

SCRUTINY RECOMMENDATION	CONCLUSIONS	DEPARTMENT AND CABINET MEMBER RESPONDING	ACCEPT/ REJECT RECOMMENDATIONS (inc. reasons for rejection)	IDENTIFIED OFFICER	ANY FINANCIAL IMPLICATIONS	TIMETABLE FOR IMPLEMENTATION OF RECOMMENDATIONS IF ACCEPTED (ie Action Plan)	DATE OF SCRUTINY MEETING TO REPORT BACK
Report: Croydon Safeguarding Children's Board Annual Report 2019-20 (Considered by Children & Young People Sub-Committee on 3 November 2020)							
<p>1. That the Partnership is invited to the March 2021 meeting of the Children and Young People Sub-Committee to provide further assurance that the significantly low number of antenatal and developmental check visits in the borough is being recognised, understood and that action is being taken.</p>	<p>The antenatal visits in Croydon were significantly lower than our statistical neighbours and felt that there was neither recognition of this nor detail on how performance would be improved.</p> <p>Health visitor developmental checks are well below target and recently performance has deteriorated.</p> <p>Developmental checks are a clear opportunity to identify the potential for neglect yet this synergy with the Neglect priority group appears not to have been recognised.</p>	<p>Councillor Alisa Flemming</p> <p>Children Families & Education</p>	<p>Accepted - PowerPoint report provided by David Garratt, Associate Director of Operations. Integrated Women's, Children's & Sexual Health Directorate, Croydon Health Services NHS Trust:</p>	<p>Elaine Clancy</p>	<p>For discussion</p>	<ul style="list-style-type: none"> - Strategy agreed with commissioning - March 2021 - Implementation of Strategy - 2021 	<p>2 March 2021</p>
<p>2. The Chair of the Children & Young People Sub-Committee meets with representatives for safeguarding arrangements and the Cabinet Member for Children, Young People & Learning to discuss a forward course of action to ensure the bodies work productively alongside each other in fulfilling their functions.</p>	<p>The Children & Young People Sub-Committee and the Croydon Safeguarding Children Partnership Independent Chair/Scrutineer needed to find a synergy in their work, as there was a risk of duplicating their scrutiny functions.</p>	<p>Councillor Alisa Flemming</p> <p>Children Families & Education</p>	<p>Accepted.</p>	<p>Debbie Jones</p>	<p>None</p>	<p>Recruitment of Independent Scrutineer (March 2021)</p>	<p>2 March 2021</p>

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3. That a written briefing be prepared for the Children & Young People Sub Committee providing further information and assurance on what the partly achieved and not achieved outcomes meant for the children and how they were being addressed.	As the targets for neglected children had only been partially achieved, there was insufficient context in the report to explain the reasons for this.	Councillor Alisa Flemming Children Families & Education	Accepted. Report provided by Anita McGrath, CSCP	Debbie Jones	None	Report to be presented at March Scrutiny panel.	2 March 2021
4. When the Croydon Safeguarding Children Partnership returns to the Children & Young People Sub-Committee in 12 months additional information is provided on how the objectives for the children in the disability priority group were being put into practice and achieved.	There was a lack of evidence to show how children with and without disabilities were being meaningfully communicated with and how their experiences were understood. There was insufficient evidence to indicate whether children at risk had any influence on how the outcomes were measured.	Councillor Alisa Flemming Children Families & Education	Accepted. Objectives identified and being proactively addressed by CSCP Quality Improvement Group.	Debbie Jones	None	Additional information to be included in next annual report (December 2021)	2 March 2021
5. That future annual reports of the Croydon Safeguarding Children Partnership include much greater reporting of outputs and outcomes.	The targets were not quantified so progress and results achieved were difficult to gauge.	Councillor Alisa Flemming Children Families & Education	Accepted. CSCP dataset to reflect request for outcome based reporting (current focus on output)	Debbie Jones	None	Quality Improvement Group and Independent scrutineer will define outputs and outcomes through 2021, for inclusion in the annual report.	2 March 2021

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Report: Croydon Safeguarding Adults Board Annual Report 2019-19 (Considered by Health & Social Care Sub-Committee on 10 November 2020)

