

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
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Report: Staff Changes, Service Impact and response to Budget Reductions In Early Help and Children's Social Care (Considered by Children & Young People Sub-Committee on 19 January 2021)

1. Reduction in early help will impact schools. The Council needs to be clear on the level of support to be provided to schools and consider how to ensure effective timely communication to schools about what support is available and how to access it in order to make suitable alternative arrangements.	Clarity was needed on the future role of the voluntary sector which has provided immense support to families during this time and was experiencing unprecedented challenges. If the intention is that the voluntary sector should replace some of the services cut due to the need to save costs, we need to be reassured that they are in a position to do so.	Councillor Alisa Flemming Children Families & Education	Accepted.	Debbie Jones	Savings for 2021/22 built into the approved budget are predicated on rationalizing early help support costs.	Over the coming months officers will be commencing a review of the early help offer across the borough, including valuable services provided by voluntary organisations and in partnership with schools and the sector, to develop options that continue to provide early help for children and families within the resources available.	20 April 2021
2. There was a risk that the Council may not secure MHCLG approval for a capitalisation directive. Consideration be given by the Executive Leadership Team as to how this risk will be managed.	The intention to maintain services above the statutory minimum in spite of the need to significantly reduce costs across the Council, was welcomed.	Councillor Alisa Flemming Children Families & Education	Accepted.	Debbie Jones	A capitalization direction for 20/21 and 21/22 has been offered and accepted by the Council. Further year capitalization requests remain pending.	The Executive Leadership Team will continue to closely monitor the situation to ensure that statutory responsibilities to children and families continue to be met.	20 April 2021

Report: Blended Learning (Considered by Children & Young People Sub-Committee on 19 January 2021)

1. That a means be found to measure the inequalities in attainment gap caused by the pandemic and that focussed evidenced efforts are made to close the gap over time.	In looking forward, it was important that the department prioritise measuring of inequality on attainment gaps as a consequence of the pandemic and explore ways to address the gaps identified.	Councillor Alisa Flemming Children Families & Education	Accepted.	Debbie Jones	Costs may be incurred to close the inequalities gap.	Focus on this with DfE and schools following the 8 th March full opening of schools.	20 April 2021
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2. That the number of children who do not have access to the necessary equipment for remote learning are quantified, especially for those in Secondary schools, and that closing that gap is made a priority.	It was clear that whilst there were issues with provision and availability of suitable devices to support virtual learning, the importance of resources to strengthen parental engagement and ability to support their child/children must remain an area of focus and priority.	Councillor Alisa Flemming Children Families & Education	Accepted.	Debbie Jones	Costs may be incurred in closing this gap.	We have data in relation to pupils without access to IT and are working with partners to try and close this gap. All children and young people will be back to school on 8 th March.	20 April 2021

Report: Call In: Proposed Closure of Virgo Fidelis School (Considered by Scrutiny & Overview Committee on 4 February 2021)

1. That a further report on the transition of pupils from Virgo Fidelis School be scheduled for a meeting of the Children & Young People Sub-Committee at a date to be determined.	Notwithstanding, the reassurance taken on the transition of former Virgo Fidelis pupils to new schools, it was agreed that further reassurance would be sought by the Children & Young People Sub-Committee, at a later date, on the long-term management of the transition.	Councillor Alisa Flemming Children Families & Education	Accepted.	Shelley Davies	The outstanding deficit relating to the school has been included in current year monitoring.	The admissions team are working closely with the school and the families to ensure that all pupils at the school have a new school place and a positive transition to a new school.	30 March 2021
2. That an annual report on the schools deficit in the borough be programmed into the work plan for the General Purposes and Audit Committee.	The Committee felt that General Purposes and Audit Committee, as the appropriate Council body for managing risk, should be given oversight of school deficits in the borough on at least an annual basis.	Councillor Alisa Flemming Children Families & Education	Accepted.	Shelley Davies	N/A	The DSG Management plan will be shared with GPAC at the March meeting and following that will be taken to Schools Forum for approval before it is submitted to the DfE.	30 March 2021
3. That when the Children & Young People Sub-Committee next reviewed school place planning in the borough, that information was	The Committee agreed that it would be useful for the Children & Young People Sub-Committee to be provided with information on the demand	Councillor Alisa Flemming Children Families & Education	Accepted.	Shelley Davies	N/A	Information will be provided for scrutiny when school place planning in the borough is on the agenda.	30 March 2021

