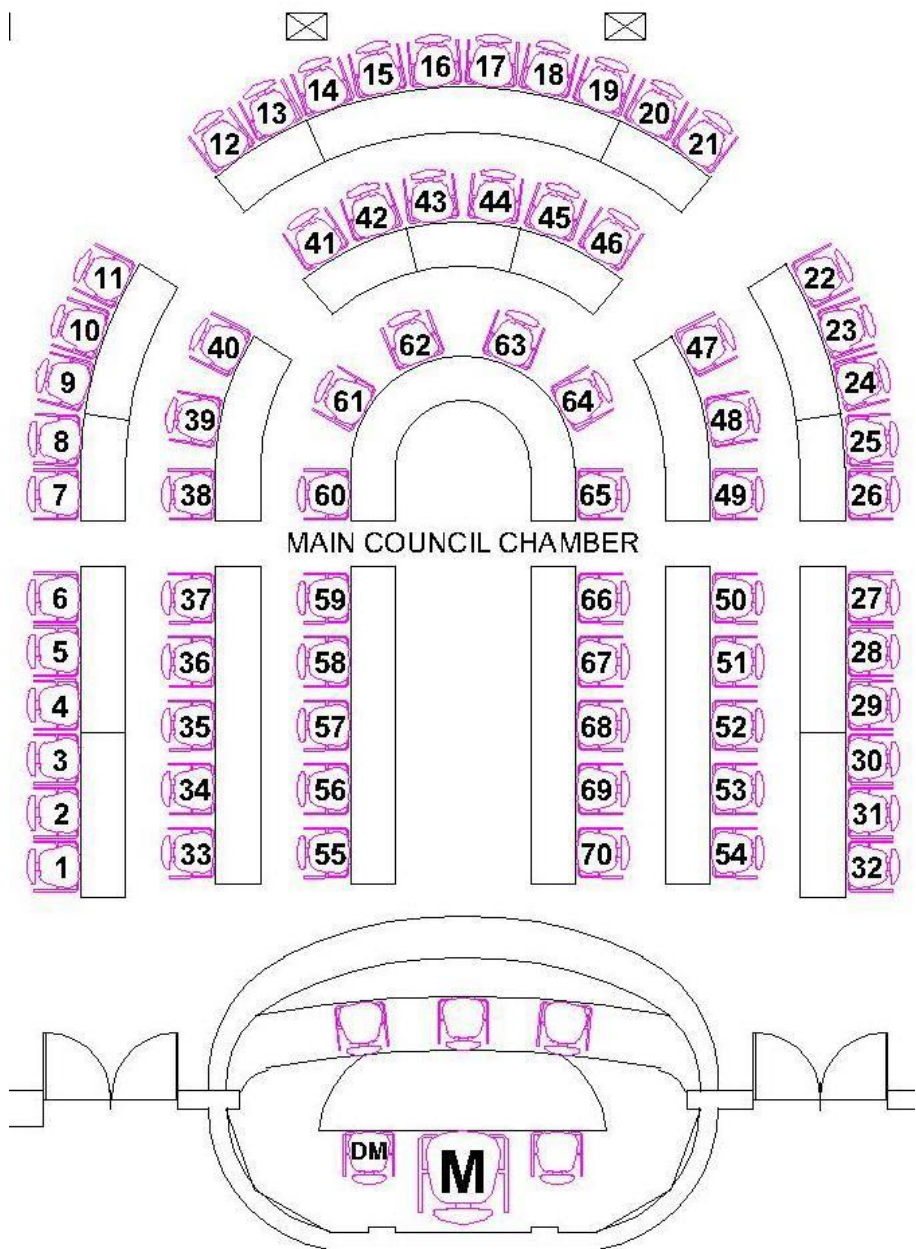




**COUNCIL  
AGENDA**  
for the meeting  
on  
12 October 2020 at  
6.30 pm

1. Callton Young
2. Joy Prince
3. Stephen Mann
4. Jamie Audsley
5. Andrew Pelling
6. Pat Clouder
7. Pat Ryan
8. Caragh Skipper
9. Mary Croos
10. Robert Canning
11. Leila Ben-Hassel
12. Bernadette Khan
13. Humayun Kabir
14. Jerry Fitzpatrick
15.
16.
17. Oni Oviri
18. Steve Hollands
19. Ian Parker
20. Michael Neal
21. Luke Clancy
22. Jan Buttinger
23. Sue Bennett
24. Jeet Bains
25. Stuart Millson
26. Andy Stranack
27. Helen Redfern
28. Simon Brew
29. Gareth Streeter
30. Margaret Bird
31. Scott Roche
32. Richard Chatterjee
33. Shafi Khan
34. David Wood
35. Nina Degrad
36. Patricia Hay-Justice
37. Louisa Woodley
38. Clive Fraser
39. Patsy Cummings
40. Sean Fitzsimons
41. Felicity Flynn
42. Jane Avis
43. Karen Jewitt
44. Chris Clark
45. Toni Letts
46. Mohammed Ali
47. Badsha Quadir
48. Robert Ward
49. Steve O'Connell
50. Helen Pollard
51. Yvette Hopley
52. Mario Creatura
53. Vidhi Mohan
54. Simon Hoar
55. Alisa Flemming



56. Hamida Ali
57. Stuart Collins
58. Alison Butler
59. Tony Newman
60. Simon Hall
61. Oliver Lewis
62. Janet Campbell
63. Manju Shahul-Hameed
64. Paul Scott
65. Stuart King
66. Tim Pollard
67. Jason Cummings
68. Lynne Hale
69. Maria Gatland
70. Jason Perry
Notes etc.
<b>M</b> – Mayor Councillor Maddie Henson
<b>DM</b> – Deputy Mayor – Sherwan Chowdhury
Please note that the numbers relate to microphone numbers.
July 2020

To: To All Members of the Council

Date: 2 October 2020

A meeting of the **COUNCIL** which you are hereby summoned to attend, will be held on **Monday, 12 October 2020** at **6.30 pm**. This meeting will be held remotely. Members of Council will be sent a link to remotely attend the meeting in due course.

**PLEASE NOTE:** Members of the public are welcome to remotely attend this meeting via the following web link: <http://webcasting.croydon.gov.uk/meetings/10752>

JACQUELINE HARRIS BAKER  
Council Solicitor and Monitoring Officer  
London Borough of Croydon  
Bernard Weatherill House  
8 Mint Walk, Croydon CR0 1EA

Annette Wiles 020 872 6000 x64877  
annette.wiles@croydon.gov.uk  
[www.croydon.gov.uk/meetings](http://www.croydon.gov.uk/meetings)  
2 October 2020

The agenda papers for all Council meetings are available on the Council website [www.croydon.gov.uk/meetings](http://www.croydon.gov.uk/meetings)

If you require any assistance, please contact officer as detailed above.

## **AGENDA – PART A**

### **1. Apologies for Absence**

To receive any apologies for absence from any Members.

### **2. Disclosure of Interests**

In accordance with the Council's Code of Conduct and the statutory provisions of the Localism Act, Members and co-opted Members of the Council are reminded that it is a requirement to register disclosable pecuniary interests (DPIs) and gifts and hospitality to the value of which exceeds £50 or multiple gifts and/or instances of hospitality with a cumulative value of £50 or more when received from a single donor within a rolling twelve month period. In addition, Members and co-opted Members are reminded that unless their disclosable pecuniary interest is registered on the register of interests or is the subject of a pending notification to the Monitoring Officer, they are required to disclose those disclosable pecuniary interests at the meeting. This should be done by completing the Disclosure of Interest form and handing it to the Democratic Services representative at the start of the meeting. The Chair will then invite Members to make their disclosure orally at the commencement of Agenda item 3. Completed disclosure forms will be provided to the Monitoring Officer for inclusion on the Register of Members' Interests.

### **3. Urgent Business (if any)**

To receive notice of any business not on the agenda which in the opinion of the Chair, by reason of special circumstances, be considered as a matter of urgency.

### **4. Announcements**

To receive Announcements, if any, from the Mayor, the Leader, Head of Paid Service and Returning Officer.

### **5. Croydon Question Time (Pages 7 - 86)**

#### **a) Public Questions (30 minutes)**

To receive questions submitted by residents in advance of the meeting.

#### **b) Leader and Cabinet Member Questions (105 minutes)**

To receive questions from Councillors.

**6. Annual Report (Pages 87 - 104)**

For Members to receive the Scrutiny and Overview Annual Report for 2019 – 2020.

**7. Governance Review implementation progress update**

For Members to receive an update on the implementation of the Governance Review.

*Report to follow.*

**8. Council Debate Motions**

To debate any motions submitted in accordance with Council Procedure Rules.

**9. Recommendation of the Appointments Committees to Council for decision (Pages 105 - 110)**

To consider the recommendation expected to be made by the Appointments Committee at its meeting on 6 October 2020 relating to the appointment to Interim Executive Director, Children, Families & Education.

**10. Exclusion of the Press and Public**

The following motion is to be moved and seconded where it is proposed to exclude the press and public from the remainder of a meeting:

“That, under Section 100A(4) of the Local Government Act, 1972, the press and public be excluded from the meeting for the following items of business on the grounds that it involves the likely disclosure of exempt information falling within those paragraphs indicated in Part 1 of Schedule 12A of the Local Government Act 1972, as amended.”

**PART B**

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<b>REPORT TO:</b>	<b>COUNCIL</b> <b>12 OCTOBER 2020</b>
<b>SUBJECT:</b>	<b>CROYDON QUESTION TIME:</b> <b>A) PUBLIC QUESTIONS</b> <b>B) LEADER AND CABINET QUESTIONS</b>
<b>LEAD OFFICER:</b>	<b>Jacqueline Harris Baker,</b> <b>Executive Director Resources and Monitoring Officer</b>
<b>WARDS:</b>	<b>ALL</b>
<b>CORPORATE PRIORITY/POLICY CONTEXT:</b> The business reports of the Leader and Cabinet are prepared in accordance with the Council Procedure Rules at Part 4A of the Constitution.	

## 1. EXECUTIVE SUMMARY

- 1.1 This report outlines the process for:
- a) public questions; and
  - b) questions to the Leader and Cabinet from Councillors.

## 2. BACKGROUND

- 2.1 Part 4A of the Constitution details the process that allows for the Leader and Cabinet Members to take oral questions. Question Time is split into two part; public questions and Councillors' questions to the Leader and Cabinet.

### Public Questions

- 2.2 Public questions can be asked of the Leader or Cabinet Members on issues of policy at the Meeting as set out within the Constitution Part 4A, Sections 3.16 – 3.20. Any questions of a purely factual or of a detailed nature that cannot be answered on the evening shall be noted and shall receive a written response within three weeks following the meeting. The responses shall be published on the Council's website.
- 2.3 Public Questions shall only be taken at Ordinary Council meetings and shall be allocated a total time of 30 minutes. This timeframe shall include both the questions and responses by the relevant Cabinet Members or Leader.
- 2.4 The Mayor has absolute discretion to decline to allow any question to be dealt with under this procedure on the grounds that it addresses matters that would be inappropriate to consider at the meeting, including where the questions being asked are repetitive or have already been addressed.

- 2.5 Following advice from the Government and Public Health England to enforce social distancing and prevent the spread of Coronavirus, it is not possible at the current time to hold public meetings in the Town Hall. The Coronavirus Act 2020 passed on 25 March 2020 and subsequent regulations have made it possible for Councils to hold virtual meetings. As a result, Members of the Public are unable to ask questions from the public gallery in the Council Chamber.
- 2.6 However, in accordance with Part 4A, paragraph 3.20(ii), the Mayor may also accept questions from Members of the Public submitted by email to the designated email address by 12 noon on the Friday prior to an ordinary Council meeting. The Mayor will put questions received by email to the Leader or the relevant Cabinet Member and, where a number of questions are received on the same subject, the Mayor may put a summary of those questions instead.

### **Leader and Cabinet Questions:**

- 2.7 This item is to enable Members to ask questions of the Leader and Cabinet on issues of policy. Any questions of a purely factual or of a detailed nature that cannot be answered on the evening shall be noted and shall receive a written response within three weeks following the meeting. The responses shall be published on the Council's website.
- 2.8 Questions which relate to a current planning or licensing matter or any matter relating to an individual or entity in respect of which that individual or entity has a right of recourse to a review or right of appeal conferred by or under any enactment shall not be permitted. In addition, questions shall not be received or responded to where they pertain to anticipated or ongoing litigation, conciliation or mediation or any employment or personnel related issues or disputes.
- 2.9 The Leader shall be the first to respond to questions under this item and the total time allocated to questions by Members to, and responses from the Leader, shall be 15 minutes. The first two minutes of the Leader's 15 minute slot may be used by the Leader to make any announcements.
- 2.10 Cabinet Members, divided up into three 'pools' of three Members each, shall thereafter respond to questions by other Members of the Council. The total time allocated to each 'pool' of Cabinet Members shall be 30 minutes. The three Cabinet Members shall each be permitted to use two minutes of this 30 minute slot to make announcements.
- 2.11 The 'pools' for this meeting will be as follows:



## Pool 1

Name	Portfolio
Oliver Lewis	Cabinet Member for Culture, Leisure & Sport
Alisa Flemming	Cabinet Member for Children, Young People & Learning
Janet Campbell	Cabinet Member for Families, Health & Social Care

## Pool 2

Name	Portfolio
Alison Butler	Deputy Leader and Cabinet Member for Homes & Gateway Services
Hamida Ali	Cabinet Member for Safer Croydon & Communities
Manju Shahul-Hameed	Cabinet Member for Economy & Jobs

## Pool 3

Name	Portfolio
Stuart Collins	Deputy Leader and Cabinet Member for Clean, Green Croydon
Stuart King/Paul Scott (job share)	Cabinet Member for Environment, Transport & Regeneration
Simon Hall	Cabinet Member for Finance & Resources

2.12 Representatives of political groups may give advance notice to the Council Solicitor by 12 noon on the Friday preceding an ordinary Council Meeting, the names of the first two Members of their respective political group that they wish the Mayor to call to ask a question of each Member of the Cabinet, including the Leader of the Council.

2.13 After those Members have been called, the Mayor will call Members that indicate they have a question, with a presumption of inviting questions from as many different Members as possible. Each Member asking a question will also be allowed to ask a supplementary question.

### 3. Cabinet Member Bulletins

3.1 The Leader of the Council and Cabinet Members may submit bulletins to be included in the Council agenda papers for this item. Bulletins may summarise the business undertaken by a Cabinet Member since the last ordinary meeting of the Council. The bulletins can be found at Appendix 1.

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**CONTACT OFFICER:**

Annette Wiles  
Senior Democratic Services and Governance Officer  
Council & Regulatory  
Ext 64877

**APPENDICES:**

Leader and Cabinet Member Bulletins



# Leader of the Council Cabinet Member Bulletin Councillor Tony Newman October 2020

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## CROYDON MOURNS FOR SERGEANT MATT RATANA

In the early hours of Friday morning on the 25<sup>th</sup> September, a tragic shooting took place where Sergeant Matt Ratana sadly lost his life. It is an absolute tragedy for a police officer to lose their life in service to our community. All our thoughts and sympathies are with his family, friends and colleagues at Croydon police.



The flag at Croydon Town Hall was lowered as a mark of respect to Sergeant Matt Ratana that Friday and a minute's silence was held outside the CVA on Friday 2<sup>nd</sup> October in remembrance.

## CROYDON ACTS FOR SUSTAINABLE FUTURE

Croydon Council is taking immediate action to meet its significant financial challenges and secure a sustainable future for the borough. Cabinet members approved a report on Monday 21st September at the Council's Cabinet meeting asking officers to urgently develop Croydon's renewal plan, which would be submitted to central government asking for its support.

Like many local authorities, Croydon Council has been badly affected by the financial consequences of the Covid-19 pandemic and the increased costs and loss of income that has created. This is on top of a decade of funding decreases from central government.

## AMBITIOUS FOR CROYDON



# Leader of the Council Cabinet Member Bulletin Councillor Tony Newman October 2020

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Croydon's plan will set out how we are taking swift and decisive action to protect priority services for our residents. Our borough is facing significant financial challenges following its 24/7 response to the Covid-19 pandemic, on top of a decade of funding decreases. We need to change the way we do things now to ensure we can continue to deliver the services on which local people depend, particularly our most vulnerable residents.

This is hugely important for Croydon and I am calling on everyone to work together to make this happen. We want our staff, residents and partners at the heart of this process and we will be listening to them throughout so that together we create a council that meets local needs in a way that is sustainable for the future.

If you want to help shape Croydon's future, send your views to: [croydonplan@croydon.gov.uk](mailto:croydonplan@croydon.gov.uk)

## **WELCOME TO OUR NEW INTERIM CHIEF EXECUTIVE OFFICER**

Following a cross-party appointments committee meeting held on the 10th September, Katherine Kerswell joins Croydon in the role of Interim Chief Executive.

Katherine comes to Croydon having most recently been the interim chief executive at Nottingham City Council, where she helped develop a new in-year budget and managed the Covid-19 response. As well as having over 15 years' experience as chief executive at several large local authorities, she was the first director general to have responsibility for civil service reform at the Cabinet Office.

Katherine brings a wealth of experience and a strong track record of delivering for local communities. She will provide clear and steady leadership to help us through our financial challenges and Covid-19 recovery, and help to set strong foundations to deliver our priorities for the future.

Katherine will work with members, officers and partners on this very challenging phase for Croydon as we look to recover from the pandemic and manage the significant impact on our finances while supporting our communities and our most vulnerable residents.

**AMBITIOUS FOR CROYDON**



# Leader of the Council Cabinet Member Bulletin Councillor Tony Newman October 2020

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## **WORKING WITH COMMUNITIES TO KEEP CROYDON SAFE**

With infection rates rising the borough's agencies are once again stepping up their response to the pandemic, with the public, private and voluntary sectors working as one strong partnership to protect and support Croydon's communities.

At a meeting of Croydon's Local Strategic Partnership which is now meeting fortnightly, leaders from the council, health services, police, business, faiths and the voluntary sector urged local communities to stay vigilant and play their part.

Although Covid-19 levels in Croydon remain lower than elsewhere in London and nationally, the numbers are rising around the country so we must all be vigilant and play our part in limiting the risk to ourselves and others. The best way we can all do that is by following government guidance on social distancing, the rule of six, regular hand washing and wearing a mask.

Since lockdown began the council has worked with colleagues in the NHS, businesses, charities and the local community in response to Covid-19, and this ongoing work is more important given this week's new government restrictions.

I want to reassure everyone in our borough that every organisation on the LSP will continue to work together and support our residents and businesses through this difficult time.

In the meantime, I know there may be many people in our borough who are unsure about what these restrictions mean for them and what they can and cannot do. Visit the NHS UK website for the latest updates on how to stay healthy and safe, and if you develop coronavirus symptoms, self-isolate and get tested as soon as possible by calling 119.



# Leader of the Council Cabinet Member Bulletin Councillor Tony Newman October 2020

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## NEW PLANS FOR TOWN CENTRE UNIVERSITY CAMPUS

One of London's leading universities has taken the next step in its bid for a new town centre campus in Croydon for students of health and social care, business and finance.

A planning application has been submitted to turn an empty Wellesley Road building into a new London South Bank University (LSBU) campus offering courses including degrees in nursing, accounting, business management and a Masters for chiropractors.

The university proposes to convert the four-storey Electric House to include a lecture theatre, classrooms and a café. For nursing students, the building would also include nursing skills suites that replicate hospital wards.



