

# LONDON BOROUGH OF CROYDON

<b>REPORT:</b>	<b>CABINET</b>	
<b>DATE</b>	<b>31 January 2024</b>	
<b>REPORT TITLE:</b>	<b>Scrutiny Stage 2 Responses to Recommendations arising from: Scrutiny &amp; Overview Committee held on 26 September (Appendices 1 &amp; 2)</b>	
<b>LEAD OFFICER:</b>	<b>Jane West, Corporate Director for Resources  Adrian May, Interim Head of Democratic Services T: 020 8726 6000 X 62529. Email: <a href="mailto:adrian.may@croydon.gov.uk">adrian.may@croydon.gov.uk</a></b>	
<b>LEAD MEMBER:</b>	<b>Councillor Rowenna Davis Chair, Scrutiny and Overview Committee</b>	
<b>AUTHORITY TO TAKE DECISION:</b>	The Constitution requires that in accepting a recommendation, with or without amendment, from a Scrutiny and Overview Committee or Sub-Committee, the Executive Mayor shall agree an action plan for the implementation of the agreed recommendations and shall delegate responsibility to an identified officer to report back to the Scrutiny and Overview Committee or Sub-Committee, within a specified period, on the progress made in implementing the action plan.	
<b>KEY DECISION?</b>	<b>No</b>	N/A
<b>CONTAINS EXEMPT INFORMATION?</b>	<b>No</b>	Public
<b>WARDS AFFECTED:</b>	All	

## 1 SUMMARY OF REPORT

1.1 This report invites the Executive Mayor to approve the full response reports arising from the Stage 1 reports presented to the Cabinet meeting held on 22 November 2023, including:

- Action plans for the implementation of agreed recommendations, or;
- Indicating where a recommendation is already in progress, or;
- Reasons for rejecting the recommendations.

and that these be reported to the Scrutiny and Overview Committee or relevant Sub-Committees.

1.2 The Constitution requires that in accepting a recommendation, with or without amendment, from a Scrutiny and Overview Committee or Sub-Committee, the Executive Mayor shall agree an action plan for the implementation of the agreed

recommendations and shall delegate responsibility to an identified officer to report back to the Scrutiny and Overview Committee or Sub-Committee, within a specified period, on the progress made in implementing the action plan.

## **2 RECOMMENDATIONS**

**2.1** The Executive Mayor, in Cabinet, has the power to make the decisions set out in the recommendation below and is **RECOMMENDED** to:

2.1.1 Approve the responses and action plans attached to this report as Appendices 1 & 2; and

2.1.2 Delegate authority to the officers identified in Appendices 1 & 2 to report back to the Scrutiny and Overview Committee, or relevant Sub-Committee, within the periods specified in the agreed responses and action plans, and on progress made in implementing any action plan.

## **3 REASONS FOR RECOMMENDATIONS/PROPOSED DECISION**

**3.1** Part 4E of the Council's Constitution: Scrutiny and Overview Procedure Rules (paragraphs 8.5 – 8.7) and Section 9FE of the Local Government Act 2000 require the Cabinet to respond to a Scrutiny and Overview report within 2 months beginning with the date on which the executive received the report.

**3.2** Detailed reasons for individual responses and action plans recommended are contained in the appendices to this report.

**3.3** Scrutiny and Overview Committee and relevant Sub-Committees are responsible for monitoring progress in implementation of recommendations to the Cabinet.

## **4 SCRUTINY RECOMMENDATIONS**

**4.1** The Scrutiny recommendations are set out in the appendices to this report.

**4.2** The detailed responses, including reasons for rejected recommendations and action plans for the implementation of agreed recommendations are also contained in these appendices.

## **5 ALTERNATIVE OPTIONS CONSIDERED**

**5.1** These are contained in the appendices to this report.

## **6 CONSULTATION / PRE-DECISION SCRUTINY**

- 6.1** The recommendations have been developed following the deliberations of either the Scrutiny and Overview Committee or one of its Sub-Committees.
- 6.2** The recommendations in the appendices to this report may involve further consultation and as each recommendation is developed, these implications will be explored and approved through appropriate decision-making routes.
- 6.3** Some of the recommendations in the appendices to this report are the result of Pre-Decision Scrutiny.