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included on the demand for faith schools.	<p>from Roman Catholic parents for Roman Catholic school places in the borough, when it next considered school place planning.</p> <p>It was also agreed that consideration should be given to the questionnaire on school applications and whether a question could be added on whether faith had a bearing on the choice of school.</p>						

Report: Equalities Strategy (Considered by Scrutiny & Overview Committee on 9 February 2021)

<p>1. That targets used to measure the success of the Equalities Strategy are SMART and focussed on improving the lives of the people of Croydon, in areas which the Council had significant influence over.</p>	<p>It was recognised that SMART targets should be used wherever possible, as this would mean the impact of the Equalities Strategy could be measurably demonstrated. It would be preferable if there were a small number of SMART targets for improving the lives of the people of Croydon that the Council had significant influence over.</p>	<p>Councillor David Wood Resources</p>	<p>Accept.</p>	<p>Gavin Handford</p>	<p>N/A</p>	<p>At this stage we are lacking the data to set targets with confidence that are achievable and realistic, so our focus in year 1 is on improving data and we will review targets in 12 months.</p>	<p>30 March 2021</p>
<p>2. That any previous Equalities Strategies or any other equalities targeted programmes should be reviewed and evaluated as part of the development of the new Strategy.</p>	<p>The Committee felt that past experience should be used to inform the development of the new Equalities Strategy.</p>	<p>Councillor David Wood Resources</p>	<p>Rejection. Previous Equality Strategy - Opportunity and Fairness Commission report has been reviewed on an annual basis. Current equality objectives have been reviewed as part of the process of developing the new Strategy. A governance and performance</p>	<p>Gavin Handford</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>

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			framework has also been put in place to review and evaluate the new strategy going forward. Resources now need to be focused on delivering against the new strategy, and not further review.				
3. That there should be analysis of the responses from stakeholders, and the Strategy should reflect how these responses have informed the final strategy.	The Committee concluded that the views of the stakeholders, who responded to the consultation, should be acknowledged in the Strategy.	Councillor David Wood Resources	Accept. Equality Strategy consultation report has been developed. This has been published. Copy of report and final strategy will be sent to stakeholders.	Gavin Handford	N/A	Complete.	30 March 2021
4. That information from across the Council should be compiled into a corporate equalities dashboard.	The Committee agreed that the use of data would be important in demonstrating the impact of the Equalities Strategy. As such it was essential that there was a central, corporate data source that allowed progress in implementing the Strategy to be monitored.	Councillor David Wood Resources	Accept.	Gavin Handford	N/A	The work on the dashboard is progressing and is expected to be completed in year 1 of the strategy.	30 March 2021
5. The Equalities Strategy should be shared with the officer preparing the Autism Strategy.	The Committee concluded that there was a synergy with the Autism Strategy, which was currently being developed, and as such the two strategies should be reviewed to ensure that they were mutually compatible.	Councillor David Wood Resources	Accept. Equality Strategy has been shared with Autism Social Inclusion Lead	Gavin Handford	N/A	Complete.	30 March 2021

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6. That a process for reviewing the Equalities Strategy in light of any new data sources, such as census data, becoming available, should be built into the Strategy.	The Committee noted that the next census was due to start this year and as such agreed that it would be an important source of data for the Strategy.	Councillor David Wood Resources	Accept. The Equality Strategy and supporting actions are 'living' documents. The strategy and action plan will be refreshed every year to ensure that our policy and practice takes into account any emerging and prevalent national and local priorities this will include any new data sources	Gavin Handford		Annual.	

Report: Review of Brick by Brick (Considered by Scrutiny & Overview Committee on 9 February 2021)

1. That a mechanism be put in place to ensure additional scrutiny of any further lending to Brick by Brick, above and beyond that identified in the review of future options for the company.	Although the report identified that a loan of less than £10m to Brick by Brick was required to deliver the preferred option, the Committee recognised that there were risks that may impact upon the amount of money required. Should a loan exceeding the identified £10m or a further loan be required, there needed to be a mechanism in place to allow additional scrutiny.	Councillor Hamida Ali Resources	Accepted.	Katherine Kerswell	The financial implications of additional lending have been factored in to the budget and MTFS – as has the expected repayment of loan balances.	Only required if loan requirement is exceeded, therefore no timetable as it is at present not anticipated that the level will be exceeded.	Only applicable if exceeded.
2. That consideration is given to how the Executive team will track and evidence that risk management processes are being embedded across the Council.	The Committee welcomed the reassurance that work was underway to embed risk management processes throughout the Council, but questioned how this could be evidenced going forwards.	Councillor Hamida Ali Resources	Accepted. Recommendation accepted and application of a more robust approach approved by CEO and ELT to ensure compliance with all elements of the Councils' Risk Management Framework	Katherine Kerswell	Risks relating to Brick by Brick loans and accrued interest are factored in to the current budget monitoring and future MTFS.	With immediate effect utilising CEO and Assist CEO endorsement. CPMO actively working with Risk Team and L & OD to ensure effective embedding across Council. Increased scrutiny already in place through GPAC activity. The	30 March 2021