The council's vision is to deliver a Croydon Creative Campus, which would bring economic growth and more jobs while giving top-class university education opportunities through LSBU to all of our residents, including London's largest population of young people.

These plans represent another welcome step towards this goal, and it demonstrates that confidence in Croydon and our future remains high despite the economic impact of the Covid-19 pandemic across the country.

## AMBITIOUS FOR CROYDON



# Leader of the Council Cabinet Member Bulletin Councillor Tony Newman October 2020

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## COMMUNITY FOOTBALL EVENT TO UNITE AGAINST YOUTH VIOLENCE



I was delighted to attend The Palace for Life Foundation football match to unite against youth violence on Sunday 6th September. The Mayor of Croydon along with the Councils BAME Champion Cllr Patsy Cummings, Croydon Community Members and Croydon organisation such as the Met's Violence Reduction unit and Legacy Youth Zone participated to show a shared commitment of working together to ensure young people can lead safe, healthy and positive lives.

## AMBITIOUS FOR CROYDON

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# Homes & Gateway Services

## Cabinet Member Bulletin

### Councillor Alison Butler

#### October 2020

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#### LATEST NEWS

##### New council homes milestone

A topping-out ceremony was held on 10<sup>th</sup> September at a new 100% affordable block that will become council homes at council rents for 90 Croydon families when it is completed. The block is to be called Malcolm Wicks House in honour of Malcolm Wicks the late MP for Croydon North who served that community for over 20 years. As a new MP, Malcolm said, he saw his challenge as being to "bridge the gap between the pomp and circumstance of parliament and the poverty and pain in many of our communities". He remained committed to this endeavour for the rest of his life.

Next spring, local people on the borough's housing waiting list will move into the new town centre homes being built as part of the 513-home regeneration of the old Taberner House council offices and Queen's Gardens.

The new council homes are part of the Queens Quarter development and are in one of four residential blocks ranging from 13-35 storeys being built on the site.

The overall development site will provide 513 homes, of which at least 51% will be affordable either at council rents, through shared ownership or with rents set at 80% of the market rate under the London Living Rent incentive launched by the Mayor of London. Once the development is completed, the 90 council homes will receive £100,000 per unit – or £9m in total - in funding from the Greater London Authority's [Building Council Homes for Londoners](#) initiative.

The scheme will also include retail units, commercial space and major improvements to the gardens, including landscaping and a café. Providing more genuinely affordable homes for people in need is one of the council's top priorities, and this excellent development will achieve that by delivering great council homes at council rents for many Croydon families.



#### AMBITIOUS FOR CROYDON

# Homes & Gateway Services

## Cabinet Member Bulletin

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#### Longheath Gardens

A further 39 homes built by Brick By Brick on Longheath Gardens – 25 one-bed and 14 two-bed apartments. 1 beds x25 and 2 beds x14 have been handed over to Croydon residents on the council's housing waiting list.

The council purchased 24 homes as a part of the Affordable Rent programme in which the council receives £2.4m funding from the GLA's Building Council Homes for Londoners grant (BCHFL) and 15 were purchased under the council's ETA3 programme a scheme to acquire additional housing stock to meet the demand for social housing.

The first 24 homes in blocks A, B and C were handed over to the council from the developer on 4 June 2020, and all of these properties have now occupied by residents who had been on the council housing waiting in priority housing need.

The council took handover of block F on 27 August, which consists of five homes, and on 22 September block D, which has 10 homes. All of the properties in block F have been allocated to suitable households and the council's housing allocations team is in the process of selecting tenants for the homes in block F.

The new properties at Longheath were advertised on the Choice-Based Lettings site which allows residents on the council's housing waiting list to bid for advertised council and housing association properties.

In order to achieve social sustainability the council has implemented a local letting plan for this development by giving priority to council housing waiting list applicants who were already living on Longheath Gardens.

#### Sustainable heating initiative

A new trial heating system being installed in Croydon council flats that saves tenants money and helps the environment is set to expand this autumn.

In November, ground source pump systems will begin to pipe natural heat from 200 metres underground into around 40 council flats at Chertsey Crescent in New Addington, saving each household up to £300 per year on heating bills, cutting carbon emissions and helping to improve air quality.

The scheme will also involve removing existing electric storage heaters and cut enough carbon emissions per property that are equivalent to a 4,150-mile car journey. Residents will also receive new double-glazed windows and insulation.

A further 80 households at two blocks with gas heating in Broad Green and Upper Norwood are now set to receive the new renewable heating system, delivered by

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# Homes & Gateway Services

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specialists Kensa Contracting. Work on installing the individual ground source heat pumps into each flat will start at Dartmouth House in Elmwood Road in late September, and in College Green in October. The new system will go live in these blocks next spring.

Fuel poverty is an issue for people across London, including Croydon, so it's a real positive the council can offer more Croydon households this heating system with significant financial benefits.

### Council applies to renew landlord licensing scheme

The council has now submitted its application for government approval to renew the borough's landlord licensing scheme that makes sure privately-let properties meet key housing standards.

Over 48,500 properties are covered by the council's current borough-wide scheme - launched in October 2015 to ensure private landlords meet a range of housing, environmental and safety standards.

It requires all private landlords to hold a Croydon property licence and to meet certain requirements, including landlord inspections every six months, safety measures such as fire alarms, and giving tenants a proper tenancy agreement.

Under the scheme the council has resolved thousands of incidents with landlords without needing further action, inspected over 13,000 properties, served over 1,000 enforcement notices, issued 75 prohibition orders, and fined or prosecuted over 40 landlords. Successful court cases include action against a couple who let a home [without working smoke alarms](#) to a family whose son later died after a fire.

The council carried out formal public consultation between December and March on three options for a renewed scheme. The option now submitted to government would see the scheme cover the whole borough, targeting antisocial behaviour in six wards in the south and poor housing conditions in 22 wards mainly in the north and centre of the borough.

Under legislation introduced since Croydon's existing scheme came into force, final government permission is now needed for any new licensing scheme if it covers more than 20% of the private rented sector or 20% of the geographical area of a borough.

The new scheme would include an improved support service for landlords and tenants, including a tenants' welcome pack and template documents so it is easier to do inspections and safety checks.

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# Homes & Gateway Services

## Cabinet Member Bulletin

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Our landlord licensing scheme has made a positive difference to the lives of thousands of private tenants across the borough, and the proposals we've now submitted to government are about building on this crucial work for another five years. The importance of having a decent, safe and secure home has become even clearer since the pandemic lockdown, and it underlines why we need the government to approve our scheme so we can continue to raise living standards in Croydon.

#### **Rough sleeping update**

Croydon has been successful in securing £635,000 from the government's Next Steps Accommodation Programme. This funding will fund a range of interventions until March 2021 to: secure ongoing accommodation for rough sleepers accommodated during "Everyone In", provide accommodation for rough sleepers who would have ordinarily been accommodated in shared sleeping sites during the winter period, address their health needs, and, provide continued support to move onto longer term accommodation.

The Croydon Reach outreach service and a range of partner agencies continue to work with new rough sleepers to assist them from the street.

#### **Support payments for Covid-19 self-isolating workers**

Croydon residents who are struggling financially because they cannot work after being told to self-isolate can now apply for a new support fund provided by government and run by councils.

In response to a rise in Covid-19 numbers across the country, the government has made it compulsory for people to self-isolate if the NHS has told them to. This applies either because they have tested positive for Covid-19 or because they have been in close contact with someone who has.

To support those who are self-isolating and are struggling financially as a result, the new Test and Trace Support Payment scheme is for people on low incomes who are unable to work from home.

The Test and Trace support payments are a one-off, lump sum of £500 per person if they have been asked to self-isolate, and can prove they cannot work from home and are on a related benefit.

# Homes & Gateway Services

## Cabinet Member Bulletin

### Councillor Alison Butler

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For information on how to apply, visit the council webpage or call 020 8726 7000 option 2.

To be eligible for the Test and Trace Support Payment, you must:

- Have been asked to self-isolate by NHS Test and Trace
- Be employed or self-employed;
- Be unable to work from home and will lose income as a result; and
- Be currently receiving Universal Credit, Working Tax Credit, income-based Employment and Support Allowance, income-based Jobseeker's Allowance, Income Support, Housing Benefit and/or Pension Credit.
- Provide a notification from NHS Test and Trace and a unique ID number
- Provide a bank statement; and
- Proof of employment, or evidence of self-assessment returns and income
- Proof you cannot work without social contact

The scheme is set to run until January 2021 and a claim can be made for each period of self-isolation required. Payments can be backdated from 28 September.

The council is also awaiting from government details of a discretionary fund for Croydon residents who do not qualify for the Test and Trace Support Payment but need financial support to self-isolate.

If you are a Croydon resident who has been told to self-isolate but cannot work from home and will struggle financially as a result, apply either online or by phone and we will process your application as soon as possible.

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# Clean Green Croydon Cabinet Member Bulletin Councillor Stuart Collins October 2020

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## Bee Highways and Butterfly Corridors

Croydon Council is busy establishing more wildflower and bee and butterfly-friendly road verges and habitats across the borough.

Working alongside the London Wildlife Trust a number of sites have been targeted to improve the environment for wildlife and wildflowers as part of the council's Bee Highways and Butterfly Corridors campaign. At the current time two chalk banks are being created in Milne Park and scrapes to expose chalk are taking place in Falconwood Meadow and Foxley Wood. Wildflowers grow well in chalk grassland. Bradmore Green was also recently re-seeded to create a wildflower area.

There are also plans for wildflower areas in Sanderstead Recreation Ground and Higher Drive Recreation Ground, while mowing regimes are changing across the borough to ensure more wildflowers grow on road verges and so encourage a greater number of birds, butterflies and wildlife.

If any residents would like to nominate their road to be a 'wildlife friendly road' by changing the mowing regime of their road verge to encourage more wild flowers they can register their interest by emailing [biodiversity@croydon.gov.uk](mailto:biodiversity@croydon.gov.uk) Residents need to be able to commit to assist with the raking up of any cut grass and vegetation once or twice a year and seek the agreement from the majority of residents in their street.

Following the success of the Street Champions we are asking what part you can play in taking pride in our area and help maintain the beautiful wildflower verges and habitats we are setting up across Croydon. We are already an incredibly green borough but we want to do more and the creation of wildflower areas is crucial to this vision. More wildflowers means greater biodiversity and a home for more bees, butterflies, insects and birds. We are already working hard in matters such as recycling and street cleaning but allowing nature to thrive is of paramount importance as we look to the future.

The focus of creating more wildflower meadows is also part of a two-year project, funded by the People's Postcode Lottery and delivered in collaboration with the London Wildlife Trust, Butterfly Conservation and Natural History Museum called Brilliant Butterflies.

The aim is to create a 'living landscape' of chalk grassland in areas across Croydon and work with communities to create butterfly colonies in their local green spaces.



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# Clean Green Croydon Cabinet Member Bulletin Councillor Stuart Collins October 2020

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## Great British Spring Clean

Croydon Council has joined forces with Keep Britain Tidy to launch the inaugural Great British September Clean after the original Spring Clean was cancelled due to COVID-19.

The national event kicks off from Friday September 11 until Sunday 27 September and calls on residents to take pride in their areas by helping to safely dispose of litter from the borough's streets, parks and open spaces.

The event comes as Croydon's very own Street Champions volunteering initiative goes from strength to strength. Following the ease of lockdown in July, more residents have registered to join the network - bringing the current number of champions up to 487. A surge of activity saw 23 litter picks carried out in August alone.

Last year a record number of 215 volunteers across Croydon took part in clean ups, securing Croydon the title of ['Best Local Authority'](#) at the Keep Britain Tidy awards in 2019. This year, planned events include The Good Gym Croydon group litter picking Norbury Park and the Friends of Park Hill cleaning up around the water tower in the park.

During lockdown we welcomed more people than ever to our parks and open spaces and it is clear that our residents truly value and appreciate these. With the number of registered Street Champions on the rise, I'm extremely proud of how proactive and community spirited Croydon's residents are. This is exactly what the Street Champions initiative is about, and the Great British September Clean is the perfect opportunity to show how great things can happen when we all work together.

If you are interested in organising a litter pick in your area for a group of up to six people then please email [champions@croydon.gov.uk](mailto:champions@croydon.gov.uk) notifying of the location, time and date you are planning to run the event in.

Volunteers are reminded that government guidance on safety measures may be subject to change so please consider the latest advice before carrying out an event.

## Respect Your Park Campaign

Croydon Council has joined forces with residents and park users to launch a social media campaign aimed at combatting the challenges of litter dropped in our parks, after seven extra tonnes of rubbish were collected from April to June this year.

With contributions from the Friends of South Norwood Lakes, the Friends of Lloyd Park and children from Howard Primary School in south Croydon, a series of videos will explore how Croydon's parks and green spaces became a sanctuary for many during the unprecedented lockdown period. A number of the residents recalled how coming to their local open space helped their physical and mental well-being with many positive memories made.

**AMBITIOUS FOR CROYDON**





# Clean Green Croydon Cabinet Member Bulletin Councillor Stuart Collins October 2020

Nine year old Amira-Lee Henry from Howard Primary School was one of those who shared her memories of coming to Duppas Hill Park following the school closures in March. Amira-Lee said: “Me and my brother came to this park every day and we learnt to ride our bikes during lockdown. It was lovely to have the big open space.”

However, these memories are at risk of being tarnished by the excessive amounts of litter left behind by some park users. Despite the introduction of new larger caged bins to handle a rise in people visiting parks, the council’s grounds maintenance team are collecting up to 300 extra bags of rubbish a day.

During lockdown we welcomed more people than ever to our parks and open spaces and it’s fantastic that we have nature on our doorstep in Croydon. But it is also saddening that a significant minority are abusing these spaces by littering and spoiling our parks for others. There is no excuse for littering – anybody caught will be issued a £150 fine. If the bins are full, take your rubbish home.



## 50<sup>th</sup> Fly-Tipping Van Seized

Croydon Council’s crackdown on fly-tipping has seen two more vans seized, bringing the total up to 50.

Officers swooped on the parked vans on Holmesdale Road on Friday 3 July and Northwood Road on Wednesday 15 July after both vehicles were linked to fly-tips across Croydon. Footage shows the 50<sup>th</sup> vehicle reversing into a site on Harrington Road, South Norwood, and dumping rubble, tarpaulins and other rubbish before driving off. It is thought to be linked to three fly-tips across Croydon.

After a vehicle is seized the team contact the owner who has a month to respond or come forward. If they do and are responsible for fly-tipping related offences they may face an unlimited fine. If they do not come forward the vehicle will be crushed.

Don’t Mess with Croydon – Take Pride launched six years ago in an effort to clampdown on illegal fly-tipping in the borough. It has also seen hundreds of fines issued for littering and hundreds of Street Champions organise litter picks in their local communities.

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# Clean Green Croydon Cabinet Member Bulletin Councillor Stuart Collins October 2020

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If convicted by a court, fly-tippers face an unlimited fine, criminal behaviour orders, property forfeiture and - in the most serious cases - prison sentences.

Fly-tipping is an offence that blights our communities and we will always seek the strongest penalties against the criminals who carry it out. Croydon leads the way in seizing vehicles associated with fly-tipping – each one we take makes it harder for these criminals and we will keep doing everything we can to bring them to justice.

## Reporting Environmental Issues

Help us to help you by using one of the following methods to report any environmental issues that you come across;

Online at [www.croydon.gov.uk/doitonline/report-it](http://www.croydon.gov.uk/doitonline/report-it)

You can report the following online

- Issues with trees
- Issues in parks
- Issues with waste and recycling collections
- Issues with street cleansing and fly tipping

## Love Clean Streets App

Download the free Love Clean Streets smartphone app and select Croydon as your home local authority. You can now report issues to us on the go in four easy steps.

- Select the location
- Add a photo
- Choose category and add brief description
- Hit send – and you're done!

A complete list of services are available on the app.

## Using My Account

Use My Account [www.croydon.gov.uk/myaccount](http://www.croydon.gov.uk/myaccount) to check if we know about a problem and if we don't, you can either report anonymously or set up an account where you can track the progress of your report.

See My Account for a complete list of services available. You can also log an issue on someone else's behalf on My Account

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# Finance and Resources

## Cabinet Member Budget Bulletin

### Councillor Simon Hall

#### October 2020

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## Financial Position

As detailed in reports to Cabinet and the Extraordinary Council Meeting, the Council finds itself in an unprecedented financial position. Based on the August MHCLG Covid-19 return, there was an in-year financial gap of £50 million, of which £42 million relates to Covid-19.

The budget amendments approved by Full Council have identified some £28 million of in-year savings. These will need to be delivered and further in-year savings initiatives are also being worked on.

As detailed previously, we are also working with the LGA and London Councils to lobby for further funding for local government, given the estimated £1.3 billion shortfall in London and the estimated £7 billion shortfall across England.

We recognise that there is a need for a total resetting of the Council's priorities and the way it operates, whilst remaining faithful to the priorities and manifesto commitments of the administration. This is being worked up as a priority to form a Croydon Renewal Plan. As part of those works, the Council is also undertaking a strategic review of all its group entities.

Full Council has supported the formal application to MHCLG for a capitalisation direction. This is where a Council is allowed to borrow money to fund revenue shortfall and then repay that money over time. Clearly, our Croydon Renewal Plan will be a key element in their consideration of our application.

## Staffing Review

The staffing review was a massive exercise, which involved deleting over 400 positions throughout the Council.

We made clear that we wanted to protect frontline services, albeit sometimes needing them to be delivered in a different way. We also made clear that we wanted to minimise the number of compulsory redundancies. We also wanted to delete vacant posts and terminate agency contracts wherever possible. At the start of the proposals, there was still a risk of some 175 compulsory redundancies.

We extended the consultation process and the final proposals were presented to the unions on 9 September. As a result of having taking into account alternative proposals, offering targeted voluntary severance and opening up redeployment opportunities, it now appears that there will be less than 50 compulsory redundancies.

As I have said previously, one is more than we would want, so efforts are continuing to find redeployment opportunities, even though notice letters have now been issued.

**AMBITIOUS FOR CROYDON – DELIVERING FOR CROYDON**



## **Personal Protective Equipment**

The Council's PPE stock is at a healthy level and is reviewed regularly to ensure three months' stock is available at any one time.

Over the spring we bought significant quantities of PPE from the West London Alliance and the Central Buying Team continue to source and purchase best value PPE.

The Council is currently providing PPE to a wide range of internal services, including our 6 council run care homes, and supporting care providers with emergency PPE when needed. Adult Social Care providers have worked hard in recent months to establish their own PPE supply chain, in a recent survey 99% indicated that they had enough to meet their needs, as such demand for Council PPE support has fallen significantly.

Given a potential spike in Covid infections we are working closely with the care sector to direct them to a free supply of PPE, as announced in the Adult Social Care Winter Plan 2020-21, available until March 2021 through the national PPE e-portal. Providers will be required to sign up to the e-portal to access this stock, currently only 38% of care homes and 27% of domiciliary care settings have registered. We are also continuing to work with the London Resilience Forum and DHSC to source free PPE for those services who are not eligible for the national e-portal, these include children and adult social care workers, mental health community care, personal assistants, domestic violence refuges and rough sleeping services.

## **Contract Review**

The Commissioning and Procurement team have been working with various departments around the Council to see where we can make contract savings. This has resulted in savings in excess of £3 million to date.

