

## Cabinet

Meeting held on Monday, 8 June 2020 at 6.30 pm. This meeting was held remotely

### MINUTES

**Present:** Councillor Tony Newman (Chair);

Councillor Alison Butler, Stuart Collins, Hamida Ali, Jane Avis, Alisa Flemming, Simon Hall, Stuart King (voting – Job Share), Oliver Lewis, Paul Scott (non-voting – Job Share) and Manju Shahul-Hameed

**Also Present:** Councillor Tim Pollard, Jason Cummings, Jason Perry, Mario Creatura, Maria Gatland, Lynne Hale, Simon Hoar, Yvette Hopley, Vidhi Mohan, Helen Pollard, Sean Fitzsimons, Robert Ward, Clive Fraser, Helen Redfern, Margaret Bird, Simon Brew, Jan Buttinger, Sherwan Chowdhury, Patsy Cummings, Nina Degrad, Felicity Flynn, Patricia Hay-Justice, Bernadette Khan, Shafi Khan, Ian Parker and Louisa Woodley

### PART A

38/20 **Minutes of the previous meeting**

The part A minutes of the Cabinet meeting held on 11 May 2020 were agreed. The Leader of the Council confirmed he would sign the minutes as an accurate record when able to.

39/20 **Disclosure of Interests**

There were none.

40/20 **Urgent Business (If any)**

The Leader stated that in response to the horrific events around the globe which had led to the rise of the hugely important Black Lives Matter movement; efforts in Croydon were being redoubled to tackle racism in the borough. It was noted that events were taking place across the community and elsewhere and that efforts to support the Black Lives Matter movement would be supported.

Cabinet paused the meeting for 8 minutes and 46 seconds to reflect upon recent events.

**Croydon Together: Update on our ongoing response to Covid-19**

The Leader noted that lower numbers were starting to be seen in terms of hospital admissions, however a significant challenge remained in Croydon in terms of health and economic crises. The financial challenges were recognised and the Leader thanked Chris Philp MP for his work in promoting fairer funding and for recognising the importance of cross party working.

Members thanked all of the staff, NHS workers, care home workers and volunteers who had stepped up to support residents during a period of adversity.

The Director of Public Health noted that while infections and deaths were reducing in England, there had still been 55 deaths announced that day which meant there were 55 bereaved families. Significant risks remained; the virus was highly contagious and infectious and so it was imperative people stuck with social distancing and only made journeys where necessary. Everyone in Croydon was thanked for their contributions to reducing the spread; however, it was noted that significant work remained to combat the virus.

The Chief Executive noted that the work to develop strong partnerships over previous years had been a key strength in Croydon's response to the pandemic. The council would not have been able to respond so well without the work of the NHS and the community and voluntary sector. It was recognised that through coordinated partnership working residents across the borough had been supported. BIDs were also recognised for their vital work in supporting businesses throughout this period.

Despite these partnerships, responding to the pandemic was recognised as having been a challenge as a number of responsibilities had been placed upon local government. The Chief Executive further stressed that the council was still responding to the pandemic and would continue to support care homes and shielded residents.

Members were informed that there were 14,500 shielded residents in the borough and of those 2,500 required additional support. This support would continue in the weeks and months ahead, especially in light of discussions of the government withdrawing food packages for the vulnerable as there would be many residents who would be concerned about going out.

The Chief Executive noted that the council had been given additional duties by the government in relation to care homes. The council had been providing support, including PPE and training, to care homes in Croydon since the beginning of the pandemic; however additional responsibilities of coordinating the testing of care home residents and staff had been placed on the Director of Public Health. It was confirmed that care homes would continue to be supported in acquiring PPE.

Members were informed that over £200k in emergency grants to the voluntary and community sector had been distributed. Furthermore, of the £60m in business grants received, £44.8m had been awarded. It was noted that there was a wide range of businesses in Croydon and some were very small; as such the Chief Executive requested that if councillors came across a business in need of support that they inform her and the Section 151 Officer so that they could be contacted.

