

Merton Council Overview and Scrutiny Commission



Date: 19 September 2018

Time: 7.15 pm

Venue: Committee Rooms C, D & E - Merton Civic Centre, London Road, Morden
SM4 5DX

AGENDA

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**This is a public meeting – members of the public are very welcome to attend.
The meeting room will be open to members of the public from 7.00 p.m.**

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Overview and Scrutiny Commission membership

Councillors:

Peter Southgate (Chair)
Laxmi Attawar
Pauline Cowper
John Dehaney
Sally Kenny
Oonagh Moulton
David Williams
Rebecca Lanning
Owen Pritchard
Paul Kohler

Substitute Members:

Dennis Pearce
Eleanor Stringer
Nick McLean
Thomas Barlow
Carl Quilliam
Edward Foley

Co-opted Representatives

Helen Forbes, Parent Governor
Representative - Secondary and Special
Sector
Emma Lemon, Parent Governor
Representative - Primary Sector
Colin Powell, Church of England diocese

Note on declarations of interest

Members are advised to declare any Disclosable Pecuniary Interest in any matter to be considered at the meeting. If a pecuniary interest is declared they should withdraw from the meeting room during the whole of the consideration of that matter and must not participate in any vote on that matter. If members consider they should not participate because of a non-pecuniary interest which may give rise to a perception of bias, they should declare this, withdraw and not participate in consideration of the item. For further advice please speak with the Assistant Director of Corporate Governance.

What is Overview and Scrutiny?

Overview and Scrutiny describes the way Merton's scrutiny councillors hold the Council's Executive (the Cabinet) to account to make sure that they take the right decisions for the Borough. Scrutiny panels also carry out reviews of Council services or issues to identify ways the Council can improve or develop new policy to meet the needs of local people. From May 2008, the Overview & Scrutiny Commission and Panels have been restructured and the Panels renamed to reflect the Local Area Agreement strategic themes.

Scrutiny's work falls into four broad areas:

- ⇒ **Call-in:** If three (non-executive) councillors feel that a decision made by the Cabinet is inappropriate they can 'call the decision in' after it has been made to prevent the decision taking immediate effect. They can then interview the Cabinet Member or Council Officers and make recommendations to the decision-maker suggesting improvements.
- ⇒ **Policy Reviews:** The panels carry out detailed, evidence-based assessments of Council services or issues that affect the lives of local people. At the end of the review the panels issue a report setting out their findings and recommendations for improvement and present it to Cabinet and other partner agencies. During the reviews, panels will gather information, evidence and opinions from Council officers, external bodies and organisations and members of the public to help them understand the key issues relating to the review topic.
- ⇒ **One-Off Reviews:** Panels often want to have a quick, one-off review of a topic and will ask Council officers to come and speak to them about a particular service or issue before making recommendations to the Cabinet.
- ⇒ **Scrutiny of Council Documents:** Panels also examine key Council documents, such as the budget, the Business Plan and the Best Value Performance Plan.

Scrutiny panels need the help of local people, partners and community groups to make sure that Merton delivers effective services. If you think there is something that scrutiny should look at, or have views on current reviews being carried out by scrutiny, let us know.

For more information, please contact the Scrutiny Team on 020 8545 3864 or by e-mail on scrutiny@merton.gov.uk. Alternatively, visit www.merton.gov.uk/scrutiny

Agenda Item 3

All minutes are draft until agreed at the next meeting of the committee/panel. To find out the date of the next meeting please check the calendar of events at your local library or online at www.merton.gov.uk/committee.

OVERVIEW AND SCRUTINY COMMISSION

17 JULY 2018

(7.15 pm - 9.36 pm)

PRESENT: Councillors Peter Southgate (in the Chair), Laxmi Attawar, John Dehaney, Oonagh Moulton, Rebecca Lanning, Owen Pritchard and Pauline Cowper, Eleanor Stringer, Carl Quilliam, Nick McLean

ALSO PRESENT: Councillor Stephen Alambritis, Leader of the Council, Ged Curran, Chief Executive, John Dimmer, Head of Policy and Partnerships and Stella Akintan, Scrutiny Officer.