## **Croydon Park Hotel**

The operator of Croydon Park Hotel was not able to survive the impact of Covid-19. Since its closure, we have been assessing the options. Whilst developing longer term solutions, we have decided a meanwhile use of emergency temporary accommodation. This will enable the Council to save considerable funds on emergency temporary accommodation, whilst providing high quality emergency temporary accommodation.

## **L&D Offer for Staff**

L&D are launching new virtual skills development for managers on virtual training on remote working, managing change, managing stress, coaching for managers and coaching managers style and transformational change. For all staff a new e-learning for supporting mental health is available

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# Finance and Resources

## Cabinet Member Budget Bulletin

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#### October 2020

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## NJC Pay Award

The pay award for the current year has now been agreed nationally. This involves a minimum rise of 2.75% for all staff covered by the NJC salary scales. Work is underway to implement the NJC pay award - this is the first time this will be done on the new My Resources system so testing is underway as an important audit check before implementation.

## Croydon Digital Infrastructure Toolkit – 4G Small Cells

Croydon Council has successfully become the first council in the UK to offer a non-exclusive, open access agreement for 4G small cells on street lamps. Working in partnership with Freshwave a pilot has been completed in July 2020 the first 4G small cell antennae across town centre locations including Croydon University Hospital and West Valley Hospital in East Croydon. The open access, non-exclusive approach enables Croydon to work with multiple telecoms operators and all mobile networks to bring faster and better 4G coverage for the customers of Croydon.

## Community Fibre: Full fibre to social housing

The roll out of Full Fibre to social housing assets across the borough is now well underway with more than half of the sites completed. This will be of direct benefit to our tenants, helping to reduce the digital divide, especially important at a time when families are even more dependent on the quality of internet connection, with working from home and studying.

## Digital Inclusion

The LGA funded Digital Inclusion project has continued to provide remote 1-1 digital inclusion training to residents within sheltered housing blocks in New Addington.

Digital Learner Guides providing basic digital skills to residents have been published and will soon be available via Central Library, CALAT and Age UK Croydon offices.

Croydon in partnership with Leeds Digital have recently secured some MHCLG funding to help residents that need digital skills and devices. Croydon, Leeds City Council, Age UK Croydon and TechResort will work in collaboration to create a comprehensive Digital Inclusion toolkit for the delivery of digital skills to residents.

## Digital Advertising

The Council has entered into a contract for small format bus shelters & street furniture. This will generate significant income for the Council and will enable increased advertising, including a lot more effective public messaging from the Council.

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**Councillor Paul Scott (Job Share)**  
Lead for Planning and Regeneration

**Environment, Transport  
and Regeneration  
October 2020**



**Councillor Stuart King (Job Share)**  
Lead for Environment and Transport

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## Croydon's Streetspace Improvement Programme (CSIP)

Streetspace is a London-wide initiative funded by central government largely via [Transport for London \(TfL\)](#) . That said, when central government issued its guidance;

*'The government ..... expects local authorities to make significant changes to their road layouts to give more space to cyclists and pedestrians. Such changes will help embed altered behaviours and demonstrate the positive effects of active travel. I'm pleased to see that many authorities have already begun to do this.....'*

we were amongst those local authorities that had already taken swift action in advance of calls from TfL or central government. The action we are taking is focussed on creating:

- low traffic streets
- low traffic neighbourhoods
- expanded footways in the Town Centre
- speed awareness
- cycling facilities, principally in the form of semi segregated (delineated with painted lines and vertical wands) cycle lanes and cycle parking focussed in and on the Town Centre.

[find out more about these different schemes and what is currently in place in Croydon.](#)

The most recent initiatives include a further [Low Traffic Neighbourhood in Broad Green](#) This will also create a quiet walking and cycling route into the Town Centre 'bypassing' the busiest part of London Road, and connecting cyclists using the semi-segregated installed in a part of London Road, into West Croydon/the Town Centre. We are in the process of adding to the Albert Road area low traffic neighbourhood but further interventions are dependent on central government funding.

We are required to move quickly using the temporary emergency powers given to local authorities to implement these measures. We are however, seeking feedback and listening as these temporary measures go in and will evolve and improve where we can. We will consult on each measure before making anything permanent. "The programme has been a challenging one to deliver in lockdown. These schemes are fully funded by central government and we are confident of considerable further funding from central government with which to continue to deliver with the same level of ambition for the rest of the year".



## Update on under 18s travel concessions

The proposed temporary suspension of free travel on London's transport for under-18s has been delayed until further notice. It was originally planned for the suspension to be from September 2020, which was delayed until after the October half-term. We are waiting for confirmation of a revised proposal and timescale.

The following children will remain eligible for free travel:

- Children aged 10 and under
- Children aged 11-17 who live more than two miles from their school/college
- Children aged 11-17 who live less than two miles away from their school/college if they:
  - have a social worker
  - have an Education, Health and Care Plan
  - are in alternative provision (i.e. educated in a pupil referral unit, or an alternative provision academy/free school)
  - do not have a safe walking route
  - cannot walk due to a medical condition or lack of mobility

Children turning 11 should retain free travel until they finish primary school and eligible pupils turning 18 should retain free travel until they finish school that year.

## Managing capacity and demand on public transport

Social / physical distancing requirements on public transport has resulted in a significant reduction in capacity. This is particularly challenging for children and young people who travel to school by bus, and as all year groups return to school and other educational settings. Anecdotal evidence shows that nearly half of all journeys made in the morning peak hour are made for education purpose.

We are working with schools to survey parents/carers to collect information about travel. This will include data on how pupils travelled to school before coronavirus (COVID-19); whether they intend to change their mode of travel; and, if not, what measures could persuade them to do so.

Croydon continues to promote sustainable travel options to schools. Schools should be encouraging parents/carers, staff and pupils to walk or cycle to school where it is safe and appropriate to do so.

Local authorities have been allocated funding for walking and cycling which should be prioritised on those routes most frequently used by children and young people.

### Staggering school start and finish times

Croydon has been working with schools regarding staggering school start and finish times to reduce would reduce pressure on transport services. However, this will not reduce the amount of overall teaching time.

### Dedicated school transport

Government announced funding to support a new dedicated school transport to get pupils to school in the autumn term. Local transport authorities will receive more than £40 million funding for the autumn term. This funding will help them create extra capacity and allow hundreds of thousands more students to use alternatives to public transport, while social distancing measures remain in place.

## School Streets

The Traffic Management Advisory Committee on 8th July agreed for 10 more School Streets to come into effect on 1<sup>st</sup> September 2020. The accelerated implementation, in response to the Covid-19 recovery emergency, has been a big ask of the infrastructure suppliers. In the end 4 schemes were ready for the ambitious start date, with the remainder slipping by a couple of weeks – but all 10 schemes now make a positive impact for thousands more children, parents and residents. A total of 26 schools in the borough today benefit from School Streets.

The new schemes were introduced under the experimental traffic order procedure, which allows for adjustments be made in response to any unforeseeable developments in the post-Covid traffic situation. This means that we will maintain an open consultation on each the 10 schemes until 1<sup>st</sup> March 2021.

The School Street supports the educational and information efforts of the Council's Road Safety and School Travel Planners, including their coordination with the TfL STARS and Bikeability safety training. Schools survey data indicate that the prior schemes have contributed to between 15% and 25% reduction in car use and between 23% and 65% uptake in active travel – depending on the prior local prevalence. The car use reduction helps alleviate traffic and parking pressures on the road network around the schools.

Unexpectedly, the prior schemes have also coincided with 24% to 47% switch from public transport to active travel. This is assumed to be a transferable effect, from the School Street establishing an active travel trend that indirectly influences public transport use. This can be important in context of the post-Covid public transport situation.



### Update on Queens Gardens

HCPL (Henry) have been appointed to undertake the hard and soft Landscaping works at the Queens Gardens, Croydon. These works have commenced (early September) and are to last 13 months.

The works will be completed on a sectional basis to allow areas to remain open to the public and throughout the duration of the works a pathway through the Gardens will remain open to ensure pedestrian traffic to cross the Queens Gardens as this is a highly trafficked pedestrian walkway.



#### Site Access and Traffic Management –

Pedestrian path will remain open through the duration of the works. This path will change in accordance with the sectional completion dates are noted above. In line with the Local Agreements no deliveries will be received or leave the site between 07:30 – 09:30 and after 16:30. This will ensure that during the peak hours of pedestrian footfall through the Queens Gardens there are limited interfaces with Pedestrians.

A full time Gateman will attend the Site Entrance to the Queens Gardens and when deliveries are received/ leave the site barriers will be put in place and signs advising pedestrians of the same.

The works have been split into sections to ensure the following:

- Benches and memorial plaques have been removed by Croydon, with the memorial plaques being kept safely for re-use in the wider design on a feature wall in the gardens at a later point.
- Henry have starting to undertake careful demolition, removing plants that have been agreed and protecting all of the trees that will be kept as agreed with LBC.



### Update on Local Plan

The Local Plan review is still progressing. Additional evidence has had to be undertaken as a result of changes that have occurred since the Issues and Options consultation. All of the research and drafting of the strategy has had to take place

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under the backdrop of Covid 19. However, lessons learnt such as the importance of decent homes, private amenity space and public open spaces has shown us what is really important for the Local Plan to deliver. As a 20 year plan, the Local Plan is very much part of the recovery plan after the Covid 19 situation has ended. In particular the need to tackle the climate emergency and the housing crisis will not have gone away.

In November the draft revised Local Plan will be presented to Cabinet for approval setting out how development can respond and address climate change, how our important green spaces will be protected from development, and how the homes and jobs that are needed in the borough will be provided. The consultation will take place for a 6 week period in January/February after which the representation as well as the Publication documents will be sent to the Planning Inspectorate for consideration.

We continue to discuss our emerging strategy with other Local Authorities and key organisations under the Duty to Cooperate and other stakeholders. We are also intending to have an update with resident associations prior to the Cabinet meeting.

### General Update on Major New Planning Applications

#### Electric House: London South Bank University

Planning permission has been granted for the change of use of Electric House. The scheme:

- Brings a Grade II listed building back into use which has been vacant since 2014
- Will include a deep clean of the outside of the building and will be lit at night time
- Will be used by LSBU to provide Health and Social Care, Business and Law courses
- Will have up to 50 staff and 400 students on site



#### 103-111 High Street

The LPA has received a Major Application for 103 – 11 High Street. The developer has previously presented pre-application proposals to both the Council's Place Review Panel and Planning Committee. The application proposes the demolition of existing buildings and erection of 29 storey building to provide 121 residential units and flexible commercial floorspace at ground, mezzanine, first and second floors (comprising flexible space). The scheme has been subject to public consultation and officers are in the process of considering the application.

### **Update – Wellbeing Centre in New Addington**

A multi-disciplinary design team, led by Avanti Architects, was appointed in February to lead on the plans to develop a Wellbeing Centre for **New Addington**. The team of architects, urban designers, landscape architects and planners have just completed the first stage of designing the building in consultation with the organisations and groups that will be using the building once it is completed. This has given us some concept designs that we would like to bring out for discussion with the local community and service users. We are working with our community consultation experts, Newman Francis, to determine how that can happen productively in the light of restrictions on gatherings of people at the current time.

### **Update – Timebridge Centre in New Addington**

The new centre is on track to complete with local community groups resuming their services from the end of September. The new 2-storey purpose built centre combines the Fieldway Family Centre and Food bank with the Learning Tree nursery and the youth centre. A Public Health funded Alcohol Prevention Support will also offer a service from the new centre. There are also several flexible spaces to hire within the new centre, including a multi-purpose hall, two studio spaces, conference and meeting rooms and social space.

### **South Norwood**

**Good Growth Programme** - Plans for the refurbishment of the Socco Cheta Community Centre were agreed with the community consortium in summer. The consortium has successfully secured additional funding from various funding programmes to add to the Good Growth funding to help deliver their ambitious plans. Over the summer, the works were advertised and bids are currently being evaluated. Socco Cheta is one of the five community buildings in the Good Growth Programme which form key spaces in South Norwood's community hub network. A team of consultants has been working with the organisations based in the buildings to explore the potential of the network, identifying how they currently support community activity and how they could work together in future. With the challenges facing communities as we adjust to the impact of Covid, the need for space which supports social enterprise and social infrastructure is all the more important. The resulting Community Hub Study will be explore the opportunities for collaboration between the spaces, inform the use of the Good Growth funding to increase the flexibility of the spaces and support each organisation with fresh business plans developed together with the partner organisations.

An important part of the Good Growth Programme is building the capacity of South Norwood's community network. We Love SE25, South Norwood Business Network, South Norwood Net, the Clocktower Market, All Heads Recognized and Croydon Youth Theatre Organisation are currently selecting the team they will work with to understand how the network needs to grow to support the ambitions of the Community Plan.

**High Street Heritage Action Zone** - Exciting news arrived in April, when South Norwood was confirmed as one of the 69 new High Street Heritage Action Zones selected by Historic England. This ensures that heritage will play a leading role in the regeneration programme for South Norwood, with further funding for historic buildings within the HAZ boundary area, including Stanley Halls and a comprehensive community engagement. This is a four year programme, and year one will focus on the groundwork, including the recruitment of a dedicated officer, which will be advertised soon. The High Streets HAZ Regeneration Officer will help to develop and deliver projects in the programme.

In further good news, Stanley Halls has secured a £10,000 pilot grant for the Cultural Programme which runs in parallel with the High Streets HAZ programme and is funded by DCMS. Their proposal for a live-streamed heritage action trail, which they will develop over the autumn with the community will help to address the challenges of programming activities in a post-Covid setting. We are looking forward to hearing more about their proposals soon.

### **Kenley**

The draft Kenley Community Plan (KCP) is now being updated in light of comments requested through Get Involved in the spring with the final KCP being published within the next month:

<https://www.croydon.gov.uk/planningandregeneration/regeneration/places/kenley/kenley-community-plan>

Based on the outcomes of the Community Plan consultation, we successfully secured £900k of funding from the Mayor of London's Good Growth Fund in March. Over the past few months we have been working very closely with the Greater London Authority to review and refresh our delivery plan for the Connecting Kenley programme in light of the delays caused by Covid-19. The Good Growth Fund (GGF) team at the GLA has recently agreed a revised two-stage plan aiming to deliver as many of the projects as possible outlined in our original bid. Stage 1 would focus initially on the projects we believe would have the most beneficial impact as we emerge from lockdown, can be delivered in the planned timescale and for which match-funding is secured. We are also focussing efforts to secure additional match funding, including through external bids, in order to implement the other projects in Stage 2. We are working through the details with the GGF team and aim to agree the contract by the end of September. The first meeting of Kenley Community Steering Group is being set up and is expected to be held by the end of October.

### **Thornton Heath**

**Shaping Thornton Heath** is an opportunity for the local community to contribute to a plan for the future of the high street and wider area. A dedicated website (<https://www.shapingthorntonheath.com/>) has been launched inviting the local community to imagine what a future after Covid-19 might look like for the district centre. The consultation is open until the 2nd October and the outcomes of this will help to

create a vision which will be used to influence the development of key sites that are expected to come forward in the coming years.

In partnership with Timberland's Nature Needs Heroes campaign, National Park City and Urban Growth, the Council has also installed a new community garden at the heart of Thornton Heath on **Ambassador House Forecourt**. This new space includes new lighting, planters and artwork by local artists. This is the final stage in the Nature Needs Heroes campaign that began with an event with Loyle Carner on the forecourt back in November 2019. Local residents were invited to participate in the gardening club that launched earlier this month and will grow and maintain the new community garden with monthly sessions run by social enterprise, Urban Growth.



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# Culture, Leisure and Sport Cabinet Member Bulletin Councillor Oliver Lewis October 2020

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## LATEST NEWS

### Fairfield Halls

Since August 2020, whilst Fairfield Halls (like all venues up and down the country) has been in hibernation there has been some limited cultural activity going on in the building. It is keeping Croydon's reputation for culture alive as well as supporting local organisations and artists. During August, Agudo Dance Company were rehearsing their next production, Carmen in The Recreational. This production has been co-produced by Fairfield Halls and Croydon Council. You can watch some of the footage of the rehearsals [here](#).

As of September 2020, Savvy Theatre Company, one of the resident organisations of Fairfield Halls and one of the leading inclusive theatre companies in the country, have returned to their office and studio space. They are due to start their weekly programme of Covid-19 safe workshops and rehearsals from week beginning 13 Sept.

London Mozart Players, another resident organisation, will be doing a live recording from the Concert Hall on Saturday 3 October in partnership with Scala Radio. This will be with a very limited audience, to start to prepare their audiences to return to visiting performance spaces. The event will be broadcast on 10 October.



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# Culture, Leisure and Sport Cabinet Member Bulletin Councillor Oliver Lewis October 2020

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## Culture Relief Fund

At the beginning of April, Croydon Council launched the Culture Relief Fund in response to the Covid-19 pandemic. Cultural organisations were hit early by the economic impact of the lockdown, with creative activities, theatres and other entertainment venues among the first to close their doors.

The £135,000 Cultural Relief Fund, allocated to 38 organisations over three rounds, has provided programme funding for cultural activity and also emergency funding to support cultural organisations in danger of closing as a result of the health crisis. Grants ranging from £1500 to £7500, averaging £3,401 were awarded to various organisations.

<https://www.croydon.gov.uk/community/advice/tsfunding/funding/croydon-culture-relief-fund/culture-relief-fund>

## Libraries

### Culture Relief Fund Libraries offering browsing and IT services

Five Croydon Libraries are now offering in-person browsing and IT access: Ashburton, Central, New Addington, Selsdon, and Thornton Heath. With everyone's safety as a top priority, customers will be asked to sign in and sanitise their hands, face coverings will be required, unless otherwise exempt. Visits will be time-limited, and there is no seating available for reading and studying. To keep customers safe, scheduled appointments will be required for computer sessions, and will last for 45 minutes to give time for cleaning.

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## Culture, Leisure and Sport Cabinet Member Bulletin Councillor Oliver Lewis October 2020

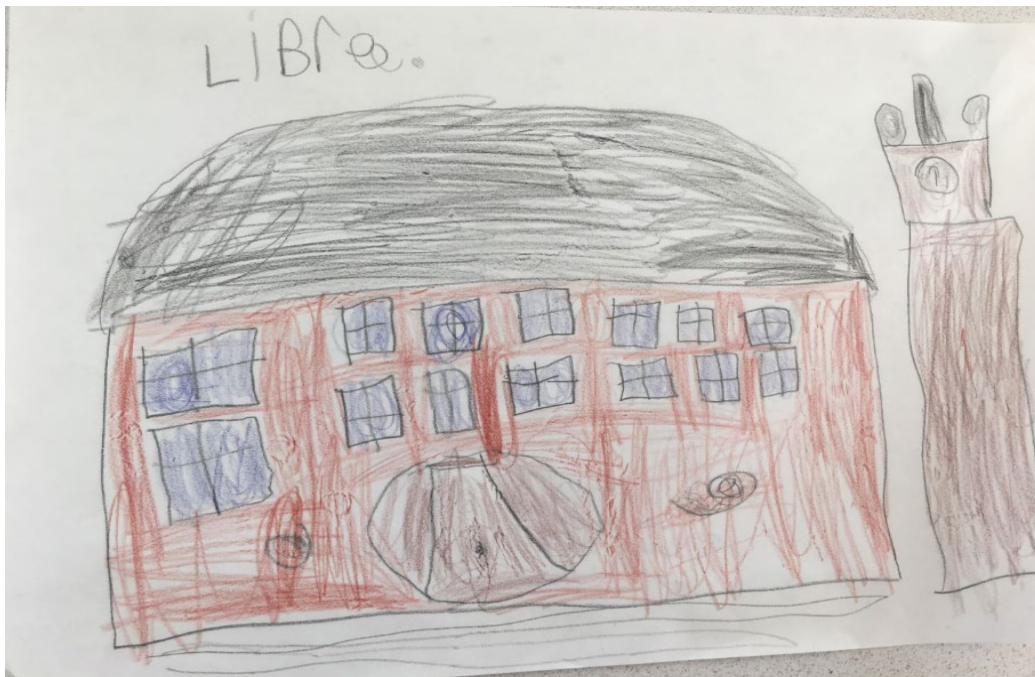
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Nine libraries continue offering Select & Collect service, allowing customers to choose desired titles online, or request books by telephone, choosing specific titles or asking libraries to choose by author/genre or age group.