15 June 2020 was an important date for the borough with retail shops opening and secondary schools reopening. The council was also working to reopen Bernard Weatherill House on that date and the Town Hall on 29 June. The Chief Executive further noted that from 22 June restaurants and bars would be able to reopen for outdoor trade. It was important that the council supported this sector and supported as many businesses to reopen as possible through a number of measures, including suspending parking outside businesses, where appropriate, to increase outdoor trading space.

Members were informed that the service mobilisation plan would be ready by the end of the month. In Bernard Weatherill House there was a large amount of work undertaken with deep cleans, lift guidance developed and one-way systems introduced. Staff would be able to return from 1 July; however considering the building would only be able to accommodate 20% of staff this would need to be managed. It was recognised by the Chief Executive that there were a number of staff who wanted to return to the office and that staff welfare was a key consideration.

The Chief Executive noted that most schools in the borough had remained open throughout the period for the children of key workers and vulnerable children. Since 1 June, 60 primary schools had widened their opening to welcome children back and to facilitate this, there had been a large amount of work undertaken by both council staff, head teachers and teachers. Members were informed that there was roughly 35-45% uptake at present, however that figure was increasing on a daily basis.

Members were informed that the Director of Public Health had been given responsibility to coordinate track and trace in the borough which was a fundamental part of the government's policy to save lives. The app for track and trace was still in development, however beacon areas had been identified and the council would seek to learn from their experiences.

Whilst there had been a reduction in deaths and infections, key risks remained. The council was in conversation with the NHS on how it could plan for a second wave. Furthermore, it was noted that there had been an enormous impact on residents, in particular vulnerable residents, and the economic impact had been huge with Universal Credit applications rising by 4%. The council was preparing for the impact of a second wave however would do everything possible to stimulate the economy to reduce the economic impact on residents.

The Chief Executive noted that the government had committed to support local authorities with the costs of responding to the pandemic; however this was not being fully covered as there were a number of direct covid-19 costs which were not being met, including loss of income and loss of in-year savings. Members were advised that the council had submitted returns to the MHCLG which indicated a full year funding gap of £62.7m and this was against the backdrop of London Councils projecting a funding gap of £1.3b across London. It was stressed that the financial challenge was significant and that the council was lobbying hard for this to be recognised and funded by the government.

The council, however, did not want to wait until the final settlement to tackle this financial challenge and so had implemented two measures. The Chief Executive advised the first measure was short-term and included stopping non-essential spending and implementing a recruitment freeze. The second measure was to review options which could be put in place to support bridging the gap. To support this work, the council had established a Finance Review Panel which was chaired by Duncan Whitfield and sought to drive forward the work to deliver as many savings programmes as possible.

The Leader and Chief Executive welcomed Duncan Whitfield to the meeting.

Mr Whitfield advised Members that he had 40 years' experience of local government finance and had begun his career in Croydon. He now worked at Southwark council which had similar ambitions and pressures to Croydon.

Members were informed that the Panel was in the early days of establishment with an agreed Terms of Reference and Project Initiation Document in place. There were 24 work streams in place and an update on progress of these was expected in the coming weeks. The Panel would review these work streams and would also begin planning for 2021/22 budget setting.

It was recognised that there were significant financial challenges, but that these challenges were not unique to Croydon and were being experienced by local authorities across the country. In Croydon there were, however, historical challenges of low reserves and balances.

Members were advised that there would be tough decisions in the months ahead, however Mr Whitfield stated that he was confident that with the commitment and pace seen to-date progress would be made.

The Cabinet Member for Finance & Resources noted that the financial pressures were unprecedented and had been exacerbated by historic underfunding and UASC underfunding. Measures had been put in place to deal with the immediate situation and the work of the Panel was to

formulate a plan that was true to the ethos of the administration. Tough decisions, it was noted, would need to be made to balance the finances of the council and the work of the Section 151 Officer was praised for ensuring the finances of the council remained viable.

The Cabinet Member welcomed the announcement on UASC funding which would bring an estimated £4m extra income to the council in 2021. This had been an area the council had been lobbying government on for a number of years. The Cabinet Member stated that it was hoped that the government would fund covid-19 costs as it had committed.