1 APOLOGIES FOR ABSENCE (Agenda Item 1)

Apologies for absence were received from Councillor Sally Kenny (substituted by Councillor Eleanor Stringer), Councillor Paul Kohler (substituted by Councillor Carl Quilliam), Councillor David Williams (substituted by Councillor Nick McLean) and co-opted members; Colin Powell, Helen Forbes and Emma Lemon.

2 DECLARATIONS OF PECUNIARY INTEREST (Agenda Item 2)

There were no declarations of pecuniary interest.

3 MINUTES OF THE PREVIOUS MEETING (Agenda Item 3)

The minutes were agreed as an accurate record of the meeting.

4 QUESTIONS TO THE LEADER OF THE COUNCIL AND THE CHIEF EXECUTIVE - PRIORITIES AND CHALLENGES FOR 2018/19 (Agenda Item 4)

The Leader of the Council said the current priorities are looking after the most vulnerable including; adults, children and low income families.

Other priorities include securing affordable housing in the borough, the impact of Brexit, ensuring repatriated EU funding is returned to local authorities and not retained at the centre, maintaining a full range of services at St Helier hospital, improving air quality, increasing the number of school places, cleanliness of streets, town centre regeneration and ensuring Merton remains a low crime borough.

The Chief Executive said local government is in a difficult financial position and as a result council ambitions will be challenging to deliver over the next four years. All

councils are facing a similar situation; this is driven by the rising costs of adult and children's social care, with not enough resources to meet the level of demand.

The council is working with health partners to address these challenges by working in Sustainability and Transformation Partnerships to change the way health is delivered. The new approach aims to strengthen primary care and widen the range of services offered in the community to reduce pressure on hospitals.

The Leader and Chief Executive provided additional information in response to questions:

- There has been some concern about Clarion Housing response to repairs. Although there has been a decrease in number of complaints, further improvements still need to be made. We will continue to monitor the situation and ensure that agreed commitments are being met.
- The council is looking at a number of ways to increase revenue streams. The Commercial Strategy seeks to maximise return from assets. Some initiatives have been very successful such as the Contractors Health and Safety Scheme(CHAS). Other innovations include shared services and outsourced services and sweating assets in the Civic Centre.
- The Council will ensure there is an increase in the level of affordable housing at the Plough Lane site. Commitments will be secured by publishing viability reports from the outset.
- The London's Best Council Programme will be measured by 40 performance indicators.
- The council is currently holding detailed discussions with Veolia regarding breaches within their contract. It is hoped that an agreement will be reached rather than a process of formal arbitration.
- A social value tool could demonstrate how community assets contribute to the local economy through enhancing health and wellbeing. However difficult decisions remain about which services take priority in a challenging financial climate.
- Merton is developing a landlord registration scheme which should be implemented within the next eighteen months. National legislation would be helpful and we are working closely with the Greater London Assembly and looking at good practice in other areas.
- The council is progressing in looking for opportunities for outsourcing and shared services. The South London Partnership has asked Chief Executives

to identify prospective options. It is important to evaluate each provider to determine the best option for Merton residents.

RESOLVED

The Chief Executive and Leader were thanked for attending the Commission.

5 MERTON PARTNERSHIP ANNUAL REPORT (Agenda Item 5)

The Head of Policy, Strategy and Partnerships, gave an overview the report. He stated that although the partnership is working well, partners are moving into sub regional membership which may have implications for the future.

In response to questions, it was reported that a recent analysis of community cohesion in the south of the borough found that although there are no particular concerns in relation to community cohesion, there are low levels of social capital and a small minority of residents are dissatisfied with how the borough is changing. An environmental improvement day is taking place in August to bring people together. Also, further work is planned in the Autumn around community development working with MVSC and the Sutton equivalent. There are also important lessons for the new Community Strategy which is currently in development.

