

## **8. CONSULTATION (IF APPLICABLE)**

- 8.1 The Director of Education and Lifelong Learning, the Director of Finance, the Director of Infrastructure, the Director of Legal and Democratic Services, and the Deputy Chief Executive have been consulted in the preparation of this report.

**NOTE:** The background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) which were relied on to any material extent in preparing the above report are:

- [Report 329/20](#)
- Report [68/21](#)
- Report [76/21](#)

**REPORT AUTHORS:** Beth Reader, Manager – Support Services and Dave Smith, Manager – Capital Projects

**EMAIL DETAILS:** [childrenandlearning@angus.gov.uk](mailto:childrenandlearning@angus.gov.uk)

List of Appendices:

- Appendix 1 – Consultation Report
- Appendix 2 – Equality Impact Assessment