The Chief Executive noted that since the beginning of the pandemic an incredible amount of work had been undertaken by council staff to respond to the pandemic, but also to ensure business as usual was still taking place and had now begun supporting the work on the finances of the council. All staff were thanked by the Chief Executive for their work and dedication. The Leader echoed the thanks and noted that it had been inspiring to see the work of officers being recognised by residents. It was hoped that this connection between residents and the council would continue to be built upon.

The Cabinet Member for Homes & Gateway Services thanked the staff which had gone above and beyond in providing essential homes and gateway services. Thanks were also given to those in the communities who had stepped up to support others. Concerns were raised in terms of residents losing their homes and jobs and that there was a housing benefits system in place that was not fit for purpose.

It was noted that the gateway service had been set up in Croydon to address the inequality and poverty experienced by residents across the borough and this service would be needed by more residents than ever as the financial implications of covid-19 were felt.

Members noted that those who were homeless had no recourse to public funds and this was an issue which would be felt across London. Whilst excellent work had taken place to house them during the peak of the pandemic, the remaining issue of having no recourse to public funds remained.

The Cabinet Member for Children, Young People & Learning informed Members that a lot of hard work had gone into the planning of re-opening schools and to supporting young people across the borough with secondary school children due to return next. A detailed briefing had been circulated on the work which had gone into supporting young people to return to school. It was noted that most schools within the borough had remained open throughout the pandemic, however these schools were now increasing their numbers of students attending each day.

The Cabinet Member for Clean Green Croydon thanked all Veolia and council staff who had worked well together during this period to provide a

waste collection service. The council had received positive feedback from residents on the professionalism of HRRC staff when the centres reopened. There had been over 20,000 people visiting the HRRCs since reopening, however it was noted that those numbers were starting to drop.

The Cabinet Member raised concerns in relation to the budget gap as it was noted that this financial pressure would have an impact on staff and may require the council to start charging for services which it previously had not. The government was called upon to honour its commitment to fund covid-19 costs.

Members were provided with an update from the Cabinet Member for Environment, Transport & Regeneration (voting – Job Share) which outlined that the full range of enforcement activities would be resumed within the next two weeks; however, parking concessions for NHS and key workers would remain in place. A street space programme, similar to that of the Mayor of London's, was being rolled out which reallocated road space for walking and cycling and supporting social distancing. To-date, Members were informed that there had been 13 point closures, ten footway widening programmes, 20mph extensions, speed awareness signs implemented and pop-up cycle lanes planned.

Considerable concerns were raised by the Cabinet Member on the impact of scrapping under-18 travel concessions. This scrappage had been imposed upon TfL by the government in its bailout agreement, however it was stressed that the impact of this policy on young people could not be underestimated. Members were advised that in Croydon it was estimated that it would impact 60,000 young people and whilst work was going on to understand the impact, Members were requested to speak out against the policy.

The Cabinet Member for Families, Health & Social Care informed Members that there had been no reports of covid-19 in special sheltered housing in the previous three weeks. Members were advised that the council continued to work closely with care homes to ensure strong infection controls were in place. Whilst it was noted that the council was under huge financial pressures due to covid-19, the Cabinet Member highlighted that staff had been working hard since 2010 following the austerity measures imposed upon them and that nationally there was a £6b shortfall in adult social care which desperately needed to be addressed.

The Cabinet Member for Safer Croydon & Communities extended their thanks to the voluntary and community sector and all the volunteers who had come forward during this period. It was noted that the emergency fund of £200k had been oversubscribed which demonstrated the scale of the work taking place in this sector to support residents.

Members were informed that the Violence Reduction Unit was focussing on the safety of young people and supporting the sustained drops in knife crime which had been seen during this period. The Family Justice Centre had moved to seven day working and the safe spaces campaign had been important to provide spaces for those suffering from domestic abuse. The Policy had seen increases in reporting of domestic violence which had shown the importance of this campaign.

The Cabinet Member for Economy & Jobs informed Members that the Discretionary Grants Scheme had been launched the previous week to support local businesses. It had been estimated that if every business in the borough applied then all businesses would receive only £500. As such, difficult decisions had been made to support key businesses outlined within the scheme. It was noted that charities were not eligible to apply for the grants as there were alternative schemes available to them. The council had, to-date, received 492 applications and businesses were encouraged to apply quickly as it was recognised the funding was limited.