## **7 CONTRIBUTION TO EXECUTIVE MAYOR'S BUSINESS PLAN**

- 7.1** Outcome 1: The Council balances its books, listens to residents and delivers good sustainable services:

Priority 4: Ensure good governance is embedded and adopt best practice The Council must learn the lessons of past failures and embed sound governance processes to ensure that decision-making is transparent, open and honest. These must ensure effective control of our projects and programmes and encourage meaningful scrutiny and challenge.

Priority 5: Develop our workforce to deliver in a manner that respects the diversity of our communities. We have not always lived by our values. The Council needs to change how it works, actively put residents first and regain their trust. We need to strengthen leadership and management, develop behaviours aligned with the Council's values, improve staff skills, and create a psychologically safe and inclusive environment for all staff. We will support, develop and value our staff to ensure the Council is accessible and visible to our diverse communities and that it delivers the proactive and respectful services they expect and deserve.

## **8 IMPLICATIONS**

### **8.1 FINANCIAL IMPLICATIONS**

- 8.1.1** The recommendations set out in the appendices to this report may have a financial implication and as each recommendation is developed the financial implication will be explored and approved through appropriate decision-making routes.

### **8.2 LEGAL IMPLICATIONS**

- 8.2.1** Under Section 9F Local Government Act 2000 ("the Act"), Scrutiny and Overview Committee have the power to review or scrutinise decisions made or other action

taken in connection with the discharge of any executive and non-executive functions and to make reports or recommendations to the executive or to the authority with respect to the discharge of those functions. The Committee also has the power to make reports or recommendations to the executive or to the authority on matters, which affect the authority's area or the inhabitants of its area. To discharge this scrutiny function, the Committee has appointed Scrutiny Sub-Committees. Pursuant to the above provisions the Committee, and its Sub-Committees, have made recommendations arising from their scrutiny of areas under their remit, which are detailed in the attached appendices.

**8.2.2** Under Section 9FE of the Act, there is a duty on the executive to respond to the scrutiny reports, indicating what (if any) action they propose to take, within 2 months beginning with the date on which the executive received the report.

**8.2.3** *Approved by:* Sandra Herbert, Head of Litigation & Corporate Law, on behalf of the Director of Legal Services and Monitoring Officer.

### **8.3 HUMAN RESOURCES IMPLICATIONS**

**8.3.1** The recommendations in the appendix to this report may have a Human Resources impact and as each recommendation is developed these implications will be explored and approved through appropriate decision-making routes.

### **8.4 EQUALITIES IMPLICATIONS**

**8.4.1** The Council has a statutory duty, when exercising its functions, to comply with the provisions set out in the Section 149 Equality Act 2010. The Council must, in the performance of its functions, therefore, have due regard to:

1. eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under this Act.
2. advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
3. foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

**8.4.2** The recommendations set out in the appendices of this report have equality implications and will require an EQIA as part of the development of the proposals. The implications will be explored to identify impact and mitigation utilised to negate any adverse impact where necessary.

**8.4.3** Comment approved by: Naseer Ahmad on behalf of the Equalities Manager.  
(24/11/2023)

## **9 APPENDICES**

- 9.1** Appendix 1 – Scrutiny Stage 2 Responses: Recommendations from Scrutiny & Overview Committee, Item: Mayor's Business Plan 2022-2026: Performance Report, 26 September 2023

Appendix 2 – Scrutiny Stage 2 Responses: Recommendations from Scrutiny & Overview Committee, Item: People & Cultural Transformation Strategy: Action Plan, 26 September 2023

## **10 BACKGROUND DOCUMENTS**

- 10.1** Agenda for the meeting of the Scrutiny & Overview Committee held on 26 September 2023  
<https://democracy.croydon.gov.uk/ieListDocuments.aspx?CId=166&MId=3512>