1. That a training needs assessment be carried out and for the partnership to continue to challenge its self on increased awareness of and improving the experiences of people with disabilities.	There was a lack of evidence of staff awareness and adequate training on communicating with and understanding the needs of with people with disabilities such as Autism.	Councillor Janet Campbell Health, Wellbeing & Adults	Accept.	Guy Van Dichele	NA	6 January – recommendation taken and discussed at the CSAB Chairs Sub group. Actions agreed: to look at how people with autism are presented across all agencies and not just the Local Authority; to liaise with performance and LD colleagues regarding data and to link into work which is currently being undertaken eg by the LD Partnership Board. 12 January – to be discussed at the CSAB Performance & QA sub group. How is data being collected and address the gaps, agreeing next steps. 17 February – CSAB Training and Improvement sub group meeting – agenda item to address the recommendation from Scrutiny.	9 March 2021
2. That a briefing be provided to the sub-committee on what steps the partnership will take on improving the experiencing of BAME.	Although work had begun to unpick the experiences of the BAME community, Members were not reassured that the partnership yet has a clear pathway to manging the issues with communication and engagement with the BAME community.	Councillor Janet Campbell Health, Wellbeing & Adults	Accept	Guy Van Dichele	NA	6 January – CSAB Chairs sub group discussed recommendation and ways forward. Action: Briefing to be completed for the BAME agenda item at the 27 January CSAB meeting and to include actions for agencies/people going	9 March 2021

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						<p>forward. Discussion to include composition of the board.</p> <p>High level strategic meetings have been held led by the CSAB Independent Chair, these discussions will feed into the work of the CSAB Voice of the People Sub Group.</p> <p>Voice of the People is a fairly new sub group which have met twice. There has been a rapid expansion of members since the first meeting which now includes the CE of the Croydon Asian Resource Centre, CE of the Croydon BAME Forum, Healthwatch and Croydon's User & Engagement Officer. Using the existing groups which members are part of is key eg events held by the Asian Resource Centre and organized Zoom calls by the BAME Forum.</p> <p>The group will continue to link with other networks in order to raise awareness across all communities learning from other SABs across the county (Leeds presented their work at the group's last meeting).</p>	

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						Following the board meeting on the 27/1/21 the briefing paper will be revised and shared with the Health & Social Care Sub-Committee.	
Report: Croydon Renewal Plan (Considered by Scrutiny & Overview Committee on 17 November 2020)							
1. The Council's culture needs to change and the renewal plan must set in train meaningful proposals to enable this, including developing a mechanism that allows Scrutiny to judge whether progress is being made.	The Committee welcomed the action taken by the executive leadership team to begin to recognise the extent of the workforce challenges, however it is essential that developing a full understanding of the situation be treated as a priority to allow processes to be put in place to ensure change can be driven forward effectively.	Councillors Hamida Ali, Stuart King & Callton Young Resources	Accept. The improvement plan will not succeed without inclusive behavior and culture change, which promotes enhanced responsibility and accountability that can be measured.	Katherine Kerswell	Yes. (may have financial implications, depending on the scale of engagement plan that is required)	From April 2021 ongoing	
2. That the Council should increase the level of General Fund reserves held from its current 3% to 5% target to a more prudent level recommended by Section 151 Officer of around £50m.	The confirmation of the situation regarding the Council's financial reserves in the S114 report was both disappointing and alarming, and as such it was imperative that the necessary steps be taken as part of the financial recovery plans to increase reserves to a prudent level	Councillors Hamida Ali, Stuart King & Callton Young Resources	Accept.	Katherine Kerswell	Yes. The 2020/21 budget made a provision to increase general fund reserves by £5m in year (this was the first time such a provision has been made for a number of	Annually over the MTFS period	As part of the regular budget reports