Members noted that a huge amount of work was being undertaken to support businesses to reopen as it was recognised that a number of businesses would struggle to reopen with new requirements placed upon them in terms of ensuring appropriate space was provided and the behavioural changes required. It was noted, however, that debate was ongoing on whether to reduce social distancing rules to 1m.

The Cabinet Member advised Members that the Federation of Small Businesses would be hosting a round table on 19 June in Croydon, which the council would be participating in.

The Cabinet Member for Culture, Leisure & Sport noted that leisure centres, libraries and the Fairfield Halls remained closed, however it was hoped that leisure centres and libraries would be able to reopen in the next month in line with government guidance. The council continued to encourage social distancing within parks and frontline officers who were patrolling the parks were thanked for their work.

The Cabinet Member thanked the Bereavement service for their hard work during a difficult time and for their continued compassion.

It was recognised that the cultural sector was an area which required support and the council was supporting this sector to move to digital options and had launched the culture support fund.

The Cabinet Member for Environment, Transport & Regeneration (non-voting – Job Share) stated that the regeneration team had been largely focussed on recovery and supporting businesses during this time. Members were informed that the development control team had seen a small dip in applications of 10%, however despite the change in working environment they were continuing to make decisions and the Planning Committee had resumed fortnightly meetings to ensure decisions were

being made. In terms of strategic planning, the Cabinet Member advised that the Local Plan review continued and a cross party working group had been established to look at the future of the borough.

The Leader of the Opposition welcomed the UASC announcement and noted that Chris Philp MP had been lobbying for it for a number of years. Whilst it was noted that it had taken too long for the funding commitment, it was now in place and everyone involved was thanked for their work.

It was suggested that residents understood their own financial situations but there was a lack of transparency in terms of how the crisis was impacting the council. The Leader of the Opposition stated that everyone needed to understand the financial pressures being faced by the council so they could understand the long-term impact. It was requested that this detail be provided in a digestible format.

In response, the Leader informed Members that the July Cabinet meeting would take a report on the council's finances which would be very transparent. The Leader urged the Leader of the Opposition to speak with the Chief Executive and Section 151 Officer ahead of the meeting to receive detail on the full implications. In response to further questions the Leader stated that if the government was happy for the MHCLG return to be published then it would be published. In the meantime, a summary of the return would be circulated to Members which contained more detail than the scrutiny report.

Concerns were raised that there were businesses within the borough that had not yet received grants in spite of the council recognising in the report that cash flow was integral to the long-term integrity of a business. Councillors expressed hope that the lessons of the business grants process had been learned and would be put in place for the discretionary grants scheme. In response, Members were requested to send the details of any businesses awaiting payment to the Section 151 Officer, however it was noted that the council had been congratulated for its diligence in allocating the grants as there had been fraudulent claims submitted. Furthermore, it was noted that some businesses were claiming that the council was not communicating with them when Cabinet Members had seen correspondence requesting further information which had not been supplied by the business.

In response to Member questions, it was noted that officers had been on the frontline responding to a global pandemic and so it had not been possible to hold a full diary of council meetings. This would be reviewed as the council's response needs were reduced.

Members were informed that the council had taken its role in supporting care homes very seriously and had provided PPE to them before it was the council's responsibility as it was not prepared to see residents exposed to the virus. Furthermore, the Cabinet Member for Families, Health & Social Care noted the government had not initially considered

care homes fully and had failed to include care home deaths in its daily figures.

In response to concerns raised regarding a 16.5% increase in charges for Careline, the Cabinet Member for Families, Health & Social Care requested that details be shared with her and the Executive Director for Health, Wellbeing & Adults so it could be investigated thoroughly, as that approach was not in line with the ethos of the administration.

The Leader of the Council delegated authority to the Cabinet to make the following decisions:

**RESOLVED:** To note the report and the actions taken in response to the Covid-19 pandemic

42/20

### **Developing a sustainable economic recovery and renewal plan for Croydon**

The Leader informed Members that a large amount of work was being put into a sustainable economic recovery and renewal plan and that the council was playing an integral role in bringing together a number of sectors and organisations to support this work. It was noted that the redevelopment of Croydon and the district centres would be important aspects of focus for the economic renewal of the borough following covid-19.