Books are quarantined and provided in bags which are collected at one of these branches. Since 20<sup>th</sup> July when the service started, customers have collected over 1,000 bags with their selection of books.

Selected comments from customers:

- Very pleased to be able to browse the shelves
- I want to choose some new books for my children, they've been bored with the same books at home
- It's so nice to see you open, and it's another bit of normality in life.
- We are so delighted you can provide the select and collect service for us. We tend to go every Saturday morning to read and do crafts. We miss this a lot, so having this service helps us a ton. Thanks so much! Here's a picture my daughter drew during lockdown missing her library





# Culture, Leisure and Sport Cabinet Member Bulletin Councillor Oliver Lewis October 2020

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## Digital 24/7 Library

Since March, over 1,428 residents have joined the library online to take advantage of our free digital library. In the last 6 months, our usage statistics are up on last year:

- eBook issues +256%
- eAudio issues +173%
- eNewspapers +1,192%
- eMagazines +19%

## Home Library Service

The Home Library resumed book deliveries in late July, and have now visited the 200+ customers who find it difficult to visit the library.

## Library Activities Online and Social Media



Croydon Libraries have been using our social media accounts to engage with our audiences.

Online events were something new for us, but we were keen to share something of our regular events with our audience online. We discovered that many of our frontline library staff had wonderful creative ideas using materials that are readily available at home.

Since lockdown started Croydon Libraries have posted 24 staff produced videos on our Facebook page which reached 12,554 and had over 2000 engagements. We continue to develop our regular online events as a new. We now have 856 followers on Facebook, 1,005 followers on Instagram and 1,539 on Twitter.

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# Culture, Leisure and Sport Cabinet Member Bulletin Councillor Oliver Lewis October 2020

## Summer Reading Challenge: Silly Squad 2020



This year the Summer Reading Challenge went online with “Silly Squad,” celebrating funny books, happiness and laughter, featuring bespoke artwork from award-winning children's illustrator, Laura Ellen Anderson.

Children who joined online could choose an avatar, unlock new characters, discover games and upload badges for each book read. Croydon readers aged 4 – 11 were challenged to finish six books before mid-September.

Croydon Libraries promoted the online summer reading challenge throughout the summer, and distributed over 1,000 physical packs to children without digital access through our libraries, schools, charities, and at the Mayor's Reading Roadshow.

Virtual activities included:

- A retelling of Roald Dahl's *The Twits* by performer John Kirk
- Storytelling with local children's author included Ciara Flood who shared two of her books and crafts



- Storyteller Richard Neville held a series of creative writing workshops, A planet with Its Own Mind

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# Culture, Leisure and Sport Cabinet Member Bulletin Councillor Oliver Lewis October 2020

- Jenny Lockyer, local storyteller, was commissioned to write 2 poems inspired by the Silly Squad characters created by illustrator Laura Ellen Anderson. You can view them here <https://youtu.be/LXWLxqhZFil> Jenny's website [www.jennylockyer.co.uk/silly-squad](http://www.jennylockyer.co.uk/silly-squad) Children have the opportunity to draw pictures inspired by the poems Jenny has written.
- Croydon Libraries partnered with Bounce theatre to offer young people the chance to be part of an exciting digital art project with their workshops Imagine... Art and Things to do in a Blackout

## Silly Tales Competition

Croydon Libraries is running a Silly Tales Competition based on the Silly Squad characters created by illustrator Laura Ellen Anderson for the Summer Reading Challenge.

The Silly Squad are a crew of fun-loving animals who enjoy exploring funny books which make them happy and laugh out loud!

Children across the borough are invited to get creative and share their stories featuring some or all of the Silly Squad characters! They can write a story, poem or silly rhyme, draw a comic strip or create a short animation with toys or Lego!

For children aged 4-11 years. Send entries in to [librarycompetitions@croydon.gov.uk](mailto:librarycompetitions@croydon.gov.uk) by 30 September 2020



## Big Library Read

Croydon promoted the Big Library Read, the world's largest digital book club, featuring *The Darwin Affair* by Tim Mason.

Readers were invited to 'set up your own digital book group and join the discussion'. The book and an interview with the author were all available on Libby, by OverDrive, as well as thousands of titles, all available free with your Croydon library card!



Libby app is available for download here: <https://www.overdrive.com/apps/libby/>

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# Culture, Leisure and Sport Cabinet Member Bulletin Councillor Oliver Lewis October 2020

## The Mayor's Reading Roadshow

The Mayor's Reading Roadshow toured Croydon Parks late August, including Park Hill Recreation Ground, Grange Park, Ashburton Park and Norbury Park on Sunday 30<sup>th</sup> August.

The Mayor, Councilor Maddie Henson, invited families with young children to celebrate reading, also highlighting the early years support available from Council services and her chosen charity Home Start. Library staff enjoyed meeting parents and young children at the Roadshow, the first outreach opportunity all summer.

Local authors/storytellers shared their books: Lorna Liverpool read ***A Dance to Remember*** and Akitoye Sunday read ***Tiana Eat Up***. A highlight was the Mayor reading *The Very Hungry Caterpillar* and handing out our Summer Reading Challenge packs to the audience.

## FareShare Food distribution at New Addington Library



New Addington Library stepped in to manage the FareShare Food delivery while the New Addington Family Centre was closed.

The Fareshare van delivered 750 kilos of food to New Addington Library which was sorted on library trolleys for onward distribution by local charities to New Addington residents in need.



## Start-ups in London Libraries (British Library)



Croydon's Start-ups in London Libraries programme, funded by ERDF in partnership with the British Library Business & IP Centre, continues to run a successful online programme, and Project Champion, Sophie White, has supported many new Croydon businesses with one to one sessions and workshops.





# Culture, Leisure and Sport Cabinet Member Bulletin Councillor Oliver Lewis October 2020

One Croydon start-up, EdiBee, was highlighted as a case study by the British Library: “The additional 1:1 support that SiLL provides - in my case Sophie from Croydon, has kept me committed to keeping to key objectives and Sophie has been great in providing feedback and resources during the start-up phase.” More information here: <https://www.bl.uk/business-and-ip-centre/start-ups-in-london-libraries>

## Libraries Week (October)



Libraries week is a yearly showcase and celebration of the best that libraries have to offer: celebrating books and reading. Look out Croydon Library’s special online events. Performer John Kirk will be taking families on a story hunt, and storyteller Richard Neville hosts a creative writing workshop. More details on the library website and at [www.librariesweek.org.uk](http://www.librariesweek.org.uk)

## Celebrating Black History Month

Croydon is a diverse borough rich in culture and heritage. Our libraries aim to reflect, celebrate and highlight this diversity proudly. Our collections cover issues of race, racism, culture and history, as well as diverse authors. Do our titles reflect your culture? Discover for yourself by searching through our library catalogue and digital library. Share with us your recommended reads or any titles you feel we should add by emailing [librarycompetitions@croydon.gov.uk](mailto:librarycompetitions@croydon.gov.uk).

These titles will be reviewed and considered for purchase to enhance our library collection of diverse voices for Croydon residents.





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## Follow us on our social media pages:

Facebook [www.facebook.com/croydonlibraries](http://www.facebook.com/croydonlibraries)

Instagram [www.instagram.com/croydonlibraries](http://www.instagram.com/croydonlibraries)

Twitter [www.twitter.com/croydonlibraries](http://www.twitter.com/croydonlibraries)

Visit our website [www.croydon.gov.uk/leisure/libraries](http://www.croydon.gov.uk/leisure/libraries)

## Leisure Services

### Communication and Engagement plan

The Leisure Services team have been busy with their Communications and Engagement plan to reach and support as many of the community as possible from a health and wellbeing aspect. The team have particularly worked closely with GLL to ensure an effective communication strategy was in place developing relevant content and messaging around reopening and relaunch of services.

Furthermore, the Leisure Services team have partnered with London Sport, Sport England and local sport providers to offer support to local clubs/facilities on areas ranging from Best Covid practices at club level to government/governing body grants.

Since its launch in May, key highlights include:

- 2,226 Followers (+439)
- [1994](#) Likes
- 52,818 Total reach (+2.3k average per week)

Messaging and content for August has been centred on a number of campaigns including:

- GLL relaunch
- RAP Scheme relaunch
- National Allotments week
- National Health Week
- Cycle to Work Day

A decision was made at cabinet on 21<sup>st</sup> September that no council facilities not already open would remain closed this financial year. This put a halt to the gradual reopening of leisure facilities. Those facilities that had already reopened were those that contributed most financially to the partnership. Facilities that have not yet reopened will not reopen before the end of this financial year.

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## CEZ

Over the summer months the **CEZ** has continued to support local creative businesses adversely affected by COVID – 19. In addition to the previous £35k of CEZ funding provided to the Croydon Culture Relief Fund, a further £25,000 was established and awarded in to assist 40 creative freelancers with small grants and access to training to help them adapt their business models and access funding.

The CEZ's website, a year in the making, has now been "soft launched". The "Croydon Creative Directory" ([www.croydoncreativedirectory.com](http://www.croydoncreativedirectory.com)), provides an online home for the borough's creative business and cultural sector organisations and is geared to help them work together, access resources and promote their work – all for free.

## Croydon Music City

Despite our music ecosystem being hit hard by Covid-19 **Croydon Music City** has been working with a range of organisations throughout the summer, with the Music Industry Steering Group approving grant funding to enable a range of activities to take place. This includes, £10,000 to Croydon FM, enabling them to equip their training suite and [create the next generation of broadcasters](#), £5000 to the [Stanley Halls](#) to upgrade their audio equipment, £4000 to [South Norwood Community Festival](#) in support of their September programme and £2500 to the Mula Cake Community Hub in Thornton Heath for their podcasting facilities.

## Museum of Croydon

The Museum of Croydon has continued its virtual and interactive offer with a variety of exhibition and activities for the whole family to enjoy.

We have continued the exhibition programme 'What's Your Croydon?' with the introduction of the Queer + Croydon project, working with contemporary artist Mark Goldby who is based at Conditions to establish a queer archive in Croydon and address the historic gap in the museum and archive collections.

The project comprises of an online exhibition exploring Mark's journey through the museum, his inspirational encounters with Ray Harvey-Amer and a revisit of his exhibition Bold which took place in the Clocktower last year. Accompanying this are guest blogs exploring further into LGBT+ history and experience in Croydon and also a contemporary collecting project where you can donate to the archive.

Malti Patel of Apsara Arts and Mela Rung Producer has launched 'My Home Is My Island' an opportunity for you to share your stories and experiences during the COVID-

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19 lockdown. Stories will be selected to become part of a virtual exhibition hosted by Museum of Croydon and archived to create a snapshot of life during this period.

Following the celebrations for VE Day on 8 May, we commemorated the 75<sup>th</sup> anniversary of the end of the Second World War on 15 August as Victory in Japan Day with additional films as part of the National Lottery Heritage Fund (NLHF) supported project with Digital Drama.

Our volunteers have continued to research biographies as part of the Citizen project with the National Portrait Gallery and also transcribing our oral history collection with this role available to those based in and outside of Croydon! Our next focus will be on biographies of Mayors of Croydon.

We've been working on digital learning packs for the family to enjoy as part of our Museum from Home. Launching with our Anglo Saxon pack to coincide with the Festival of Archaeology, discover objects found around Croydon that belonged to our past residents. Look, learn and get hands on with activities from creating your own dig, naming the bones of the body to uniting the broken pieces with an ancient pot jigsaw.

Finally, we're continuing to provide access virtually to collections and answer enquiries remotely. It is important we as the Museum of Croydon respond to the ongoing pandemic but also in terms of social responsibility with regards to Black Lives Matter of which we have released a statement to stand in solidarity and in defiance of systemic racism which impacts our communities.

### **Parks and Greenspaces**

We wanted to thank everyone who participated in Croydon's park and greenspaces survey which was live throughout August and September.

Our parks and greenspaces have been an important refuge and resource for many people during the COVID-19 pandemic and because of this, we wanted to hear your views to help inform the future planning for parks and greenspaces post COVID-19.

We had over 2000 responses and the results are being analysed. However, the initial findings are as follows:

- 60% of survey respondents explored new parks and greenspaces during COVID-19 lockdown (March 2020 to date)
- 59% of survey responses value their parks and greenspaces much more than before COVID-19.



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- 85% of survey respondents would be willing to support their local park and greenspace.



## Listening to Nature with Croydon's new celebrity audio trail

The Friends of Farthing Downs and Happy Valley, in partnership with Croydon's Happy Valley Countryside Ranger, have revamped the nature trail through these delightful greenspaces.

They have updated the nature trail booklet and replaced the posts, as well as developing an exciting new celebrity audio trail. With their smart phone, visitors can scan the QR code at any of the 29 posts and listen to Joanna Lumley, Sir Tony Robinson and others explain why this area is outstanding in its nature and landscape history. (The area is so special it was declared a National Nature Reserve last year, only the 3<sup>rd</sup> in London!).



Thanks to the hard work of Dominic North, Countryside Warden, more than 16 local and national celebrities have lent their voices to bring the trail alive and make it even more accessible. The new audio trail and booklet will be launched online on 24 September as Covid-19 restrictions mean an in-situ launch is not possible.

To find out more and to get a copy of the new booklet email: [paulinepayne@btinternet.com](mailto:paulinepayne@btinternet.com) and visit <https://www.friendsoffarthingdowns.co.uk/>

The audio trail and overall trail refurbishment was kindly funded by a grant from City of London.

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### Cricket comes to Norbury Park

In partnership with The England and Wales Cricket Board, London Cricket Trust and Surrey County Cricket Club the council have been awarded a facilities grant to install an artificial cricket pitch within Norbury Park.

The Active Lifestyles team have received £40k of investment into some of our parks and open spaces to support the development of cricket in Croydon over the last two years.

The pitch at Norbury Park was installed in early September and adds to the borough's growing portfolio of outdoor cricket facilities which included the installation of three new artificial pitches in the last twelve months.

The new pitch will also provide greater accessibility and higher quality provision in the north of the borough a key ambition for cricket in the borough's Sport & Physical Activity Facilities Strategy.

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# Families, Health and Social Care

## Cabinet Member Bulletin

### Councillor Janet Campbell

#### October 2020

Welcome to my October Bulletin,

The last months have been extremely challenging for us all as we adapt to living with the COVID-19 pandemic.

My thoughts are with all the families who have lost their loved ones.

As we know, with winter approaching these challenges are not going away.

We have all become used to protecting each other against COVID, and following the guidance:

- Wash your hands (keep washing your hands regularly)
- Cover your face (wear a face covering in enclosed spaces, if you can)
- Make space (stay at least 2 metres apart - or 1 metre with a face covering or other precautions)

To protect ourselves and others even more, I encourage everyone to have the flu vaccination – you can read more in my bulletin.

Saturday 10 October is World Mental Health Day. Looking after our mental health has always been important, but it is even more important for us living the 'new normal' I am extremely proud that we are now training community first aiders to support our communities.

### Community Mental Health First Aiders

In June Croydon launched its community Mental Health First Aid (MHFA) training programme to enable 1000 local residents and people working in Croydon to become Mental Health First Aiders.



Working with the Croydon COVID19 Mutual Aid group, this initiative was developed in recognition of the impact COVID 19 was having on the emotional wellbeing of the people living and working in the Borough.

To date over 300 people have applied to the programme and over 200 hundred have been allocated places on courses. By the end of September over 100 people will have received the training.

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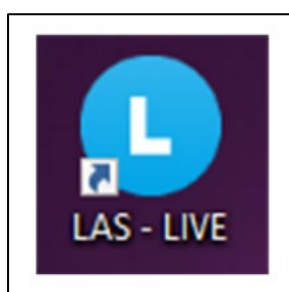
The virtual version of this training course was launched in June and Croydon was one of the first places to use it in the first week.

We are incredibly pleased to be able to support the emotional health and wellbeing of Croydon residents in these difficult times and are very grateful to all our partners for their support of the programme.

We will be advertising the second course for people interested to become Mental Health First Aid instructors soon, I will keep you updated.

Our first group of Croydon instructors will be completing their training in October and will join the Croydon MHFA instructor network supported by the Croydon Recovery model. This training has been funded by TFL as part of the Croydon Recovery model.

## **New case and financial management systems for Adult Social Care**



One of our commitments to our workforce is to ensure that they have the right tools to do their jobs.

As part of meeting this commitment on Friday 18 September Adult Social Care went live with a new case management system Liquidlogic Adults' Social Care System (LAS), and new financial management system ContrOCC.

This is the most significant digital upgrade within Adult Social Care in the last 5 years replacing the outdated previous systems. LAS and ContrOCC are used in many other Councils and provide intuitive, flexible and comprehensive functionality.

They enable the management of contacts, referrals, assessment, reablement, plans, care commissioning, personal budgets, self-funders, safeguarding, DOLS, provider management, financial management and financial assessment; all within a logical and easy to navigate workflow.

Over the past 18 months, staff from teams across many teams in Health, Wellbeing and Adults have been involved in the development of the system, working alongside a dedicated project team of partners and CDS.

This successful collaboration brought together staff with different skill sets, who, by working closely together, have delivered new case management systems that will benefit our staff, partners and residents.

The LAS system reflects fully the locality working model, giving staff greater flexibility while meeting their statutory duties.

It fully supports the Community Led Support approach, building on our resident's strengths and providing the right level of support, at the right time, and in the right place



## Active Lives – supporting adults with learning disabilities and Autism

Our Active Lives teams are continuing with the popular ‘virtual hubs’ with a comprehensive menu of activities for people to choose from. The wide range of activities include exercise, quizzes, discussion groups and Books Beyond Words and help to combat isolation by supporting adults with autism and learning disabilities to connect with their friends online.



More recently the Active lives Services have worked with colleagues in Health & Safety and Public Health to enable them to physically reopen, utilising the ‘bubble’ method of working.

Sessions happen in risk assessed Hubs where control measures can be met along with virtual sessions where people can join from their own home and in small groups in local communities - so people don't need to travel far.

The Garden Centre Volunteers have also returned in a measured way and are enjoying being part of supporting this project again.

The Active Lives team will continue monitoring the situation and adapt the offer dependent on Government and Public Health advice.

The Active lives Service was recently mentioned in the *‘Adult Social Care COVID-19 Taskforce - Self Directed Support (SDS) Advisory Group Report - Aug 2020’* and it noted *‘Good practice example - Choice: Croydon Active Lives service have connected people and have supported them to use the Microsoft Teams app to keep in touch. They have gone on to use that platform for a range of activities such as art, drama (with Brit School), Tai Chi, quizzes, exercise classes, etc.’*

The Active lives Staff were very proud of the mention.

## Act now to fend off the flu



Croydon's health chiefs are urging residents to get the flu vaccination.