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	based on an assessment of the risks facing the authority. Measures must be put in place to ensure that the reserves are maintained at the required level with alerts in place should they fall below acceptable levels.				years). The MTFS makes provision to continue to increase General Fund Reserves by a further £5m per annum so by the end of the MTFS period general fund reserves will have increased by £50m. Note current		
3. The Council should review its other existing plans and other reviews that are currently being undertaken to avoid duplication or inconsistency.	The Committee welcomed the early opportunity to contribute towards the development of the Croydon Renewal Plan and recognised that it was still an emerging plan that had yet to evolve into the full set of strategies and action plans to allow for in-depth scrutiny.	Councillors Hamida Ali, Stuart King & Callton Young Resources	Accept. The improvement plan has brought together circa 400 recommendations from various reviews. The programme management structure will provide corporate oversight to avoid duplication or inconsistency.	Katherine Kerswell	No direct implications.	January 2021	Regularly as part of performance reports
4. That the Council, as part of its proposals, is clear on defining its future operating model.	It was vital that clearly defined steps be taken when designing the future operating model of the organisation, as there were concerns that without this the Council could repeat past mistakes which had led to poor budget setting processes, weak financial monitoring and a failure to deliver promised saving either at pace or at all.	Councillors Hamida Ali, Stuart King & Callton Young Resources	Accept. New priorities and new ways of working have been adopted by Council and incorporated in to the Improvement Plan	Katherine Kerswell	No.	December 2020	February 2021

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<p>5. The Leader and Cabinet must ensure that a robust monitoring and accountability framework is an integral part of the plan, which is transparent to the residents of Croydon, the Council's workforce, and councillors.</p>	<p>It was evident that the appropriate tools required to maintain sound financial management had not been in place to date and in driving forward improvements, robust measures to close the budget gap must be sought and implemented.</p>	<p>Councillors Hamida Ali, Stuart King & Callton Young</p> <p>Resources</p>	<p>Accept.</p>	<p>Katherine Kerswell</p>	<p>Yes. To be contained within the growth allocated to the the finance team in the 2021/22 budget (formal approval of budget – Feb 2021 cabinet and March 2021 Council)</p>	<p>April 2021</p>	<p>As part of the regular budget reports</p>
<p>6. That the Cabinet recommends:</p> <p>a) The Engagement Plan is appended to the Croydon Renewal Plan as it would evidence how engagement with staff, councillors and the community will be included in its renewal plan.</p> <p>b) The Council reassess the mechanisms and processes in place for access to information for Councillors.</p>	<p>The Committee concluded that:</p> <p>a) The the lack of the senior leadership's maintenance of line of sight and openness had been exposed by recent events and the executive leadership team must now prioritise addressing this.</p> <p>b) Careful consideration needed be given to the role of the public in the Council's improvement journey and the communication strategy it would adopt to ensure effective dissemination of information to residents.</p>	<p>Councillors Hamida Ali, Stuart King & Callton Young</p> <p>Resources</p>	<p>Accept.</p> <p>Improvements are being made to the performance reporting to improve information to Councillors. We want staff, partners and residents to be at the heart of our improvement journey, and engagement will be a key plank of the renewal plan communications strategy. We will continue to review our communications to ensure we are encouraging feedback and input into the council's plans through a wide range of channels.</p> <p>Rights of access to information for councillors are defined in legislation and set out within the Constitution agreed by full Council. A review of the Access to Information provisions within the Constitution will be</p>	<p>Katherine Kerswell</p>	<p>Yes. (may have financial implications, depending on the scale of engagement plan that is required)</p>	<p>Ongoing</p>	<p>NA</p>

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	c) Engagement with staff should be sought in order to incorporate their views and ideas in shaping the Council's plans.		undertaken to ascertain if improvements can be made to promote clarity of councillor rights around access to information				
7. The Council set outs how both the Scrutiny & Overview Committee and the General Purposes and Audit Committee will be facilitated to carry out their governance roles in regards of the Croydon Renewal Plan, including defining the remit of both Committees, the information that will be provided and the level of support that can be expected.	It was important that the political and executive leadership of the Council supported the Scrutiny & Overview Committee in maintaining a line of sight over the Council's new priorities and principles and in seeking assurance on the trajectory of its plans and visions as appropriate.	Councillors Hamida Ali, Stuart King & Callton Young Resources	The Constitution approved by full Council currently sets out the terms of reference and responsibilities for the SOC and GPAC. These will be reviewed to ascertain whether any update is required to capture their additional governance roles in regards the Croydon Renewal Plan	Jacqueline Harris Baker	NA	NA	NA