It was noted that huge challenges would be experienced by the culture and hospitality industries following lockdown easing and that it was important that the council ensured that the economic recovery of the borough was sustainable and swift. The Leader stated that the sustainable agenda was an important aspect of the recovery agenda during the economic crisis.

The Cabinet Member for Environment, Transport & Regeneration (voting – Job Share) noted that it would be easy to put tackling the climate emergency on the back burner, however it was the council's intention that there was a clear link between economic renewal and sustainability.

Members were informed by the Cabinet Member for Economy & Jobs that the council was seeking to shape a green and inclusive economy. With the reopening of businesses, training would be a key area of focus to support residents in acquiring new roles and to tackle skills shortages in particular sectors, such as the care sector. The Cabinet Member noted that women were more likely to work in sectors which had been closed during the lockdown and this inequality needed to be addressed.

Inward investment was key to the economic renewal of the borough and the council, it was stated, would look to encourage investment in the borough including large and medium sized businesses which were seeking to relocate outside of inner London.

The Cabinet Member informed Members that there was an enquiry taking place on post-pandemic economic growth which the council would feed into.

The Cabinet Member for Environment, Transport & Regeneration (non-voting – Job Share) stated that it was important that planning would play a key role in achieving a better environment during the economic recovery. Whilst it was important to continue to develop the borough, it was also important to recognise the changed environment as an outcome of covid-19.

The Leader informed Members that the council had received positive correspondence from Westfield in recent weeks in terms of the redevelopment of Croydon town centre which was welcomed. In spite of this positivity, the Leader stated that whether it be Westfield or another developer it was important that the redevelopment of the town centre was not stalled, however it was recognised that the redevelopment would need to evolve given the changes to the retail market in recent times. Furthermore, it was stated that the town centre would be redeveloped on a more human scale with fewer larger complexes and more open spaces. It was confirmed to Members that the Leader had spoken to Chris Philp MP and it had been agreed that cross party agreement was important to a successful redevelopment of the town.

In response to Member questions, the Leader noted that it was intended there would be a number of work streams as part of the renewal board which would look at specific areas and would welcome contributions from different businesses and organisations. Cabinet Members would also welcome the contribution of Shadow Cabinet Members.

The Cabinet Member for Culture, Leisure & Sport stated that he was proud of the administration's record of investing in the borough's cultural network and noted that just before the pandemic, the borough had been awarded Borough of Culture status for 2023 in recognition of this work. In response to questions, the Cabinet Member informed Members that the matter of pianos being removed from Fairfield Halls was for the operator.

In terms of the Fairfield Halls reopening, the Cabinet Member stated that it was important clarity was provided by the government on dates cultural sites could reopen and the arrangements that were needed to be put in place. Members were informed that BH Live remained committed to the running of Fairfield Halls.

Concerns were raised in relation to the ending of the under-18 travel concession in London, which had been imposed on TfL as part of the government financial bailout. It was noted that Croydon had the largest number of young people in London and that the impact of this cut would be far reaching. Concerns were raised that a number of young people would be unable to continue with their studies with the additional costs

and the council would be required to fund travel costs of those who were covered statutorily which had previously been covered by TfL.

In response to these concerns, the Cabinet Member for Environment, Transport & Regeneration (voting – Job Share) stated that there was a statutory obligation on local authorities to provide home to school travel where criteria had been met, however no London borough had the apparatus in place to support this as this had been managed by TfL since 2005. It was noted that the entitlement only covered home to school travel and so did not provide for weekend, school holiday or after school travel which would impact young people. The Cabinet Member stated that cross-party lobbying was required to raise this impact upon the young people of London.

The Leader of the Council delegated authority to the Cabinet to make the following decisions:

**RESOLVED: To**

1. Record its thanks to the Council's partners in the public, private and voluntary and community sector who have come together as one borough to respond to the Covid-19 crisis.
2. Note the approach now proposed for the Council to work in partnership towards a sustainable economic renewal strategy.
3. Approve the establishment of a cross-sector Croydon Sustainable Economic Renewal Board to lead and coordinate the borough's renewal plan.

