

## QUESTIONS TO CABINET MEMBERS

Question Number	Question asked by Councillor:	Subject
<b>LEADER OF THE COUNCIL</b> <b>Tony Newman</b>		
CQ008-18	Philip Thomas	Salaries
<b>CABINET MEMBER FOR CHILDREN, YOUNG PEOPLE &amp; LEARNING</b> <b>Councillor Alisa Flemming</b>		
CQ007-18	Andrew Pelling	Volunteers in schools
CQ009-18	Philip Thomas	January Council Meeting
CQ010-18	Philip Thomas	January Council Meeting (2)
PQ006-18 (also answered by Councillor Woodley)	Gemma Patient	Vulnerable Adults and Children
<b>CABINET MEMBER FOR CLEAN GREEN CROYDON</b> <b>Councillor Stuart Collins</b>		
CQ012-18	Philip Thomas	Slave Binning
<b>CABINET MEMBER FOR ECONOMY &amp; JOBS</b> <b>Councillor Manju Shahul-Hameed</b>		
CQ014-18	Mario Creatura	Night Time Economy Review

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**From Councillor Philip Thomas**

**Councillor Tony Newman**

**Question No. CQ008-18**

Please set out the salary for the Chief Executive for the following years.....

2017/18

2016/17

2015/16

2014/15

2013/14

Details are required of salary plus any PRP , together with expenses claimed by her.

Can all 3 figures be separated?

**Reply**

The salary for the Chief Executive was £180,000 in 2013/14 and for subsequent years until 2016. When the Chief Executive role was advertised in 2016 the salary was agreed by full council as £185,000 and this was paid from July 2016 when the new Chief Executive was appointed. This pay rate was fixed for 2 years. No PRP is paid to the Chief Executive.

The expenses paid per annum are listed below:

2013/14 - £1159

2014/15 - £343

2015/16 - £401

2016/17 - £224 (previous Chief Executive). £109 (current Chief Executive)

2017/18 - £212

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**From Councillor Andrew Pelling**

**Councillor Alisa Flemming**

**Question No. CQ007-18**

What is the authority's estimate on the number of volunteers in Croydon schools supporting literacy?

**Reply**

The Local Authority does not collect or hold this information. Each school makes its own arrangements with volunteers and therefore individual schools would need to be contacted directly to gain this information.

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**From Councillor Philip Thomas**

**Councillor Alisa Flemming**

**Question No. CQ009-18**

On Monday night you showed your contempt for a disabled Councillor by mocking him at a Full Council meeting?

Have you apologised? Are you going to attend a Disability Awareness Course?

Have you thought about resigning as you clearly not up to being a Cabinet Member?

**Reply**

I made it absolutely clear at the time, but will do so again for the purposes of record that my comment to Cllr Stranack had nothing to do with the fact that he has a disability. When I see Cllr Stranack I do not see his disability first but rather a fellow Councillor. I have never and will never discriminate against him on the basis of his disability. In the same way that I am sure Cllr Stranack would not want me to jump to conclusions about any possible prejudices he might have, I would ask that you do not do the same. As a black woman I have experienced

both racism and prejudice, but I do not preclude that everyone is the same.

I advised that if Cllr Stranack wishes to publish his diary first I will follow suit and this offer remains. I sit as an observer on the Safeguarding Board Cllr Stranack suggested that my non-attendance at some meetings (due to pregnancy related illness) were the reason why a high number of missing children cases were not being tackled. It was also suggested that I had only attended 28% of meetings. This is factually incorrect as I attended 65% of meetings. I was unable to attend some meetings due to serious pregnancy related illness which could have resulted in the loss of my child. Two of the meetings were not in my diary thus apologies were not provided in advance. It is for this reason only that I felt his suggestion was both silly and unfounded.

Might I remind Cllr Phil Thomas, Cllr Stranack and Cllr Pollard that pregnancy discrimination involves treating a woman unfavorably because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth. According to the Equality Act of 2010, it is also unlawful for you to be treated unfavourably due to a pregnancy-related illness or a past pregnancy. Absence due to pregnancy related sickness should be recorded separately from absence due to any other reasons.