Flu is an extremely serious virus, it is highly contagious and those who catch it can develop health complications which can be fatal. Each year the flu kills around 11,000 people and hospitalises thousands more, but there is an effective vaccine.

This year it's more important than ever for people at risk to get their free flu vaccine. If you're over 65, are pregnant, have a long-term health condition, or you're in a shielding household, speak to your GP or pharmacist to get the free flu vaccine.

Children aged 2-3 can get a free nasal spray at their GP. School aged children up to year 7 will be offered the vaccine at school – if you have an eligible child, please make sure they get it to help stop the spread of flu. The flu spreads from person to person – even amongst those not showing symptoms. The vaccine is the best protection for you and those around you.



- The flu vaccination is safe and effective and must be given annually.
- It cannot give you the flu.
- It does not protect you from COVID-19 or seasonal coughs and colds, but it does give protection against the strains of flu virus that will be circulating this year.

Should you still get flu after the vaccination, it is likely to be milder and not last as long. You can get advice from your GP or pharmacist and on the NHS website <https://www.nhs.uk/conditions/vaccinations/flu-influenza-vaccine/>

## Preparing for Winter

On the 22 September Guy Van Dichele, Executive Director Health Wellbeing and Adults & Matthew Kershaw, Chief Executive and Place Based Leader for Health attended the Health & Social Care Sub-Committee to update on COVID 19 planning, and services delivered across the borough by health and care services.

Their report also provides insights from the lessons learned, and how these are being used to inform planning for winter and / or a second wave of COVID 19. You can read the full report [here](#)

## The NHS is still here for you

In my last bulletin we included a piece about the importance of speaking to your GP if you have a health concern.

There have been a lot of changes put in place to keep you safe when you need services from the NHS.

Whether you are visiting your GP, accessing support for your mental health or going into a Croydon hospital for treatment or a procedure, staff want to make you feel safe & as comfortable as possible.

This is why our NHS colleagues have put in place precautions to help put your mind at ease.

You can watch [this video](#) where Dr Agnelo Fernandes, Dr Nnenna Osuji and mental health nurse Judith Vance our colleagues from mental health, Croydon University Hospital and the GP collaborative tell us the measures that are place



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I hope you find this bulletin interesting, if you would like to contact me about anything, please do so on:

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c/o Town Hall

Katharine Street

Croydon

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**Email:** [janet.campbell@croydon.gov.uk](mailto:janet.campbell@croydon.gov.uk)

Online information

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# Safer Croydon and Communities

## Cabinet Member Bulletin

### Councillor Hamida Ali

#### October 2020

## Safer Croydon

### Family Justice Centre (FJC)

#### The FJC and Multi-Agency Risk Assessment Conferences (MARAC)

**FJC**  
Care and support in Croydon for those experiencing domestic abuse

**You can make an appointment by contacting us on: 020 8688 0100**

We are open Monday, Wednesday, and Friday, 9am-5pm and Tuesday, Thursday 8am-7pm.

**CROYDON**  
www.croydon.gov.uk

The FJC plans to remain open in the face of another government instructed lockdown for f2f and telephone appointments. They currently remain open later on a Tuesday and Thursday night till 7pm and on bank holidays.

There has been a 7.4% increase in FJC enquiries during the rolling 12 months compared to the previous 12 months with a marked increase seen during May, June and July of this year.

MARAC continues to meet weekly. There has been a 16.5% increase in MARAC referrals in the rolling 12 months compared to the previous 12 months.

#### Domestic abuse incidents and offences

There has been a 15.7% increase in DA offences and a 14.9% increase in DA incidents in rolling 12 months compared to the previous 12 months.

#### IRIS GP Identification and referral to improve safety – being delivered in Croydon

London's Violence Reduction Unit (VRU) had previously announced a £1 million investment in training doctors and healthcare professionals to boost their abilities in identifying the signs of domestic violence and offering earlier help to victims.

Specialist training for doctors and GPs is currently available in 10 boroughs. The new funding will expand the programme across 17 boroughs, including Croydon, providing two dedicated domestic violence advocates per borough, with the potential to support more than two million Londoners to access support and guidance. The programme has been developed by IRISi, a social enterprise which works to improve the response to gender-based violence in the health sector, along with partner organisations.

Women using GP surgeries in London where practitioners have already been trained are six times more likely to be referred to specialist support and to have had a conversation about domestic violence with their GP. Patients at these practices also report feeling safer and more about to cope, with many reporting that they visited their GP less frequently as a result.



# Safer Croydon and Communities

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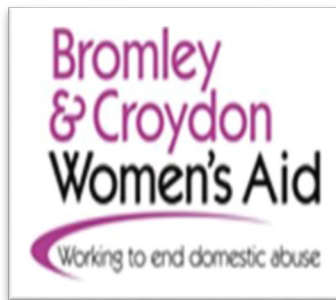
### Councillor Hamida Ali

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The project in Croydon will be managed by IRISi in partnership with providers the FJC and Bromley and Croydon Women's Aid (BCWA) for the next 12 months.

For more information about the project please contact [Ciara.goodwin@croydon.gov.uk](mailto:Ciara.goodwin@croydon.gov.uk)



### Stronger Partnerships forged between FJC and the ASB team

The FJC and Croydon's ASB team have started to work in partnership to tackle the issues of domestic abuse within the borough. A new pathway has been created which allows the ASB team to directly email the FJC into an ASB specific inbox. This will allow the team to update the FJC on any concerns with domestic abuse on their ASB caseload. This new pathway will continue to ensure that the FJC reach as many victims as possible to support and that no victim goes unheard.

In addition to this the FJC will be delivering Domestic Abuse and Sexual Violence training to the entire ASB team including upskilling the team to risk assess any victims they come across ensuring that those who meet the threshold for MARAC are referred and information is shared in a timely manner to mitigate any further risk.

Furthermore on notification of a potential brothel in Croydon the ASB team in partnership with the police and a qualified ISVA (Independent Sexual Violence Advocate) from the FJC will attend the property to manage any risk and support the women involved.

Alison Kennedy, Operations Manager from the FJC spoke about the new partnership 'This is a fantastic new approach to tackling the issues of domestic abuse, ensuring a wider reach and a more joined up community approach. Domestic abuse is a societal problem and ASB play a huge part in supporting victims in the borough to seek help'.

### The FJC supports commissioned hostels providers in Croydon

There's been an increase in domestic abuse and sexual violence (DASV) incidents in the single homeless hostels in Croydon which was highlighted during COVID19. In response to this, the FJC have placed their community IDVA's amongst the hostels to directly support any victims who are living there. This community approach to tackling violence will ensure that anyone reporting any incidents of DASV will have the full support of a qualified IDVA (Independent Domestic Abuse Advocate) who is highly skilled to recognise and respond to risk.

Additionally Alison Kennedy is now a member of the commissioning forum which ensures that providers have an opportunity to speak about any wider concerns of DASV in their hostels. Alison will also be working with area managers to update the incident reporting form to ensure it remains victim focussed and promotes the safety of the victim.



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#### National Hate Crime Awareness Week 10th - 17th Oct 2020



Croydon has joined forces with national charity Stop Hate UK to introduce a new 24-hour helpline dedicated to supporting residents affected by hate crime.

Hate crimes are when people are targeted because of their disability, gender identity, race, sexual orientation, religion, or any other form of their personal identity. Last year 24,000 Croydon residents signed Say 'No' to Hate pledges as part of the council's zero tolerance campaign.

Launched this week, the new service will give victims and witnesses in Croydon a safe and confidential space to talk about their experiences with trained staff and volunteers able to provide a non-judgemental listening ear, as well as advice on appropriate action and accessing further help. The helpline will support those affected by both hate crimes and hate incidents.

The Stop Hate helpline is open 24 hours a day, every day of the year on 0800 138 1625. The helpline is also available by text message on 07717 989 025 and by email to [talk@stophateuk.org](mailto:talk@stophateuk.org).



# Safer Croydon and Communities

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October 2020

**Report Hate Crime  
in Croydon  
to Stop Hate UK 24/7**



**Call us on: 0800 138 1625**  
or visit: [www.stophateuk.org/london-borough-of-croydon/](http://www.stophateuk.org/london-borough-of-croydon/)  
**Don't suffer in silence, we are here.**

Deaf British Sign Language (BSL) users can report using the Interpreter Now app by following the link on [www.stophateuk.org](http://www.stophateuk.org). Victims and witnesses can also chat on the web or fill in an online form by visiting [www.stophateuk.org/talk](http://www.stophateuk.org/talk).

Residents can also contact the Stop Hate UK helpline anonymously if they prefer. However, if someone does opt to give their personal details to Stop Hate UK, staff will request consent before passing on information to the police and council. Reporting cases to the police will be encouraged to help ensure that those affected by hate, in any form, are signposted to access the correct support. Where necessary, staff will assess potential dangers and vulnerability of the callers and be able to make safeguarding referrals.

There is no place for hate crime in Croydon and tackling all forms of hate crime is a priority in our Community Safety Strategy. We know that too many people tolerate hate crime as a reality of life and don't always report their experiences. We really welcome the availability of the Stop Hate UK Helpline for Croydon residents and encourage anyone experiencing any form of abuse because of who they are to come forward and seek support.

## Unlicensed Music Events (UME)

In response to the numbers of unlicensed music events (UMEs) we experienced in the borough the council established a dedicated telephone line for reports of UMEs (from 4pm on Fridays to 6am on Sundays) which was active for 5 weeks from the end of July to the first week in September.

The UME Line was set up to create a single point of contact for residents who wanted to report UMEs. This information was then directly provided to the police where they would coordinate a police presence to determine what was taking place and take the necessary action.

Jointly working with Police we were able to respond more quickly to reports of events and as a result the police were able to close events more quickly than they had been able to previously and on many occasions events were cancelled altogether.

Enforcement – Community Protection Notice Warnings (CPNWs) were prepared to be issued to DJs, organisers and businesses linked to UME. A CPNW was issued to the one business who was supplying power to the music system in a park.





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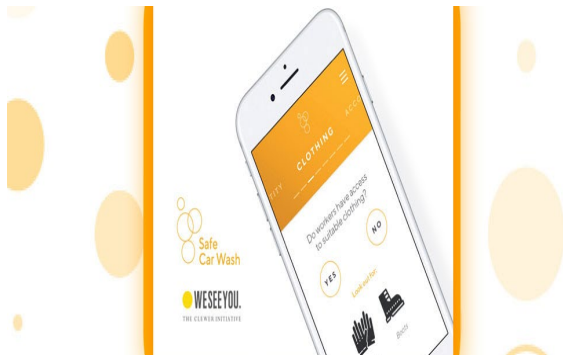
#### October 2020

## Training for NSO's - Small Steps

Small Steps provided training to the areas Neighbourhood Safety Officers. The session supported the team to understand the signs of far-right activity and the ability to spot any signs in the local community to build greater resilience to far-right extremism.

## Modern Day Slavery – Car Wash

### Partnership within the Croydon Borough



As the Council has made a pledge to eradicate modern slavery within the borough, an operation was led in August 2020 by the GLAA to check and interview individuals at three specific addresses.

The purpose of the operation was more concerned with the welfare of the individuals and not enforcement.

The addresses of interest were based in South Croydon, Thornton Heath and New Addington and the EHO conducted their health and safety checks at each of the sites.

All addresses were checked for tenure and further visits will be made at later dates to follow up on living conditions and licencing issues plus referral to other agencies, if necessary.

The operation had a great response from teams across the partnerships including Gangmasters and Labour Abuse Authority, the ASB Team, the Environmental Health Team, local policing, Neighbourhood Safety Officers, FJC and the MET Police Modern Day Slavery

## Resilience: COVID 19 – Emergency Response

### Emergency response to COVID-19

The Corporate Resilience Team have been supporting the Council's response to the COVID-19 pandemic, whilst still maintaining the ability to respond to other local emergencies (for example fires or flooding) that take place within the borough in a COVID-19 safe way.

Early on they were involved in setting up the emergency response structure, and ran the Borough Emergency Control Centre (BECC) to support the operational response to the pandemic (e.g. supporting shielding residents, sourcing PPE, etc.).

They coordinated and shared information and situation reports (SitReps) regularly to all Council responders to ensure they have up-to-date information, as well as reporting to the pan-London



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structures to support the London-wide response. This was all with the added challenge of operating completely virtually!

## Licensing and Trading Standards

### New Pavement Licence

The Council have recently successfully introduced the new temporary 'pavement licence' facility under the Business and Planning Act 2020 to enable businesses like café's, restaurants and pubs to place tables and chairs outside their premises for their customers to use. Prior to this new 'Act' becoming law, the Council had been assisting businesses to obtain temporary street trading licenses to enable them to put tables and chairs outside. These measures have helped stimulate business and assist with social distancing, as customer numbers permitted inside premises are still restricted.

### Fraud Network Sentenced after Croydon – Led Investigation

Six people involved in duping vulnerable homeowners out of £400,700 for bogus roof repairs have been sentenced in a Croydon Council prosecution working with National Trading Standards.

Between March 2016 and June 2017 fraudsters visited 19 victims aged 60 to 92, from Croydon and Greenwich to Hertfordshire and Southampton, and pressured them into expensive roof repairs that were either completely unnecessary, done badly or not done at all.

A common tactic involved telling the victim they had noticed roof damage while doing work for a neighbour. After the money was paid by cash, cheque or electronic transfer, the fraudsters then used a network of contacts to launder the money via different bank accounts.

One victim in his seventies, from Lee in south-east London, paid £12,250 on 7 March 2016 for roof and windows work that an expert witness later found was worth £28.



In July 2016, a couple in their seventies from South Norwood in Croydon were persuaded to agree to roof and guttering work for £14,200 – the actual value was later found to be £1,324. A neighbour of theirs in his eighties ultimately paid £39,560 for a roof job worth £650. Other victims



# Safer Croydon and Communities

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included a Stevenage man in his nineties who paid £20,250, and a Southampton victim who paid £26,350 for work that a chartered surveyor later found had no value.

The investigation began when a Croydon Council trading standards officer discovered the South Norwood doorstep frauds. He then found a Greenwich woman paid £22,000 to a company he was investigating. This led to police arrests and trading standards officers examining mobiles and bank records.

At Croydon Crown Court on Thursday 10 September, six people were either jailed, given suspended sentences, ordered to pay financial penalties or given community orders after convictions at earlier hearings.

These were sickening crimes that preyed on older and vulnerable people and left them thousands of pounds out of pocket. Thanks to a superb investigation led by our trading standards team alongside national colleagues, these criminals have been stopped from defrauding even more people.

## Communities

### Black History Month



Black History Month is an important time in Croydon's calendar to learn about and celebrate the inspirational Black people, places and heritage that influence and have influenced us here in Croydon and further afield. This year's theme: 'Learning from our past to create an equal future' – particularly given what we've all witnessed this year – highlights how much further we have to go to ensure that our collective understanding of our history truly reflects all of us – all year round and not just in October.

Tributes to Black heroes through the ages and a celebration of African heritage and music are part of October's Black History Month. The month-long programme started with an event run by Croydon BME Forum on Thursday 01<sup>st</sup> October, with music, comedy and a tribute to local key workers.



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Celebrating the Black Lives Matter movement and local key workers who have supported their community during Covid-19 is also part of the events, which are being held online this year due to the pandemic.

The programme includes children's workshops on great Black leaders such as Ignatius Sancho, a British writer, composer and abolitionist born around 1729 who was the first known person of African descent to vote in a British general election. There is also a celebration of South Norwood's own 19th and 20th century composer Samuel Coleridge Taylor, Chineke Youth Orchestra that competed on Britain's Got Talent in 2020, a tour of historic African artefacts at the British Museum and a workshop on exploring your Caribbean family tree.

There are also films of Windrush memories, a month-long photo exhibition of Black British heroes past and present at the Wellness Centre on the second floor of The Whitgift Centre, plus Afro Beat dance classes, health sessions, music quizzes, film analysis and healthy cookery courses. For more information on this year's events in Croydon, visit the [Croydon BME Forum website](#).

Deep gratitude and congratulations to everyone involved, including the Croydon BME Forum, in curating another important programme.

## Rent Subsidy for VCS Organisations



When we consulted the Voluntary and Community Sector last year, to help us develop a new VCS Strategy, the availability of affordable premises was identified as a major challenge. There was a desire for greater transparency about how and why some organisations are awarded financial support, such as Rent Subsidy, when many others do not. The view was that support is allocated on a historical basis, rather than through a fair process that offers all organisations an equal opportunity to apply. In response to this, the Council pledged to develop clear criteria.

Subsequently, a new applications process was developed and we invited all eligible VCS organisations to apply. We have just completed the assessment of applications and this has resulted in 21 organisations being awarded a total of £243k per annum for the next 3 years. Many of these are first time recipients of Rent Subsidy and this money will help them deliver valuable services to the people of Croydon.

## Equality and Diversity

### Equality Strategy

The Council is currently in the process of developing an Equality Strategy for the Borough. The process will also consist of reviewing and refreshing its current Equality objectives. Consultation for the strategy ended at midnight 20th September.



# Safer Croydon and Communities

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Consultation has consisted of online focus groups 31 workshops, one-to-one telephone interviews and an online survey 168 responses – with a total number of 242 participants.

The strategy is scheduled to go to cabinet in November. Please find below timeline for taking the strategy to cabinet

Activity	Key Dates
Scrutiny & Overview Committee	13th Oct
Cabinet	16th Nov
Full Council	30th Nov

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## **LATEST NEWS**

### **Grants for Businesses**



#### **Discretionary Grants**

597 Croydon businesses that were impacted by the coronavirus have received financial support through Croydon Councils discretionary grant totalling £2,868,500.

Small businesses in Croydon applied for grants of £1,000, £2,500, £5,000, £10,000 and £25,000. The grant totals have been deliberately set to ensure as many Croydon businesses as possible can benefit from the funding available at this crucial time. Putting essential financial support at the heart of the local economy in a three stage process.

To be eligible businesses had to have been trading on 11 March; employ less than 50 employees; be able to demonstrate a significant fall in income or financial impact; show they had fixed property costs related to occupying a property or workspace either fully or partially; and must not have been in receipt of any coronavirus specific grants. Croydon Council provided support to Croydon businesses throughout the process, supporting them to provide the evidence needed to ensure that the funding was quickly and efficiently distributed to the heart of Croydon's business community.

As a Council we understand the challenges our small businesses are facing and the need for financial support to be delivered quickly. It was imperative that we followed the guidelines of government and ensure that processes that were in place protected the funding from fraudulent claims but we were keen to ensure that this was done in a mindful proactive way. With this in mind the Economic Development Team worked side by side with applicants to understand their businesses and supported evidence gathering.

Applications are now closed and funding has all been allocated.



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## Small Business Grants & Retail Leisure & Hospitality Grants



Croydon Council's Rate Team continue to support local businesses.

In total 3,944 business grants have been distributed with a value of £52,740,000, making it 99.1% of all businesses that qualified within Croydon. The grant scheme only announced in March formed part of the government's support package to ease financial difficulties for businesses, and the council is making the payments on their behalf.

There are two grants available as part of the support package. All small businesses in Croydon that are in receipt of small business rate relief or rural rate relief, will receive small business grant funding of £10,000. Meanwhile, retail, hospitality and leisure businesses across the borough, with rateable value between £15,000 and £51,000 will receive grant funding of £25,000.

The verification process is now closed and grants were processed until the 30<sup>th</sup> September 2020.

## Support Available for Our Businesses

### Brexit Hub

At this critical time for our businesses we know that businesses are unsure about how they can be best prepared for the impact of the end of the transition period.