43/20

**South London Waste Plan - Publication of Proposed Submission draft and Submission to the Secretary of State**

The Cabinet Member for Environment, Transport & Regeneration (non-voting – Job Share) gave a presentation to the meeting. It was noted that the report was not about waste collection or the processing of waste but was rather about planning for future waste.

The Waste Plan had been drawn up by the four boroughs involved in the South London Waste Partnership; Croydon, Kingston, Merton and Sutton, and sought to ensure the four boroughs were net self-sufficient in their waste dealings up to 2036. It was noted that waste would be taken from elsewhere, however an equal amount would be exported to other authorities to manage.

The Cabinet Member stated that the targets for waste processing included no biodegradable or recyclable waste being sent to landfill by 2026, 65% of household and business waste being recycled by 2030 and 95% of construction waste to be recycled by 2020. Waste, it was stated, would be dealt with in terms of a hierarchy; re-use, re-cycle, re-cover and dispose.

Whilst it was intended that waste levels would be reduced it was noted that lobbying for national legislation was key to achieving the ultimate goals of waste reduction.

In response to questions, the Cabinet Member for Environment, Transport & Regeneration (non-voting – Job Share) stated that contact would be made with NHS England to better understand their concerns. It was further confirmed that development growth was taken into consideration when developing the Plan and that an increase in development of 4% over 15 years was net growth across the four boroughs.

Council staff and Viridor staff were thanked for their excellent work in maintaining services during the pandemic.

The Leader of the Council delegated authority to the Cabinet to make the following decisions:

**RESOLVED:** To recommend that Full Council

1. Approves the submission of the draft South London Waste Plan (Appendix 1) and its associated Sustainability Appraisal (Appendix 2) to the Secretary of State following the conclusion of the statutory 6-week publication period in accordance with Section 20(1) of the Planning and Compulsory Purchase Act 2004;
2. Delegates to the Cabinet Member for Environment, Transport and Regeneration (Job Share), in consultation with the Director of Planning and Strategic Transport, the agreement of any Main Modifications required by the appointed Planning Inspector to make the South London Waste Plan sound;
3. Delegates to the Cabinet Member for Environment, Transport and Regeneration (Job Share), in consultation with the Director of Planning and Strategic Transport the publication of any Main Modifications required by the appointed Planning Inspector for formal consultation; and
4. Delegates to the Director of Planning and Strategic Transport in consultation with the Cabinet Member for Environment, Transport and Regeneration (Job Share) the making of minor modifications and factual corrections (that are not required to make the South London Waste Plan sound).

**RESOLVED:** To

1. Approve publication of the Proposed Submission South London Waste Plan (Appendix 1) and its associated Sustainability Appraisal (Appendix 2) for six weeks for representations to be

made upon it, in accordance with Regulation 19 of the Town and Country Planning (Local Planning) (England) Regulations 2012;

2. Approve that the Proposed Submission draft of the South London Waste Plan be recommended to Full Council for submission to the Secretary of State subject to conclusion of the statutory 6-week publication period; and
3. Delegate to the Director of the Director of Planning and Strategic Transport in consultation with the Cabinet Member for Environment, Transport and Regeneration (Job Share) minor and / or factual changes to the Proposed Submission South London Waste Plan prior to publication.

44/20

### **Equality Annual Report**

The Cabinet Member for Safer Croydon & Communities began introducing the report by noting that the papers had been published before the recent murder of George Floyd. In light of the rise of the Black Lives Matter movement and the published impact of covid-19 on BAME communities, the report had increased in importance. It was stated that it was important that everyone played their part in tackling the inequalities that were experienced by residents and that the council reset its equalities agenda to tackle any inequalities present.

The Cabinet Member stated that the administration stood in solidarity with the black community and its staff. It was important that the council showed and did not merely state that Black Lives Matter. This was the opposite of the government's stance, it was stated, who had published a report that outlined the disproportionate impact of covid-19 on the BAME population but had not made any recommendations.