I have immediate family members with severe disabilities whom I love and care for and so I can assure you that I am disability aware. In the same vein might I suggest a training course to understand the issues that constitute unfavorable treatment in the workplace during pregnancy.

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**From Councillor Philip Thomas**

**Councillor Alisa Flemming**

**Question No. CQ010-18**

Please explain what you understand by STALKING? Please set out the evidence that a Councillor has been stalking you as you have made a very serious accusation?

**Reply**

According to Wikipedia Stalking is unwanted or obsessive attention by an individual or group towards another person. Stalking behaviors are related to harassment and intimidation and may include following the victim in person or monitoring them.

Cllr Stranack's obsession with when I am and when I am not in a meeting, and then asking me to publish my diary made it seem as if he was going beyond the normal questioning of a Cabinet Member.

I fully accept the assurances that were given by Cllr Stranack at the last Council Meeting that he is not stalking me.

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**From Gemma Patient**

**Councillor Woodley and Councillor Flemming**

**Question No. PQ006-18**

What measures are being taken in order to protect Vulnerable Adults and Children within our Croydon Borough?

**Reply**

1. Safeguarding Adults activity is a statutory function set out in the Care Act. The Local Authority has lead role in undertaking safeguarding enquiries (S42). However the management of safeguarding is a multi-agency function which is the statutory responsibility of the Croydon Safeguarding Adults Board (CSAB) – which has an independent chair and is supported by the Police, NHS, Fire Service and the Voluntary Sector. A key role of the Board is to look a trends to support the development of services. To support this we have developed stronger data / quality assurance programmes
2. Croydon Council have in place an adult safeguarding function which leads on Safeguarding Enquiries – this is located operationally in the People Department (Adult Social Care and All Age Disability). Last year there were 898 Safeguarding Adult Enquiries (S42 Care Act). Where a crime has been alleged to have been committed we

work closely with the Police. Currently the arrangements for enquiries are being reviewed

3. To ensure an appropriate standard of practice the Professional Standards team independently chair all formal adult safeguarding meeting on cases and practice audit safeguarding work.
4. A key role is our work with Social Care providers to ensure people are supported appropriately. Where there are safeguarding concerns- we use the provider concerns process, which addresses directly concerns in partnership with other key agencies .Croydon has the largest provider market in London - only one provider is currently rated as inadequate. A key reason for this is the work done with the Provider market through such initiatives as the Care Support Team who work with failing providers to improve standards
5. Close work with the Family Justice Sentence in regard to Domestic Violence victims many who would be considered to be vulnerable.
6. In working with our partners on CSAB Croydon have developed an number of initiatives which included
  - The Hoarding Project – this is an innovative project developed in partnership with MIND to tackle hoarding / self-neglect issues – likely to be on BBC News in the next few days
  - Work with Age UK / Trading Standards / Adult Social Care – this project has had national recognition and has been subject to published articles
  - Modern Day Slavery – Croydon are recognised by the Home Office as a leading Authority in this area and were encouraged to make a bid for funding for new initiatives in this area (this is currently going through the Government bidding process)
  - Work with the Fire Service to raise awareness about the dangers of house fires and steps to prevent this (this campaign was before the Grenville Tower tragedy)

In respect of Children's' safeguarding element of the question:-

7. Local authorities have overarching responsibility for safeguarding and promoting the welfare of all children and young people in their



area. Croydon fulfils its statutory functions under the 1989 and 2004 Children Acts. However, whilst the council play a lead role, safeguarding children and protecting them from harm is the responsibility of all agencies as set out in Working Together 2015.