The UK has left the EU, and there is a transition period until the end of 2020 while the UK and EU negotiate additional arrangements. During the transition period, current rules on trade, travel and business for the UK and EU will continue to apply.

To support businesses, the London Growth Hub and the Mayor of London have launched a new online portal. It brings together key resources from a range of partners to help your business understand and prepare for the end of the transition period. To access **CLICK HERE**.



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London Chamber of Commerce (LCCI) also has new EU Exit Hub. This will provide support to supply chains, services and contracts which could be impacted from 1 January 2021, even for businesses who do not trade with or do business in the EU. A new UK immigration system will be introduced as part of these changes. The website is being kept up to date with information and links to official guidance on regulation changes, staff employment, trading in goods and services, and business travel. To access **CLICK HERE** .

### Grants

I am pleased to announce that £20 million of new MHCLG funding is available to help smaller businesses recover from the effects of the coronavirus pandemic.

Delivered in Croydon through the **London Growth Hub**, the **Restart and Renew SME Grants** are aimed at all sectors except tourism (separate Kick-Start Tourism grant) with fewer than 250 employees. Businesses can apply for grants between £1000 and £3000 (up to £5000 in exceptional circumstances), towards professional services, to help them adapt during the COVID-19 pandemic or to purchase new equipment. For further detail visit the growth hub <https://www.growthhub.london/>

**Coast to Capital** has also launched a new £2.1 million grant scheme, **Business Recovery Grants**, to provide businesses in the Coast to Capital area with a cash injection of between £10,000 and £170,000. The programme is open to Croydon businesses and will provide up to 50% of an expansion project for organisations that can demonstrate a clear link to COVID-19 recovery and growth. The scheme is not only about boosting the local economy but increasing job creation and retention and social value. For further information visit <https://www.coast2capital.org.uk/business-recovery-grants>

### Mayor of London's - Back to Business Fund

The Mayor's £1m Back to Business Fund will offer up to £5,000 in match funding to small and independent businesses through the Pay It Forward London crowdfunding platform.

How it works:

Step 1 - Start crowdfunding for your business to begin raising money from the public

Step 2 - Reach 25% of your campaign target, you could become eligible for the Mayor's match funding

Step 3 - Receive up to £5,000 in match funding to help you reach your total crowdfunding target

Find out more and register your **interest here**.

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### Renewal Board and Employment and Skills workshop

As part of the work of our proactive approach to recovery we've been working with some of the borough's key employment and skills partners to develop proposals which will help Croydon to address the economic challenges it faces.

Partners have come together to focus on some key priorities for the borough and over 3 workshop sessions we've worked to map provision, identify potential funding, identify need and create new strategies to ensure that our residents are well supported in difficult circumstances.

We will take these forward as actions in the coming weeks and ensure that these are guided by our some key principles. That entrepreneurial spirit that Croydon is known for - helping sustain and encourage business start-ups. We want to encourage people, not only to shop local but to employ local and work local.

In particular, we want to ensure that residents have access to good advice, including raising aspiration, which will enable them to make good career choices. That we are pushing the boundaries in terms of future jobs, including tech, digital and green, by setting Croydon apart in terms of inward investment.

I am excited to take on this challenge and to work with our partners to deliver a renewed offer to residents.

### Shop Local Love Croydon



Working with a variety of partners I am pleased to highlight the success of the Eat Out to Help Out scheme that supported so many of our local restaurants. Now that the scheme is finished we look to work with our partners to drive initiatives that support our local businesses. One of our key areas of focus at the moment is our "Shop Local Love Croydon" campaign that celebrates our high street businesses. Keep an eye on our social media for some interesting great case showcase pieces on our innovative businesses.



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## Innovative partnership helping young ex-offenders

Croydon has become the first London borough to join with an award-winning social enterprise that helps ex-offenders into work.

Over the next three-and-a-half years the council and employers within the borough will partner with The Skill Mill to help vulnerable young people break the cycle of re-offending and gain work experience.

In groups of four at a time the youngsters will take part in an intensive six-month work programme of paid work that will result in a nationally-recognised qualification and the opportunity to progress into further employment or training.



Employers include Balfour Beatty, Kier Construction, Thames Water and the council's own jobs brokerage service Croydon Works and the young people – aged between 16 and 18 – will be involved in environmental and site maintenance jobs including park and garden preservation.

David Parks is The Skill Mill's managing director and started the social enterprise in Newcastle six-and-a-half years ago.

He said: "We mostly work in the north and so it's fantastic this partnership with Croydon has come about. The Skill Mill focuses on some of the most challenging young people who otherwise wouldn't have the chance to be taken out of that cycle of violence. Just 12% of the kids who come through the programme re-offend compared with the national average of 43%. We are trailblazers and no-one else is exclusively employing young people who are ex-offenders."

All of the young people involved in the programme live in the borough and this week the first cohort began their six months of work, starting with garden maintenance.

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**Croydon Works**



Croydon Works continues to work hard for residents across the borough, collaborating closely with internal departments, LBC contractors and wider employers.

Working closely with CALAT to provide pre-employment support, I'm delighted our residents are able to have such an excellent service.

TARGET	FY 2020/21
	Actual
JOB OUTCOMES VERIFIED	82
TRAINING OUTCOMES	100
EMPLOYERS ENGAGED	23
RESIDENTS ENGAGED	463

**Croydon are honoured for their '100 in 100' campaign**



We received fantastic news this month that our hugely successful apprenticeship programme won two out of the five categories in this year's London Borough Apprenticeship Awards with runner up status in a third category.

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Huge congratulations to Nazifa Chowdhury from the council's financial department winning the 'Best progression by an apprentice' award.

Twenty-year-old Nazifa (pictured above) was up against an "outstanding" field of nominees in her section. But judges were impressed by her hard work and the fact she has become a great ambassador for apprenticeships, delivering numerous presentations and constantly encouraging new apprentices.

Overall the Council won 'Best work with the supply chain and local businesses to create new apprenticeships' for the 100 in 100 campaign which was part of the council's award-winning Choose Your Future Campaign.

The Choose Your Future Campaign is all about helping young people build successful futures and our awards success proves we are at the forefront in equipping residents with hands-on training to help their careers.

David Osbourne was also runner up in the 'Best mentor' category and only narrowly missed out on a win.

We are extremely proud and grateful to all of our partners who drove this campaign and delivered positive outcomes for our residents. To our economic development team for delivering the campaign, to all of our training providers, employers and managers for creating opportunities and most of all, to all of our wonderful new apprentices embarking on their new careers in such a huge variety of industries.

I am so proud of our achievement and the legacy that it has left through the Croydon Apprenticeship Academy.

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# Children, Young People and Learning Cabinet Member Bulletin Councillor Alisa Flemming October 2020

## LATEST NEWS

### GCSE & A Level Results

This has been one of the most unsettling periods for pupils and their access to education in recent times. It is likely that pupils currently in years 11 and 13 will as a result of the impact of COVID, be closely monitored over the coming years. In Croydon we are pleased that pupils continued to work hard with their teachers during lockdown despite the difficulties that working from home posed for some students. Many of the students achieved the Centre Assessed Grades that were moderated and thought through by schools.



The National Government are not requesting that any school outcomes for exams be published this year, nor will OFSTED be looking at them. Our results were strong and in line with previous years and I am proud of our young people, teachers and carers for all that has been achieved.

Contact Officer: [Michael.McKeaveney@croydon.gov.uk](mailto:Michael.McKeaveney@croydon.gov.uk)

### Steps to Success

On GCSE results day, the Virtual School, Croydon Works, the Economic Growth team and the Post 16 Participation & Not in Employment Education or Training teams came together to host the Steps to Success event in Croydon town centre.

The aim of the event was to enable anyone aged 16yrs+ navigating their next steps after taking their exams, currently not in employment, education or training (NEET), or whose employment has been impacted by the COVID pandemic, to meet and engage directly with local training and education providers to discuss their current opportunities.



In order to ensure that the team adhered to COVID guidelines, the event was on a smaller scale than in previous years with 12 local providers in attendance. This was supplemented with a week long programme of virtual events. Despite the reduced presence, there was still considerable public footfall and the providers were delighted about the range of people they were able to engage with.

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The success of the event and feedback signifies the importance of brokering contact between Croydon residents, our partners and our own services.

For any additional information on this update please contact: [Jo.Jack@croydon.gov.uk](mailto:Jo.Jack@croydon.gov.uk)

## Covid-19 & How Schools Supported Children & Young People

Despite all the challenges of lockdown. Croydon schools remained open throughout and continued to support our children, young people and families. Our Schools used flexible arrangements to encourage children into school – some offered morning or afternoon sessions; not the whole week and/or offering respite care (especially for children who were finding lockdown hard). Close partnership working with parents was provided to deliver a very short initial taster visit for any anxious children or young people who in turn then went on to stay for a whole session. School leaders and teachers who know their children very well, also worked hard to negotiate which days particular children attended school to support friendship groups amongst students and sometimes according to an attachment to a certain member of staff and when they are on the rota to be in school. Schools also offered short sessions to single-parent families so that parents were able to shop for vital groceries and household items (especially where supermarkets would not allow children into the stores).

Learning packs or learning platforms were modified to take account of pupils with additional needs. Sometimes differentiation was extensive and for children with EHC plans, personalised. SENDCo checked this provision was in place for all who needed it. Learning packs with home language instructions were also created. Many schools created videos and step by step instructions to help parents deliver home learning. Schools also offered remote Speech and language sessions for pupils, or session times where parents/carers can ring the speech and language practitioner for advice and also negotiated the opening of their sensory rooms for short periods for children with significant learning disabilities or the use of their outdoor estate where necessary.

Parents praised our schools for offering printed home learning packs to be delivered or collected. This was particularly vital where families had limited or no access to internet/devices. Schools and colleges also checked which families required devices to support access to online learning, not only where they had no access but being sensitive to demands on larger families and/or where parents are working from home. There was also follow-up by providing families with a device where needed and these being cleaned and checked for anti-virus software before delivery.

A significant number of schools supported well-being and literacy through staff reading stories to children (all staff contributing to the reading of a picture book, a member of staff reading a chapter each day from a longer book, sharing poems with children) on

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virtual platforms and Twitter Schools also used learning platforms, and use of Twitter, with warm and reassuring messages for all.

For any additional information on this update please contact [Michael.McKeaveney@croydon.gov.uk](mailto:Michael.McKeaveney@croydon.gov.uk)

## Covid-19 and preparation for return to school in September 2020

At the beginning of September 2020 and in preparation for September re-opening, Schools and colleges began to prepare, to welcome students back on a fulltime basis to nurseries, schools, colleges and university.

Throughout the Covid-19 Lockdown phase of the pandemic, the Education Directorate supported educational leaders from an organisational, strategic and pastoral starting point.

In July 2020, towards the end of the Summer Term, weekly contact with Head teachers from School Effectiveness Partners took place. This was to feedback on anxieties of school leadership teams around re-opening. These focused around child and adult Covid Safety and routines that could be established. This intelligence was then discussed at a weekly Officers' & Advisers' meeting where support plans were devised and enacted. A toolkit for transition to September was published in July and was based on the Government Guidance that was published at the time. This toolkit was produced by the Learning Access team in the Education Directorate and included a checklist of activities, risk assessment guidance and also set out the offer of support that the Directorate could provide over the coming months. Head teachers were briefed on this throughout July in virtual Locality Meetings. Chairs of Governors were briefed by the Interim Head of Standards, Safeguarding and Inclusion on 16 July 2020 and concerns from Governors noted. It was agreed that all Governing Bodies would approve the re-opening plans of their schools. Summaries of these plans were then submitted to the Education Directorate.

Our schools have taken a contextual approach to their opening, finding ways of securing bubble integrity and also in supporting staff as they return to schools. They are working closely with the Education Directorate and Public Health England on testing any suspected cases. While we cannot guarantee that there will not be another outbreak, either locally or nationally, we are doing all we can to meet Government Guidance. We ask that local communities check their local school websites for specific news and updates. Throughout this term we will be tracking attendance, safeguarding and supporting pupils in overcoming any adverse lockdown experiences.

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For any additional information on this update please contact:  
[Michael.McKeaveney@croydon.gov.uk](mailto:Michael.McKeaveney@croydon.gov.uk)

## Healthy Eating in Croydon Schools

Local schools have worked hard throughout the coronavirus pandemic to support children and their families to continue to access healthy, balanced food. By issuing the National Free School Meal Vouchers, issuing their own school vouchers, distributing food parcels and cooking meals for collection, thousands of local families have accessed good food from schools, over the past few months.

14 local schools have partnered with the charity FareShare and collected weekly food supplies which were then parcelled up and distributed to families. This continued over the summer holidays for some and into the autumn term. At Thomas Moore Catholic School, a large delivery from FareShare enabled them to hold a food parcel day in July where families were encouraged to come and stock up on store cupboard ingredients, to enable them to then use their Covid Summer Food Fund Vouchers (national government scheme) to buy fresh healthy produce on a weekly basis.

This term, the focus for schools is on adapting the food service to ensure that it is Covid safe, whilst still providing quality, balanced meals for all pupils choosing a school meal. Schools are staggering lunchtimes, increasing serving points around school, transporting food to classrooms and making healthy food parcels available for any pupils unable to attend school.

To ensure that the importance of healthy, balanced food is at the forefront of provision this term, schools have been provided with local guidance on running an adapted food service, they have been given food lists for providing healthy food parcels and have access to online training and networking opportunities.

For any additional information on this update please contact:  
[Michael.McKeaveney@croydon.gov.uk](mailto:Michael.McKeaveney@croydon.gov.uk)



# Children, Young People and Learning Cabinet Member Bulletin Councillor Alisa Flemming October 2020

## EMPIRE

When the Children in Care Council was relaunched in 2017, the young people fed back that they did not feel comfortable being referred to as a children in care council as they are more than just children who are in care. Following a six month consultation with children and young people the name E.M.P.I.R.E was chosen.



The purpose of EMPIRE is to empower young people who are children looked after and care leavers with the confidence and power to influence policy change, shape the service and have their voice heard.

The offer is that all children and young people automatically become an EMPIRE member from the day they become looked after by the Local Authority. I am proud to chair one of the few Corporate Parenting Panels in the country who has an open invitation for all EMPIRE members to attend the panel so that we as corporate parents can hear their voices directly and receive their input on reports.

EMPIRE have been super busy during Covid-19 running virtual sessions for children looked after & care leavers since March 2020 and have now delivered over 300 virtual sessions including a summer programme which included face to face sessions following the government guidelines.

In celebration of Foster Care Fortnight, we asked some of our EMPIRE members to give their thoughts on two important questions

- Why is it important to foster children?
- What makes a great foster parent?

Check it out here: <https://vimeo.com/423081504>



- EMPIRE Members sat on the interview panel for the new Head of Children Looked After & Care Leavers
- EMPIRE Senior Members are now part of the 'Skills to Foster' Training programme and ran their own Q&A session in August for potential Foster Carers
- Two EMPIRE members have started a 10 weeks Arts Award qualification and weekly free private music studio sessions following our virtual talent show
- EMPIRE Senior Members will now be on the panel for the Fortnightly Fostering Information Sessions as a panel members.

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For any additional information on this update please contact:  
[Sarah.Bailey@croydon.gov.uk](mailto:Sarah.Bailey@croydon.gov.uk)

## Legacy's – 1st Birthday

Legacy Youth Zone have had an exciting first year, with the support of their fantastic members, founder patrons and the local community. With over 5,600 young people signed up and counting, young people now have somewhere to go, something to do and someone to talk to.

Legacy have exceeded our expectations which has given them a real opportunity to deliver fantastic activities to their members throughout the year and have been able to support families and vulnerable members of the community with over 7,000+ meals during and after the nationwide lockdown.

To celebrate this success Legacy held their first birthday party on 7 September 2020, and focussed on young people and their experiences. From live television presenting via our streamed party, to dancing and singing acts it was a real opportunity for Croydon to see the impact that Legacy is having on young people and their families.

Our Young People's Development Group, some of whom have been with us from the planning phase have supported in the growth and development of Legacy through their vision on how to change lives of young people in Croydon. Together, they helped to bury items in our time capsule which is to be opened by Legacy Youth Zone members, staff and volunteers in 2119.

The party was streamed live on YouTube due to the lockdown restrictions, but a select number of members were able to attend the centre to enjoy some socially distanced festivities. [Watch Legacy's first birthday here](#).

For further information on Legacy Youth Zone please contact: Queenie Chizea – Legacy Youth Zone [Queenie.Chizea@legacyyouthzone.org](mailto:Queenie.Chizea@legacyyouthzone.org)  
Chantelle Williams [chantelle.williams@legacyyouthzone.org](mailto:chantelle.williams@legacyyouthzone.org)

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## Skill Mill

Croydon's Skill Mill is a social enterprise project which helps to support reintegration and employment opportunities for ex-offending young people. The enterprise provides 6 months environmental/construction paid employment under the supervision of a Skill Mill Supervisor.

Croydon are the first and only Youth Offending Service in London delivering this project and all Skill Mill employees have undertaken an induction in addition to a health and safety training course which included COVID-19 guidance and they have all been provided with appropriate PPE.

With the help and support of Croydon Works, Mel Comber (Croydon Skill Mill Supervisor) and his team commenced a project on 18/08/2020 for 2 weeks at Thornton Heath Community Garden, work included: Measure, cut and finish wood; assemble and paint and line the planters; fill the planters with gravel, soil and bark and planted vegetation.

On 30/09/2020 Mel and his team commenced weekly work at the Hutchinson's Bank Reserve in Addington working with Wild London including clearing vegetation; repairing fences; installing signs.

For further information please also refer to: <https://www.theskillmill.org/staff>  
For any additional information on this update please contact: [Emma.Carter@croydon.gov.uk](mailto:Emma.Carter@croydon.gov.uk)



## Social Workers in Schools Programme

We are delighted our bid for the 'What Works for Children's Social Care' (WWCSC)'s Social Workers in Schools (SWIS) programme has been successful and we have secured funding to implement this one year programme in Croydon.



WWCSC is also funding an independent evaluator to design the trial, conduct the randomisation, and assess the impacts of the intervention on both social care involvement and educational attainment.

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An implementation and process evaluation will look at mechanisms and the lived experiences of participants, and cost analysis will consider whether the intervention represents value for money.

Sixteen secondary schools across the Borough will be part of the programme, eight will have a social worker located in their schools and a further eight will be part of the controlled group.

A Team Manager has been recruited and we are in the process of recruiting the social workers.

- Social workers will be physically based in schools as much as possible, and integrated into the life of the school.
- Social workers will be employees of the local authority.
- Social workers will be conducting direct work with young people, focusing on early intervention, working differently and creating change.
- Social workers will also work with staff in the school to develop a deeper understanding of safeguarding and child protection, and to increase mutual understanding of the goals and ways of working of both schools and social care.

For any additional information on this update please contact:  
[Iain.Low@croydon.gov.uk](mailto:Iain.Low@croydon.gov.uk)

<b>REPORT TO:</b>	<b>COUNCIL</b> <b>12 OCTOBER 2020</b>
<b>SUBJECT:</b>	<b>ANNUAL REPORT</b>
<b>LEAD OFFICER:</b>	<b>STEPHEN ROWAN, HEAD OF DEMOCRATIC SERVICES AND SCRUTINY</b>
<b>WARDS:</b>	<b>ALL</b>
<b>CORPORATE PRIORITY/POLICY CONTEXT:</b>	
This report is prepared in keeping with paragraphs 3.42 – 3.49 of the Council Procedure Rules at Part 4A of the Constitution.	