It was noted that the Local Government Association Equality Peer review report had been included in the papers and rated the council as "Achieving" and included recommendations for the council to improve further. Recommendations included improving data collection, which the council would work on in the coming weeks and months ahead. It was the intention of the council to work towards being awarded the status of "Excellent". Furthermore, the Cabinet Member informed Cabinet that there had been an informal discussion with Scrutiny & Overview Committee members in relation to the report and recommendations of members would be taken forward.

The Cabinet Member thanked the Equalities Manager for their work and dedication to tackling inequalities.

The Chair of the Health & Wellbeing Board noted that the beginning of the meeting had been paused to reflect upon recent events and the death of George Floyd. It was stated that there was understanding of people protesting and stating that enough was enough. Institutionalised racism

was abundant and it was not sufficient to hear of policies changing while real change was not being delivered. It was hoped that the coming weeks and months would see real change, including to the school curriculum to include the full story of colonialism, and work to tackle the issue of school exclusions of black boys.

Health inequalities were further raised as an area requiring real commitment to change. It was noted that the council needed to work with its partners and communities to implement a strategy that ensured people had a better start in life.

Members thanked the Cabinet Member for their passion for leading this piece of work. It was noted that objectives needed to be refreshed and that equality needed to be placed at the heart of all the council's work to make real changes to the lives of residents.

Concerns were raised that the report suggested that of the 31 targets in the 2016-20 Plan, only three had been met. Members suggested that data on performance against targets should be published and that meaningful targets should be developed.

In response, the Cabinet Member stated that the annual report was a calendar year report on progress made that year and was not a plotted trajectory. It was recognised that data collection had been highlighted within the peer review report and the council would work upon this going forward to ensure data collection was accurate.

The Cabinet Member noted that the report included emerging ideas on the new Equality Strategy, however consultation would take place to fully develop the targets and Strategy.

The Cabinet Member for Children, Young People & Learning welcomed the pause for 8 minutes and 46 seconds as an opportunity to reflect. It was noted that black people across the world had felt real pain and this needed to be addressed. It was a real opportunity to tackle the issue of inequality in every aspect of life including employment and education. The Cabinet Member stressed the importance of empowering and supporting young people and part of this included learning about who they are and their heritage. It was noted that it had been 40 years since Bob Marley sang Redemption Song at Crystal Palace and still inequality was experienced by so many. It was stressed that it was vital that this inequality was tackled in every part of life.

In response, the Cabinet Member for Safer Croydon & Communities stated that the report was central to all aspects of council activity. It was agreed that the current curriculum did not reflect all of our communities and should be reviewed. The Cabinet Member expressed frustration that after 40 years, the same differentials in experience were still present and that it was imperative that this time real change was made. Whilst it was

recognised that there deeply entrenched inequalities which were decades and centuries old, the Cabinet Member was committed to tackle them.

The Leader concluded by noting that equalities would run through the heart of all the council's activities including building an economic and sustainable agenda.

The Leader of the Council delegated authority to the Cabinet to make the following decisions:

**RESOLVED: To**

1. Note the Equality and Inclusion Annual Report for 2019
2. Note the Equality Framework for Local Government (EFLG) Report 2019
3. Note the Stonewall Workplace Equality Index (WEI) Report 2019
4. Note the reports will be published on the Council's website
5. Note the work to develop an Equality Strategy

45/20

**Children, Young People & Families Plan**

The Cabinet Member for Children, Young People & Learning began by thanking everyone who had supported the work of improving Children's Services including; Eleanor Brazil, Martin Pratt, Di Smith, Ashely Sow and Councillor Shafi Khan. Their commitment to improving services had supported the council's achievement of being rated 'Good' in its latest Ofsted inspection.

The Cabinet meeting was provided with a presentation on the Children, Young People & Families Plan which had the theme of "a place where everyone matters" running throughout it. It was stated that it was integral that the council continued to tackle the challenges experienced to ensure no person was left behind. Members were informed that listening had been at the heart of the development of the Plan; 195 young people had been engaged in the course of over 25 face to face sessions.

It was noted by the Cabinet Member that the importance of recognising and celebrating diversity had been a theme running throughout the meeting that evening. It had been important during the development of the Plan that the final product was accessible and relatable by all with the use of plain English and the removal of acronyms and unnecessary text.