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						development of a more rigorous approach to risk management will be raised as an agenda item at the upcoming fortnightly Programme Delivery Steering Group meeting which is chaired by the interim chief executive.	
3. That a mechanism is put in place to review the confidential information set out in the report, to allow it to be publicly released once appropriate to do so.	The Committee recognised that there would be considerable public interest in the financial details set out in the confidential section of the Review of Brick by Brick report and felt that releasing this information should be reviewed, once it was no longer considered to be commercially sensitive.	Councillor Hamida Ali Resources	Accepted.	Katherine Kerswell	None.	After final decision is made in May then decision can be made.	Post May 2021
4. That a regular review be undertaken of all Council companies, with the outcomes from this review reported to Scrutiny.	As a key learning point from the experience of the Council with Brick by Brick, the Committee felt that a process should be put in place to review any external companies owned by the Council at regular intervals, to ensure that they were achieving their intended outcomes and remained fit for purpose.	Councillor Hamida Ali Resources	Accepted.	Katherine Kerswell	Monitoring of any financial implications to the Council from this review will be incorporated into financial monitoring.	Review to be undertaken and completed by December 2021.	Jan/Feb 2022
5. That a review be undertaken of past lending to Brick by Brick to provide greater clarity over the arrangements and to ensure that the	The Committee retained a concern about the past lending arrangements with Brick by Brick and felt that further investigation was required to understand the arrangements and to	Councillor Hamida Ali Resources	Rejected. The Council has limited resources to undertake this type of post mortem, it is more important to ensure	Katherine Kerswell	N/A	N/A	N/A

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arrangements were legally compliant.	ensure that any such lending was legally compliant.		that good practice is embedded into future arrangements. The Value for Money review from Grant Thornton into the work on Fairfield Hall will add more to our understanding on this issue.				

Report: Interim Asset Disposal Strategy (Considered by Scrutiny & Overview Committee on 9 February 2021)

1. That further information be included within the report, for when it is considered by Cabinet, on the potential options for the Croydon Park Hotel to allow a more informed judgement to be made on the best way forward.	Although the Committee were satisfied with the approach proposed in the Interim Asset Disposal Strategy, it felt that there was not enough information included within the report to reach any conclusions on the identified options for the Croydon Park Hotel.	Councillor Stuart King Place	Accepted and enacted.	Ozay Ali	Assumptions around capital receipts are included in the MTFS and are factored in to forecast interest payments and MRP charges.	Completed.	30 March 2021
2. That the information set out in the in confidential section of the report be reviewed to establish whether it would be possible to make public the list of assets identified for disposal and if not, further clarity as to the reasons should be added to the report.	The Committee recognised that there would be considerable public interest in the list of assets identified for disposal set out in the confidential appendix to the report, and felt that further consideration was needed over how this information could be brought into the public domain.	Councillor Stuart King Place	Each case will be considered according to commercial risk but agreed to include the first tranche of sites for 2021/22 in Part A of the report. Publication of other sites will follow final approval to sell, subject to delegated authorities. The approved procedure is adequate and requires no change in respect of publication, but officers will ensure the Comms Teams are well briefed on potential sales as part of any publication process.	Ozay Ali	Any delays in progressing sales will cost the Council in terms of delayed capital receipts and ongoing holding costs.	N/A	30 March 2021

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			Publication too early may cause additional complications in relation to ensuring that the Council receives best consideration				
3. That the process for consulting and informing Ward Councillors about decisions to be taken on assets in their local area be reviewed to ensure it was fit for purpose.	The Committee highlighted a concern that consultation with Ward Councillors about decisions on assets in their local areas had in the past been intermittent at best.	Councillor Stuart King Place	Accepted. Agreed and the process is being changed to require notification and consultation with local ward members and cabinet as required	Ozay Ali	Any delays in progressing sales will cost the Council in terms of delayed capital receipts and ongoing holding costs	Process is changed with immediate effect.	30 March 2021