<b>1.</b>	<b>RECOMMENDATIONS</b>
1.1	The Council is asked to receive and consider the Annual Report presented at the meeting as listed in paragraph four of the report.

## **2. EXECUTIVE SUMMARY**

- 2.1 In accordance with Part 4A of the Council’s Constitution, Council can receive Annual Reports from Committees. The Constitution also prescribes how these Annual Reports are treated by Council.

## **3. BACKGROUND**

### **Annual Report of the Scrutiny and Overview Committee**

- 3.1 Part 4A of the Constitution allows for Council to receive Annual Reports from Committees, including Overview and Scrutiny.
- 3.2 In accordance with paragraphs 3.43 – 3.45 of the Constitution, the overall time which may be devoted to questioning the Annual Report of the Overview and Scrutiny Committee, shall be no more than 20 minutes. The Chair of the Committee (or in the absence of the Chair, the Deputy Chair) and the Chairs of each Sub-Committee shall introduce and answer questions on the Report. The Chair of the Committee shall have not more than 3 minutes speaking time and the Chairs of each Sub-Committee shall each have not more than 3 minutes speaking time to introduce the report.
- 3.3 For the remaining time available, the report will be open to questions. In the event that any recommendation in the report has not been reached when the overall time has expired, it shall be put immediately to the vote.

3.4 Any Member, except the Secunder of the Report, may ask the Chair, Deputy or Vice Chair, as appropriate, not more than two questions on each paragraph of the report.

#### **4. ANNUAL REPORT TO BE PRESENTED TO COUNCIL AT THIS MEETING**

4.1 The Scrutiny and Overview Annual Report for 2019 – 2020.

#### **5. ANNUAL REPORTS THAT WILL BE FORTHCOMING AT FUTURE COUNCIL MEETING**

5.1. Corporate Parenting Panel; and

5.2. Health and Wellbeing Board.

#### **6. ANNUAL REPORTS THAT HAVE ALREADY BEEN PRESENTED TO COUNCIL**

6.1. General Purposes and Audit Committee 2019 – 2020 (13 July 2020).

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**CONTACT OFFICER:**

Annette Wiles  
Senior Democratic Services and Governance  
Officer – Council & Regulatory  
Ext. 64877

**APPENDIX 6.1:**

The Scrutiny and Overview Annual Report for  
2019 – 2020

**BACKGROUND DOCUMENTS:**

None



# **SCRUTINY AND OVERVIEW ANNUAL REPORT 2019-20**

## **Introduction by Councillor Fitzsimons**

At the time of writing, and looking back over the last municipal year 2019-2020, the world has gone through significant challenges that will fundamentally reshape Croydon, as a place, but also as a Council which calls for a fundamental rethink of how the Council will operate.

2019/20 municipal year started with the publication of new government guidance on Scrutiny, which has been fed into the Council's Governance Review, and Scrutiny's own review. This was followed by a summer dominated by Brexit debate, and in the autumn and winter by a General Election, which has led to the UK leaving the EU in January 2021. Soon afterwards the Covid-19 pandemic swept through the UK and sadly, by the end of May 2020 nearly 500 Croydon residents had died of Covid-19. As well as the personal loss experienced by many families, this pandemic has had a major impact on the local economy, including the Council's own finances, upending the Council's budget, agreed only a few months before in February 2020.

The impact of the pandemic on the Council's finances will mean that the Council will need to undergo a fundamental restructure and retrenchment, and in response Scrutiny will have to rethink its approach. The main Scrutiny and Overview Committee has already agreed that it will need to rethink its 2020/21 work programme, to concentrate on the Council's plan to rein in the current budget deficit and ensure that a balance budget is delivered in 2020/21. We will scrutinise the new Medium Term Financial Strategy and the Council's Renewal Plan to ensure that they are comprehensive and deliverable, and can be delivered at the pace needed. The Council will take a number of difficult decisions over the next year and Scrutiny's role is to ensure that the voice of the local community is heard, and to offer constructive criticism to ensure that the Council delivers the services that residents need and value.

## Scrutiny and Overview Committee

The Scrutiny and Overview Committee directs the performance of all overview and scrutiny functions at the Council, including the development of procedures governing the operation of both the Committee and its Sub-Committees. It also has responsibility for scrutinising crime and disorder matters and flood risk management within the borough. The Committee will consider any call-in of Cabinet decisions other than those relating to education matters, which are heard by the Children and Young People Scrutiny Sub-Committee.

You can view the agendas, reports and minutes of this committee by clicking on the link: [www.croydon.gov.uk/meetings](http://www.croydon.gov.uk/meetings)

### Members of the Overview and Scrutiny Committee



**Cllr Sean  
Fitzsimons**  
**(C)**



**Cllr Robert  
Ward (VC)**



**Cllr Leila  
Ben Hassel**  
**(DC)**



**Cllr Jeet  
Bains**



**Cllr Jerry  
Fitzpatrick**



**Cllr Joy  
Prince**

## Scrutiny & Overview Committee – Work Programme 2019-20

In May 2019 the Government published the updated ‘Statutory Guidance on Overview and Scrutiny in Local and Combined Authorities’, which sought to re-emphasise the role Scrutiny plays in the governance process by clarifying its powers and highlighting good practice. The Scrutiny and Overview Committee considered the implications of the guidance at its meetings on 11 June and 16 July 2019. This led to a recommendation being made to the Cabinet asking for its endorsement of the guidance, which was accepted.

A key aspect of the guidance was the importance of work programming for the delivery of effective scrutiny and it was with this in mind that the Committee prepared the Work Programme for 2019-20. The work programme was created in consultation with both officers and partner organisations, and included a balance of both forward looking pre-decision scrutiny and backward looking scrutiny reviews. At the same time the Committee continued to schedule its annual meetings with the Leader of the Council and Cabinet Members and to carry out its statutory responsibilities regarding crime and disorder.

What follows below is a short summary of the highlights from the year, but for those who are interested to find out more, full sets of agendas and minutes for each meeting can be found on the Council’s website at the following link [Scrutiny & Overview Committee – Agendas & Minutes](#)

## Libraries Plan

At its meeting on 16 July 2019 the Scrutiny & Overview Committee had the opportunity to discuss with the Cabinet Member for Culture, Leisure & Sport, Councillor Oliver Lewis, the implementation of the recently agreed Libraries Plan. The Committee was particularly interested to find out how the Plan would future

proof the service, with it acknowledged that usage had evolved from being primarily a book borrowing service to becoming a more flexible space that could be used by local communities for a variety of different uses such as a meeting place for local groups and a quiet study space for students.

The Committee did have a concern about how the success of the Libraries Plan would be judged and recommended the creation of a robust evaluation framework to accompany the Plan as soon as possible. This could then be used to monitor the implementation of the Plan to ensure it remained on track and whether it was delivering its intended outcomes.

### **Annual Report from the Head of Paid Service**

At its meeting on 10 September 2019 the Scrutiny & Overview Committee received its annual report from the Chief Executive, which included an update on workforce issues at the Council. The Committee was particularly pleased to note that in addition to monitoring the gender pay gap, the Council also monitored the pay gap for BAME and disabled staff unlike many other authorities.

Although the Committee welcomed the creation of the Digital Strategy and the move toward new digital ways of working, there was concern based upon past initiatives that any long term success may be hampered by resistance to cultural change which needed to be addressed as a priority during the process.

### **Review of the Growth Zone**

The Committee had the opportunity to review the work to date on delivering the Growth Zone Project at its meeting on 29 October 2019. The Committee welcomed the ambitious aims of the project that, if realised, would deliver significant benefits for the town centre of Croydon. However, it was recognised that a substantial proportion of the project relied upon external partners for its delivery and was therefore outside the control of the Council, which presented a significant risk needing careful management. In light of this the Committee recommended the creation a risk register specifically for the project to better enable these risks to be managed going forward.

Given the scale of the Growth Zone Project, which would take a number of years to deliver, the Committee agreed that it would continue to review the project on a biennial basis to ensure that it remained on track.

### **Fairfield Halls**

The Scrutiny & Overview Committee received its annual report from the Fairfield Halls at its meeting held on 10 February. For this meeting the report included both a review of the redevelopment of the Halls and also an update on the ongoing operation of the venue.

From the discussion of the redevelopment of the Fairfield Halls the Committee recognised that the project had been extremely complex, with a number of interdependent schemes involved. This may have led to increased public concern about the project as it was difficult for those not involved to understand how it was being delivered. As such it concluded that one of the most important things the Council needed to learn from the project was the importance of communication to ensure the public buy understood what was being delivered.

Regarding the operation of the venue, the Committee concluded that as it had only reopened six month ago it was difficult to make a firm judgement as to whether it

was currently on the right track, especially as items from the redevelopment such as car parking provision had not yet been delivered. It was agreed that judgment would be withheld until the venue was next reviewed by the Committee in 2021.

### **General Fund Revenue Budget 2020-21**

The Committee also had the opportunity to review the General Fund Revenue Budget 2020-21 at its meeting on 10 February, prior to consideration by the Cabinet and Council. From the discussion of this item, the Committee concluded that the Council was facing significant pressure on its budget in the forthcoming year and agreed it would be essential for the Committee to receive a further update in September 2020. This update would focus on the implementation of the new budget monitoring and control processes to ensure that the intended outcomes were being achieved and that the identified budget savings were on track for delivery.

### **Review of the Safer Croydon Partnership & Violence Reduction Network**

The Scrutiny & Overview Committee set aside its meeting on 25 February to fulfil its statutory crime and disorder responsibilities, reviewing the work of the Safer Croydon Partnership and the Violence Reduction Network. The Committee found much to commend in the work of the Partnership and the Network, particularly the integrated approach to working and data sharing by the partners which was helping to deliver successful outcomes.

The data informed approach being used by the Violence Reduction Network was welcomed by the Committee, who felt that opportunities to expand the capacity for data analysis should be explored to better inform the approach and allow more targeted work to be undertaken. When crime and disorder is next reviewed by the Committee in 2021, a request was made for specific examples to be provided which demonstrated how the use of data had informed the work of the Network.

Although the Committee agreed that purpose of both the Partnership and the Network was laudable and recognised that a lot of activity was being delivered, there remained a concern that there was not a robust evaluation framework in place to objectively demonstrate the value of what was being delivered. It was therefore recommended that a framework be put in place as soon as possible to not undermine what was being achieved

### **Call-In Requests**

In 2019-20 the Scrutiny & Overview Committee considered two call-in requests, both in September 2019. The first, considered at a meeting held on 2 September 2019, was the Emissions Based Parking Charges and Diesel Surcharges for Permits decision and the second, considered at a meeting held on 17 September 2019, was the decision on the proposed closure of St Andrew's Church of England High School.

Having the opportunity to review both of these decisions allowed the Committee to publicly question the decision makers about the reasons why they had been made, which resulted in both cases the Committee concluding that no further action was required and the decision could be implemented as originally intended. Although in both instances a number of recommendations were made to the Cabinet based on concerns highlighted during the discussion of the reports.

## Children and Young People Scrutiny Sub-Committee

The Children and Young People Scrutiny Sub-Committee scrutinises key issues affecting children and young people in the borough as well as the services provided by the Council and its partners. It has the power to scrutinise the functions of the Council as Local Education Authority and examine the Dedicated Schools Grant on a yearly basis.

You can view the agendas, reports and minutes of this Sub-Committee by clicking on the link: [www.croydon.gov.uk/meetings](http://www.croydon.gov.uk/meetings)

### Membership



**Cllr Robert  
Ward (C)**



**Cllr Sean  
Fitzsimons  
(VC)**



**Cllr Sue  
Bennett**



**Cllr  
Mary  
Croos**



**Cllr Jerry  
Fitzpatrick**



**Cllr  
Bernadette  
Khan**



**Cllr Gareth  
Streeter**



**Cllr  
Callton  
Young  
(OBE)**

### Children & Young People Sub-Committee Work Programme 2019-20

In 2019-20 the main focus for the Sub-Committee was the continued trajectory of the Children's Improvement Plan, which was being implemented following the publication of the Ofsted inspection report of Children's Services in September 2017.

The Sub-Committee was tasked with the continued scrutiny of the strategies and policies affecting the welfare and education of children and young people of Croydon.

At the start of the year the Sub-Committee introduce an Action List which was updated after each meeting to keep track of actions created and which also served as a useful tool to hold officers to account.

What follows below is a short summary of the highlights from the year, but for those who are interested to find out more, full sets of agendas and minutes for each meeting can be found on the Council's website at the following link [Children & Young People Sub-Committee – Agendas & Minutes](#)

### Children's Improvement Plan

Given the importance of the delivery of the Children's Improvement Plan in improving services provided to young people and their families in the borough, the Plan formed a key part of the work of the Sub-Committee. Updates on the progress made with implementing the Plan were received at each meeting in preparation for the next Ofsted inspection in 2020.

By having regular updates it allowed the Sub-Committee to maintain line of sight over the improvement journey and provided timely opportunities to flag concerns. These included highlighting inconsistencies in practice such as the low completion rate of assessments within the expected timescales and the high number of incidences of missing children. Another area of concern the ongoing challenge of recruiting and retaining good quality social workers, although reassurance was given that significant work in this area was delivering improvement.

Overall the Sub-Committee was reassured that while there remained areas of development to be addressed, the trajectory of the Children Service was good with significant changes already made achieving the intended impact on the lives of children and their families.

### **Localities Work across Children, Families & Education**

At its meeting on 18 June 2019 an update provided on the progress made on the delivery of the localities model approach which included the alignment of services over the next two to three years. The Sub-Committee took note of the potential benefits that may be delivered by this approach including improved partnership working and efficiencies from the pooling of resources. The localities model would also welcome the involvement of local community groups and the voluntary sector, and have a family centred approach.

The Sub-Committee was supportive of the localities based approach, but concern was raised about whether it would meet the needs and expectations of residents. As a result it was agreed that the progress made with the delivery of this project would be regularly monitored by the Sub-Committee going forward to provide reassurance that the identified outcomes were being delivered.

### **Croydon Safeguarding Children Board – Annual Report**

At its meeting on 17 September, the Sub-Committee had the opportunity to review the Annual Report of the Croydon Safeguarding Children's Annual Board. This was the final report before the implementation of the new safeguarding arrangements, which were detailed in the report.

The Sub-Committee welcomed the report and was encouraged to note that the Chair of the Safeguarding Board would be supporting agencies with the new arrangements. It was also reassuring to note that the Vulnerable Adolescence Review would be used to inform ongoing work in Children's Services.

### **Croydon Adult Learning and Training (CALAT)**

At its meeting on 5 November, the Sub-Committee was given the opportunity to review Croydon Adult Learning and Training (CALAT). From the discussion, the Sub-Committee was reassured on the accessibility and inclusivity of the service provided. CALAT's work with partner organisations to reach different groups in the borough, which included exploring ways to tackle deprivation and work poverty, was very particularly encouraging. Overall the Sub-Committee reached the conclusion that the

service provided by CALAT was both innovative and exemplary, and there was a wide range of courses available.

Following the meeting, the Sub-Committee took the opportunity to conduct a site visit to the Stand House centre of CALAT where they met with students, had the opportunity to ask them about their experience of the service. Members were also served lunch prepared by students.

### **Education Budget – 21 Jan**

On 21 January the Sub-Committee received its annual report on the Education Budget for the forthcoming year. Although the announcement of the Government's commitment to a £7.1 billion increase in funding for schools by 2022/23 was welcomed, the Sub-Committee maintained reservations about whether this would be sufficient to decrease the financial deficit schools. There remained a significant per pupil funding gap for Croydon in comparisons with neighbouring boroughs which the Sub-Committee agreed required continued lobbying if it was to be addressed.

The Sub-Committee also welcomed confirmation that the delayed National Funding Formula would be in place by 2021/22 and as a result Croydon's Designated Schools Grant funding was due to increase by £21.3 million in comparison to the previous year.



## Health and Social Care Scrutiny Sub-Committee Annual Report

The Health and Social Care Scrutiny Sub-Committee scrutinises the work of local healthcare organisations and social care services provided to adult residents of the borough. It also, in conjunction with neighbouring local authorities, investigates and respond to emerging health and social care issues and changes affecting more than one borough.

You can view the agendas, reports and minutes of this Sub-Committee by clicking on the link: [www.croydon.gov.uk/meetings](http://www.croydon.gov.uk/meetings)

### Members of the Health & Social Care Sub-Committee



**Cllr Sean  
Fitzsimons(C)**



**Cllr Andy  
Stranack  
(VC)**



**Cllr Patsy  
Cummings**



**Cllr Clive  
Frazer**



**Cllr  
Andrew  
Pelling**



**Cllr Scott  
Roche**

### Health & Social Care Sub-Committee Work Programme

The agenda for the first meeting of the Health & Social Care Sub-Committee in 2019-20, held on 25 June 2019, included updates from the South London and Maudsley NHS Foundation Trust (SLaM) and the Croydon Health Service NHS Trust (CHS). These updates provided an overview of the current activities of both organisations and their priorities for the year ahead. These items had been included on the agenda to help inform the work programme of the Sub-Committee over the remainder of the year.

From a healthcare perspective, the Sub-Committee agreed that the ongoing integration work, which included the merger of the Croydon Clinical Commissioning Group (CCG) with others to form a larger South West London CCG and the integration between the CCG and CHS, would be a priority for scrutiny during the year. The Sub-Committee also prioritised for scrutiny the ability of the urgent and emergency care services at the Croydon University Hospital to cope during periods of peak demand.

Given the budgetary pressure being experienced by the Council, the Sub-Committee agreed that it would be important to review the budget for Adult Social Care services early in the year. In March 2020 the Sub-Committee also reviewed the Council's own emergency preparedness in light of the (at the time) emerging risk arising from the Covid-19 pandemic.

A review of whole life mental health services delivered in conjunction with the Children & Young People Sub-Committee had been planned for April 2020, but had to be cancelled due to the Covid-19 pandemic. It was agreed that this review would be rescheduled as soon as possible.

What follows below is a short summary of the highlights from the year, but for those who are interested to find out more, full sets of agendas and minutes for each

meeting can be found on the Council's website at the following link [Health & Social Care Sub-Committee – Agendas and Minutes](#)

### **Croydon Integration Journey**

Given the importance of the integration journey to the provision of healthcare in Croydon, the Health & Social Care Sub-Committee received a number of updates during the year on the progress made. By following the integration journey throughout the year, it enabled the Sub-Committee to gain a degree of reassurance that most of the decision making on healthcare provision in Croydon would still be retained in the borough after the Croydon CCG had become part of the wider South West London CCG.

The Sub-Committee recognised that the integration of healthcare in the borough had the opportunity to deliver positive improvement for residents and could also help to address long term issues such as health inequalities and the recruitment challenges facing both health and social care. Given the significance of the integration work it was agreed that this would continue to be scrutinised throughout 2020-21 as well.

### **Adult Social Care Budget**

At the meeting held on 24 September 2020 the Health & Social Care Sub-Committee was provided with a detailed overview of the budget for Adult Social Care. From the discussion of the report the Sub-Committee recognised that the Council was facing a significant challenge in being able to deliver a balance budget for Adult Social Care.

The Sub-Committee recognised that the One Croydon Alliance was making a positive difference to health and social care provision in the borough by encouraging closer working relationships between partners. However, there was concern that the savings being achieved by the Alliance were not filtering through to Social Care. It was noted that discussions were ongoing about a re-share agreement with healthcare partners, which the Sub-Committee agreed it would be keen to keep updated upon.