Members noted that there were three outcomes in the Plan and six priorities. Priority 1 ("I feel safe in my home, school and community") focused on building relationships with families to support the development of safe, happy and caring homes. Priority 2 ("I am supported to do well,

and access learning and work opportunities”) focused on ensuring that everyone had access to learning and employment opportunities, with a key focus being to support young people accessing work experience opportunities. Finally, Priority 3 (“I am supported to feel happier and healthier”) would focus on supporting young people to access nature and outdoor space to reduce stress and improve mental health. It was noted that there would be far reaching impacts of the lockdown on young people’s mental health and this would be monitored carefully.

Members were shown a draft of the Plan on a page which had been developed with the principles of accessibility, colour, images of children at different ages, ethnicities and those with disabilities, to ensure it was inclusive for all.

In response to Member questions, the Cabinet Member noted that covid-19 had shone a light on a number of inequalities within society, with child poverty being one such area. It was noted that during this period a number of families had struggled with paying for food and that this needed to be addressed.

The Cabinet Member stated that the council would work with school to carefully look at young people’s EHCPs to ensure the right level of support was being provided and, where appropriate, support levels would be increased to meet their needs.

The Leader of the Council delegated authority to the Cabinet to make the following decisions:

**RESOLVED: To**

1. Recommend the adoption of the Children, Young People and Families Plan by Full Council.
2. Note the engagement and consultation that has been undertaken to develop this plan with children and young people, in addition to our partners, and organisations working with children and young people in Croydon.

46/20

**Recommendations from the Citizen's Assembly on Climate Change**

The Leader noted that the outcomes of the Citizen’s Assembly had shown that residents emphatically supported the climate change agenda. It was noted that the Chair of the Climate Change Commission would be invited to the July Cabinet meeting for a full discussion of the green agenda.

The Leader of the Council delegated authority to the Cabinet to make the following decisions:

**RESOLVED: To**

1. Note the statements from the Citizen's Assembly.
2. Give approval for the recommendations from the Citizen's Assembly to be taken forward and actioned where possible by the Executive Director of Place in consultation with the Leader and Cabinet.

47/20

**Stage 1: Recommendations from Scrutiny**

The Chair of the Scrutiny & Overview Committee noted that a meeting had taken place in May 2020 which had looked at a number of areas including; finances, social care, mental health, impact on young people and homes. It was noted that a review had been requested by Scrutiny Members on the lessons learnt from the discharge of asymptomatic patients.

The Leader thanked Members and officers for supporting such an important meeting.

The Leader of the Council delegated authority to the Cabinet to make the following decisions:

**RESOLVED:** To receive the recommendations arising from a joint meeting of the Scrutiny & Overview Committee and Health & Social Care Sub-Committee on 26 May 2020, and to provide a substantive response within two months (i.e. at the next available Cabinet meeting on 14 September 2020).

48/20

**Investing in our Borough**

The Leader of the Council delegated authority to the Cabinet to make the following decisions:

**RESOLVED: To note**

1. The list of decisions pursuant to Part 5 A Article 1.7 (Urgency Decisions) of the Council's Constitution, made as relevant body by the nominated Cabinet Member in consultation with the Cabinet Member for Finance and Resources or, where the nominated member is the Cabinet Member for Finance and Resources in consultation with the Leader, as set out in section 4.1 of the report.
2. The list of delegated decisions for contracts and property acquisitions and disposals valued over £500,000 and that have not previously been notified or reported to Cabinet, made by the nominated Cabinet Member in consultation with the Cabinet Member for Finance and Resources or, where the nominated member is the Cabinet Member for Finance and Resources in

consultation with the Leader, to agree the award of such contracts, Leader since the last meeting of Cabinet, as set out in section 4.1.1 of the report.

3. The contracts between £500,000 and £5,000,000 anticipated to be awarded by the nominated Cabinet Member, in consultation with the nominated Cabinet Member for Finance and Resources or, where the nominated Cabinet Member is the Cabinet Member for Finance and Resources, in consultation with the Leader, as set out in section 4.1.2 of the report.

49/20

### **Exclusion of the Press and Public**

The item was not required.

The meeting ended at 9.43 pm