8. The Council has a number of services and teams to support vulnerable children. In the first instance, concerns about children and young people come through the Multi-agency Safeguarding Hub (MASH). This the Local Authority's 'front door' to manage all child protection referrals and to consider the most appropriate support available for families in need of help. The aim of Croydon's Multi Agency Safeguarding Hub (MASH) is to provide safer outcomes for children, who are referred to them. The MASH is made up of co-located staff from Children's Social Care, Police Public Protection Desk, Health, Education, Youth Offending Service, Early Help and Probation.
9. Where a child may be in need of help or protection the council's Assessment Service undertakes assessments of children and young people in line with requirements from the Children Act 1989 to establish their health and development needs. This assessment involves a social worker meeting with the child or young person to understand their experiences and discussions with partners in other agencies (e.g. teachers and the police).
10. Depending on the outcome of the assessment children or young people will either be supported through Early Help Services, or a social work intervention (for example, a Child in Need or Child Protection Plan) through the Care Planning Service. In some circumstances, where it is felt that children are at immediate risk of significant harm children and young people will also be brought into care for a short period.
11. Children and young who are looked after by the authority, or become looked after are supported by the Permanence service, which includes a specialist team for supporting young people as the transition out of care to adulthood (the leaving service). The permanence services also includes teams to support children with a plan for adoption and foster carers.
12. The Council has a number of specialist and targeted services including a service for Children with Disabilities, Unaccompanied and Asylum Seeking Children and a dedicated team to support

children and young people who go missing from home or care and those who are at risk of sexual or criminal exploitation (including gang involvement).

13. The Council and Croydon Safeguarding Children Board have begun to deliver an ambitious programme to improve services for vulnerable children and young people in the Borough (click here to see our plan). This has included an initial investment of £3m and the establishment of a dedicated team to support children and young people who go missing from home or care and those who are at risk of sexual or criminal exploitation (including gang involvement).

Additional social work teams have been put in place to deal with the increased numbers of children in care proceedings or subject to a child protection plan.

Work is also in process to review our early help services to provide a more consistent range of service options for early intervention which currently includes:

- Best Start
- Family Resilience Service
- Youth Engagement Team
- Functional Family Therapy
- Safer London (CSE)
- NSPCC (CSE)
- Turning Pont (substance misuse)

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**From Councillor Philip Thomas**

**Councillor Stuart Collins**

**Question No. CQ012-18**

Once again Croydon Council has been found to be negligent in making sure its employees are safe at work. Very similar to its failure to look after the Children in this Borough.

A recent announcement that the Council was fined £350k for Health and safety violations as a member of staff suffered serious life changing injuries whilst at work, should make Croydon Council look at all its safety policies regarding employees and Contract staff?

For many months I have emailed Senior Management, including the Chief Executive about the practice of SLAVE Binning being carried out by Veolia without any success to date. An accident is waiting to happen.

Why have you Cllr Collins not done anything about this Practice [as I'm sure your Officers should have briefed you about the Slave Binning going on]?

**Reply**

Cllr Thomas as you well know looking after our staff is one of this council's main responsibilities, and a responsibility I know officers take seriously.

This was a regrettable accident within a transport workshop managed by Veolia and the council has and will continue to review policies and procedures to prevent such accidents from happening again.

Moving to your second point again this has been explained to you previously by officers but I can confirm that slave binning is not illegal nor does it pose any greater Health and Safety issues for the collection crews. It is custom and practice for slave binning for recycling collections as this is far more efficient and cost effective for the council and service so I completely disagree it's an accident waiting to happen.

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**From Councillor Mario Creatura**

**Councillor Manju Shahul-Hameed**

**Question No. CQ014-18**

'In February 2016, I held a public meeting to discuss Croydon's struggling night-time economy which you attended. Later that year Cllr Callton Young launched a review into the night-time economy that I was pleased to support. A draft report was created but never finalised and never released.

It is a year since Cllr Young's much vaunted review, which the press release at the time said: "This is an important piece of work that will help shape the licensing of the town and district centres... we want... ideas that will help to paint a full picture of Croydon's evening and night time economies and deliver sound, practicable recommendations."

Could the Cabinet Member please outline:

- What is the status of the review and when will it be published?
- Why has the review taken so long to be published?
- Have any of Croydon's night-time economy key stakeholders been appraised of this delay (e.g. external experts who took part; businesses; local police; members of the public etc).
- Are you happy that it has taken over a year (to date) and such an "important piece of work" in your Cabinet Portfolio has not yet been

published?'

## **Reply**

Can I refer you to a question that you made on the same subject to Cllr Sean Fitzsimons (CQ107-17). Response was provided.