### **Urgent and Emergency Care**

At their meeting on 12 November the Health & Social Care Sub-Committee had the opportunity to review the provision of urgent and emergency care at Croydon University Hospital ahead of the winter, which was normally the period of peak demand. Although as the Sub-Committee learnt during the meeting, the service now tended to operate at peak demand throughout much of the year.

The Sub-Committee felt that there was much to commend in the work of CHS and its partners to manage the level of demand in urgent and emergency care and agreed that a further update would be needed in early 2020 to find out whether this work had been successful.

At its meeting on 10 March 2020 the Sub-Committee received an update on the provision of urgent and emergency care over the winter period. The Sub-Committee recognised that it would be a considerable challenge for the service to achieve its 92% capacity target, particularly as it had been operating at nearer to 98% capacity for a significant period of time. However, the Sub-Committee did conclude the outcomes from the Improvement Programme were making a difference to the level of care provided to patients at the Croydon University Hospital and agreed that it would continue to monitor the performance of urgent and emergency care in 2020-21 to ensure that ongoing improvement could be sustained.

### **Croydon Council Emergency Care.**

In light of the emerging covid-19 pandemic, the Health & Social Care Sub-Committee included an item on the agenda for its meeting on 20 March 2020 to review the preparedness of Council service to cope with the possible rising demand as a result of the pandemic. Overall the Sub-Committee was reassured by the coordination of effort between the Council and its partners, and felt that there were robust Business Continuity Plans in place.

The Sub-Committee recognised that the Council had an important responsibility to many residents in high risk groups, such as the very elderly, those with health issues, those living in care homes and others who received domiciliary care or were reliant on carers for support. As such further reassurance was sought to confirm that all opportunities were being taken to reinforce the need to maintain standards of care and cleanliness to prevent an outbreak of infection amongst vulnerable residents, particularly those living in care homes or receiving domiciliary care.

The Sub-Committee highlighted that an important role for the Council would be to provide reassurance to residents as the pandemic progressed and recommended that the use of social media and other communication methods be expanded as a result. A request was also made for regular updates for all Members to cover any changes to service provision and useful information during the pandemic.

## **Streets, Environment and Homes Scrutiny Sub-Committee Annual Report 2019/20**

The Streets, Environment and Homes Scrutiny Sub-Committee has a broad remit. It investigates services and issues relating to housing, public and private transport, Croydon's highways, waste management and environmental issues. In all its work, the Sub-Committee seeks to promote sustainability and to promote the health and wellbeing of Croydon's residents.

You can view the agendas, reports and minutes of this Sub-Committee by clicking on the link: [www.croydon.gov.uk/meetings](http://www.croydon.gov.uk/meetings)

### **Membership**



**Cllr Leila  
Ben  
Hassel (C)**



**Cllr  
Richard  
Chatterjee  
(VC)**



**Cllr Robert  
Canning**



**Cllr Luke  
Clancy**



**Cllr  
Felicity  
Flynn**



**Cllr Vidhi  
Mohan**



**Cllr Callton  
Young  
OBE**

### **Streets, Environment & Homes Sub-Committee Work Programme 2019-20**

The Sub-Committee identified at the beginning of the year that the main strand of its work programme would be focussed upon housing in Croydon, in particular the Housing Strategy. Other priorities identified included reviewing the Sustainable Croydon project and waste and recycling collections.

Following significant disruption to the rail timetable a discussion with the rails service providers was also arranged to discuss the issues involved and to try gain reassurance for rail users that the promised service improvements would be delivered.

What follows below is a short summary of the highlights from the year, but for those who are interested to find out more, full sets of agendas and minutes for each meeting can be found on the Council's website at the following link [Streets, Environment & Homes Sub-Committee – Agendas & Minutes](#)

### **The Waste and Recycling Service**

At its meeting on 29 September, the Cabinet Member for Clean Green Croydon attended the meeting of the Streets, Environment & Homes Sub-Committee to provide an update on the both the Waste and Grounds Maintenance Services.

The Sub-Committee welcomed confirmation that the recycling rate for the borough had recently increased from 38% to 48% and was pleased to note that further new recycling initiatives were being developed in addition to encouraging businesses, schools and the community to play their part. The Sub-Committee also recognised that it may need the Government to use legislation to deliver cultural change and increase public participation in recycling initiatives.

Following issues with waste and recycling collections when the new bins were rolled out the Sub-Committee was pleased to note that improvement continued to be delivered with significant reduction in the number of missed collections. The Sub-Committee was also reassured to note that no changes were planned to frequency of waste collections.

The Sub-Committee agreed that the collation of qualitative contextual and comparative data was essential for providing a clear understanding of the performance of a contractors and would be required if the Council wanted to hold the contractor to account should the level of performance fall below the agreed standard.

### **Rail Service Providers**

At the meeting of the Streets, Environment & Homes Sub-Committee held on 9 July 2019, representatives from Network Rail, Transport for London and Govia Thameslink Railway were in attendance to answer questions on the recent public transport disruption and also future plans for services in the borough.

The Sub-Committee raised a number of concerns about the lack of communication with passengers, which it was agreed needed to be improved. It was suggested that the providers could make better use of data to strengthen their communication with both their passengers and staff. The Sub-Committee also highlighted public concern about the culture of staff working for the network provider, which needed to be addressed to ensure inclusivity for all users of services. It was recommended that consideration be given to the pooling of funds for Croydon's allocation of the Passenger Benefit Fund

The acknowledgment that the initial implementation of changes to the rail timetable in May had not gone as planned, resulting in significant disruption and delays across the network, was welcomed by the Sub-Committee. It was also recognised that since the initial disruption, action had been taken to rectify these issues, with performance across the network improved and over 90% train arriving on time. A recent National Rail Satisfaction Survey showed that trust was slowly being rebuilt with passengers satisfaction levels at 81% for Southern and 83% for Thameslink

### **Sustainable Croydon**

At its meeting on 17 December 2019, the Streets, Environment & Homes Sub-Committee had the opportunity to review the Sustainable Croydon Agenda, which included a key aim of the Council's becoming carbon neutral by 2030. The Sub-Committee welcomed confirmation that achieving carbon neutrality by 2030 was still felt to be a deliverable ambition for Croydon.

As part of the review an update was provided on the Croydon Climate Crisis Commission, which was due to be launched in March 2020 and would work to

identify goals and set actions to reduced Croydon's carbon emissions in order to become sustainable by 2030. The Commission would engage with residents and businesses, and work alongside the Citizen's Assembly to develop the Climate Action Plan for Croydon. The Sub-Committee stressed the importance of both the Citizen's Assembly and the Commission being representative of the diversity in the borough.

The need to involve Extinction Rebellion in any processes adopted by Croydon was highlighted by the Sub-Committee. Particularly as their work as activists in raising awareness of the issues involved had helped to ensure the declaration of the Climate Emergency.

Although reassurance was given that work including research, learning and sharing of information with other boroughs on the delivery of the sustainable agenda was ongoing, the Sub-Committee did raise concern about the lack of either an action plan or recommendations since the declaration had been made, which may affect public confidence in the process. As a result it was recommended that progress be expedited in production of an action plan in light of the considerable delay since the declaration was made.

### **Housing in Croydon**

A key theme for the work programme was housing in Croydon and throughout the cycle of meetings, reports were presented to the Sub-Committee which focussed on a variety of different housing issues in the borough.

A draft of the Housing and Homelessness Strategy was presented to the Sub-Committee for comment. The report detailed the drivers behind the Strategy and highlighted the priorities. These priorities included providing early interventions to prevent homelessness and providing holistic support through partnership working. As a result, several initiatives had been launched with partners and community services.

There was several work streams in the process of being implemented which aimed to tackle homelessness and other housing issues for different groups including single homeless people, key workers street homeless as well as families experiencing in work poverty which impacted upon their ability to maintain tenancies. The hidden homeless continued to remain an area of concern, due to the knock-on effect for families which impacted on other areas such as health, education and welfare.

The Sub-Committee welcomed the ambitious Strategy and commended the Gateway service on its trailblazing work on early intervention and preventative work which had been acknowledged at a national level.

At its meeting on 2 February 2020 the Sub-Committee considered the Annual Report from Brick by Brick which outlined the focus for 2020/21 which was sustainability. The highlights and achievements for 2019/20 included the completion of 90 homes across five different sites in the borough, with a further 290 homes expected to be completed by the end of 2020.

The Sub-Committee suggested that there should be a greater focus on building family homes as there was significant need in the borough. It was questioned whether the targeted number of homes in 2020-21 Plan would be delivered, given the target of 414 home included in the 2019/20 Business Plan had not been delivered.

The Sub-Committee challenged the level of community based consultation and engagement undertaken prior to site development which may have contributed to the negative perception of Brick by Brick in some areas of the borough. The Sub-Committee also agreed that there needed to be improved communication to increase public understanding of the relationship between Brick by Brick and the Council, including the financial model being used to deliver new housing.

Also at the meeting on 2 February 2020, the Sub-Committee had the opportunity to the responsive repairs contract which was delivered by Axis. Overall the Sub-Committee was reassured and encouraged by the contract management of Axis and agreed that the benchmarking of performance data with other local authorities was well informed. The reduction in complaints over the past year was encouraging and it was hoped that a similar level of service improvement could be continued and high standards maintained, leading to increased levels of satisfaction from residents.

The Sub-Committee was also provided with an overview of the Housing Revenue Account, with it noted that from 1<sup>st</sup> April, the four year cap implemented by the Government on rent level reduction was being lifted and local authorities would be able to increase rent levels. The Sub-Committee agreed that a greater level of transparency was needed over the acquisition of housing stock funded by the Housing Revenue Account and recommended that consideration should be given to how this could be achieved. It was also recognised that the provision of temporary housing accommodation remained a significant challenge and it was agreed a review of temporary accommodation would be scheduled for the Sub-Committee in 2020-21.

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<b>REPORT TO:</b>	<b>COUNCIL</b> <b>12 OCTOBER 2020</b>
<b>SUBJECT:</b>	<b>RECOMMENDATIONS OF CABINET REFERRED TO THE COUNCIL FOR DECISION</b>
<b>LEAD OFFICER:</b>	<b>Jacqueline Harris Baker</b> <b>Executive Director of Resources and Monitoring Officer</b>
<b>WARDS:</b>	<b>ALL</b>
<b>CORPORATE PRIORITY/POLICY CONTEXT:</b>	
<p>The Recommendations of Cabinet and Committees referred to the Council for decision report is prepared in accordance with the Council Procedure Rules at Part 4A of the Constitution.</p>	

<b>1.</b>	<p><b>RECOMMENDATIONS FROM THE APPOINTMENTS COMMITTEE TO BE HELD ON 6 October 2020</b></p> <p>Council is asked to approve the following recommendation expected to be made at the Appointments Committee to be held on 6 October 2020:</p> <p><b>Appointment to Interim Executive Director, Children, Families &amp; Education</b></p> <p>1.1. RECOMMEND TO full Council that the Pay Policy for the year 2020/21 be updated to include the revised spot salary for the permanent position of Executive Director Children Families &amp; Education of £147,000 p.a.</p>
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**2. EXECUTIVE SUMMARY**

- 2.1. The Recommendations of Cabinet and Committees referred to the Council for decision report comprises of matters of business formally undertaken by the Leader and Cabinet as well as Committees since the last ordinary meeting of the Council that require Full Council approval.

**3. BACKGROUND**

- 3.1. Part 4A of the Constitution requires that Cabinet and Committees include any recommendations that it has made to Council within this report.
- 3.2. These rules do not apply to any recommendations contained in the Annual Report of the Scrutiny and Overview Committee.
- 3.3. The Leader or Chair of the Committee making the recommendation may exercise a right to introduce the recommendation; in so doing the Leader or Chair of the Committee shall speak for a maximum of 3 minutes.

- 3.4. The recommendation shall be seconded without any further speakers and if not deferred for debate shall immediately be put to the vote.
  - 3.5. Any Member supported by a seconder, may ask that a recommendation be deferred for debate and the recommendation shall immediately stand deferred.
  - 3.6. In the event that any Cabinet or Committee recommendations have not been reached when the time limit for the meeting has expired, those recommendations shall immediately be put to the vote without further debate.
  - 3.7. Attached at **Appendix 9.1** is the **Appointment to Interim Executive Director, Children, Families & Education** report to be considered at the **Appointments Committee** meeting to be held on 6 October 2020. There are no appendices to this report.
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**CONTACT OFFICER:** Annette Wiles,  
Senior Democratic Services and Governance Officer –  
Council & Regulatory  
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**APPENDIX 9.1:** Appointment to Interim Executive Director, Children,  
Families & Education report

**BACKGROUND DOCUMENTS:** None

<b>REPORT TO:</b>	<b>APPOINTMENTS COMMITTEE</b> <b>Tuesday 6 October 2020</b>
<b>SUBJECT:</b>	<b>APPOINTMENT TO Interim EXECUTIVE DIRECTOR, Children, Families &amp; Education</b>
<b>LEAD OFFICER:</b>	<b>Chief Executive</b>
<b>CABINET MEMBER:</b>	<b>Leader, Councillor Tony Newman</b> <b>Cabinet Member, Councillor Alisa Flemming</b>
<b>CORPORATE PRIORITY/POLICY CONTEXT:</b> The Council's management structure.	
<b>FINANCIAL SUMMARY:</b> The salary cost of this post will be funded from the 2020/21 budget.	

## **1. RECOMMENDATIONS**

- 1.1 Undertake the selection and the appointment to the post of Interim Executive Director, Children, Families & Education from the candidate(s) detailed in the Part B appendices to the agenda (to follow) and in accordance with the provisions of part 4J of the council's constitution (Staff Employment Procedure Rules).
- 1.2 Having due regard to the Council's current Pay Policy, agree the salary package for this role, Interim Executive Director, Children, Families & Education within the pay policy interim range of £700 - £900 per day.
- 1.3 To agree the salary package for the future permanent recruitment to Executive Director, Children, Families & Education. This has been reviewed and is recommended for amendment to reflect current market rates of pay in London area to £147,000 p.a.
- 1.4 **RECOMMEND TO** full Council that the Pay Policy for the year 2020/21 be updated to include the revised spot salary for the permanent position of Executive Director Children Families & Education of £147,000 p.a.

Under section 40 of the Localism Act 2011 and the provisions of the Council's constitution.

- 1.5 Any appointment to be subject to the appointment notification process as set out in section 3.4 of part 4J of the Council's Constitution (Staff Employment Procedure Rules).

## **2. EXECUTIVE SUMMARY**

- 2.1. This report seeks the Committee's approval to undertake the selection for the post of Interim Executive Director, Children, Families & Education.

## **3. DETAIL**

- 3.1 The Executive Director, Children, Families & Education is a key strategic post and plays an executive role within the Council's Executive Leadership Team (ELT) and the Corporate Leadership Team (CLT) in leading and delivering corporate objectives.

As part of the Corporate Leadership Team with a direct report into the Chief Executive to provide inspiring and effective leadership and drive performance at corporate and departmental levels to deliver the Council's strategy and key outcomes.

- 3.2 The post holder will have direct management responsibility for:

- Director of Education
- Director of Early Help & Children's Social Care
- Director of Children's Improvement Programme

### **Localism Act 2011 and Pay Policy**

- 3.3 Following the decision of the Annual Council meeting on 03 June 2014, the Appointments Committee has delegated responsibility for approving appointments beyond the threshold specified in statutory guidance issued by the Secretary of State under section 40 of the Localism Act 2011. The statutory guidance is that elected Members should be given an opportunity to vote before: salary packages upon appointment at or above a specified threshold are offered; and severance packages at or beyond a specified threshold are approved for staff leaving the Council's employment. For both these purposes, the specified threshold is currently £100,000 as set by Government.

- 3.4 As set out in the Council's pay policy, the chief executive, executive directors and directors are appointed on fixed pay points, which are determined locally and subject to local review every two years. The pay policy for 2020/21 agreed by the Council in February 2020 agreed a fixed pay point for the Executive Director, Children, Families & Education of £137,700 p.a. As noted in 1.2, agreement is now sought to increase this to £147,000 p.a. to reflect the current market rate. The Committee is also requested to recommend to full Council revision of the Council's Pay Policy for 2020/21 to reference this uplift.

## **4 FINANCIAL AND RISK CONSIDERATIONS**

### **4.1 Revenue and Capital consequences of report recommendations**

The annual salary for this post is £147k per annum as detailed in paragraph 3.4 above and will be funded from the Department Revenue Budget.

It is estimated that the cost in the remainder of the 2020/21 Financial Year is £73.5k.

#### 4.2 **The effect of the decision**

This is an established post and the budget identified in section 4.1 above has been aligned to the anticipated start date of the successful candidate. The appointment is expected to be effective from October.

#### 4.3 **Risks**

There is a risk of being unable to retain the right calibre of person to this role if the salary is not comparable to the market.

#### 4.4 **Options**

The alternative option of not filling the role; and for not making provision to appoint within the parameters of the Council's agreed Pay Policy Statement, is not considered sustainable or viable option as explained in paragraph 4.3 above.

#### 4.5 **Future savings/efficiencies**

None identified.

Approved by: Lisa Taylor, Director of Finance, Investment and Risk (S151 Officer)

## 5 **LEGAL CONSIDERATIONS**

5.1 The Head of Litigation and Corporate Law comments on behalf of the Director of Law and Governance that the Council may appoint such staff as it considers necessary for the proper discharge of its functions on such reasonable terms and conditions, including remuneration, as the Council thinks fit. Despite this general flexibility there are various statutory exceptions to the principle that a Council may appoint whatever officers it thinks necessary. In particular under the Local Government Act 1972 the Council must appoint a Director of Social Services and also a Chief Education Officer. In addition, such appointments are subject to the requirement as detailed in paragraph 3.3 above in so far as Member approval is required to appoint to salary packages in excess of £100,000.

5.2 By section 38 of the Localism Act 2011 the Council is required to produce a Pay Policy each financial year. Approval and revision of the Pay Policy is a matter for full Council and cannot be delegated. The Pay Policy must include, amongst other things, the Council's policy on the remuneration of its senior staff including chief officers. Once approved, all remuneration paid to officers must comply with this Pay Policy. The Council's Pay Policy 2020/2021 provides that where it is necessary to engage a worker at Tier 1 (an executive director is a tier 1 post) temporarily as an interim the remuneration paid to the individual should fall within the day rates specified. Paragraph 3.8 of the Pay Policy provides that new Executive Director appointments will be made at the spot salary stated in Appendix A. However, should it be deemed necessary for a new appointment to be made on a salary higher than that set out for the post in Appendix A and the new salary exceeds the threshold referred to in paragraph 1.4 above, the new salary will be subject to the approval of the Appointments Committee.

- 5.3 The Council's Staff Employment Procedure Rules at Part 4.J of the Constitution provide for a notification process to ensure that the Leader and any other Cabinet Members have no objections to the offer of appointment occurs before an offer of appointment is made to him/her.

*Approved by:* Sandra Herbert Head of Litigation and Corporate Law on behalf of the Director of Law and Governance and Deputy Monitoring Officer.

**6 CUSTOMER, EQUALITIES, HUMAN RIGHTS, FREEDOM OF INFORMATION, DATA PROTECTION CRIME AND DISORDER IMPACT**

- 6.1 There are no direct considerations arising from this report.

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**CONTACT OFFICER:** Sue Moorman, Director of Human Resources  
**BACKGROUND DOCUMENTS:** Job Description