RESOLVED

The Head of Policy, Strategy and Partnerships, agreed to circulate:

A detailed version of the performance report set out on Page 32.

Further detail on outcome 4 including the reasons for the focus on Wimbledon Park

6 ANALYSIS OF THE ANNUAL MEMBER SCRUTINY SURVEY 2018 (Agenda Item 6)

In response to questions it was reported that there was an independent review of scrutiny by Professor Steve Leach in 2009. Merton is also a member of the London Scrutiny Network which provides an opportunity to benchmark and learn from good practice elsewhere.

Commission members would like a better understanding of the effectiveness of scrutiny with an analysis of the annual survey according to respondent's role such as cabinet member or chair.

Resolved

Commission members thanked the scrutiny team for their work.

7 OVERVIEW AND SCRUTINY COMMISSION WORK PROGRAMME 2018/19 (Agenda Item 7)

The Commission agreed to:

Re-establish the Financial Monitoring Task Group, the Head of Democracy Services will email councilors inviting membership.

Councillor Carl Quilliam to meet with the Commission Chair and Head of Democracy Services to consider a rapporteur into Impact of Brexit on EU citizens in Merton, looking at support the council could provide until the final deal is reached.

Establish a task group looking at road safety. The draft scope and terms of reference to report back to the Commission.

8 DISCUSSION OF QUESTIONS FOR THE BOROUGH COMMANDER (Agenda Item 8)

The Chair asked for questions for the Borough Commander to be sent to the Head of Democracy Services by the 31st July.

Committee: Overview and Scrutiny Commission

Date: 19 September 2018

Subject: Crime and policing in Merton

Lead officer: Chief Superintendent Sally Benatar, Borough Commander

Lead member: Councillor Peter Southgate, Chair, Overview and Scrutiny Commission

Contact officer: Julia Regan, Head of Democracy Services,
julia.regan@merton.gov.uk, 0208 545 3864

Recommendations:

- A. That the Overview and Scrutiny Commission discuss and comment on the responses to its questions (see Appendix A) and the crime data provided by the Borough Commander (see Appendix B) and ask other questions as appropriate.
-

1 PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1. The Borough Commander, Chief Superintendent Sally Benatar, has been invited to attend the Overview and Scrutiny Commission meeting to give a brief overview of any changes since Chief Superintendent Peter Laverick attended previously in March 2018 and to address the questions identified by Commission members in section 2 below. Her responses are set out in Appendix A.
- 1.2. She was also requested to provide crime data in the same format as that provided previously. This is set out in Appendix B.

2 DETAILS

- 2.1. The Borough Commander has been asked to provide an overview of any changes since the last meeting and anything she wished to draw to the Commission's attention.
- 2.2. Commission members also identified a number of questions they would like to discuss with the Borough Commander. These were emailed in advance of the meeting so that the Borough Commander could prepare her answers. The questions and answers are set out in full in Appendix A. The questions are:

1. What lessons have been learnt from last year's pilot merger of BCUs?
2. What contingency plans are in place to deal with problems encountered in last year's merger pilots such as the very serious deterioration in response times that initially occurred?
3. According to information provided by MOPAC, at the recent Judicial review hearing challenging the decision to close Wimbledon police station, the plan after closure is to house police officers, currently stationed within Merton, outside of the borough in Wandsworth, Richmond and/or Kingston.

- Is this correct?
 - How many officers were there in the MERTON BCU before merger?
 - Has that figure changed post merger?
 - How many are due to be housed in Merton if Wimbledon police station closes?
 - Does the commander envisage some of the police resources currently employed within Merton being switched to other parts of the the enlarged BCU?
4. According to information provided by MOPAC at the recent judicial review hearing, MOPAC were under the mistaken impression that the MERTON BCU emergency rapid response team is already housed at Mitcham Police Station.
- How many police vehicles are currently stationed at Wimbledon Police station?
 - What is the police vehicle capacity of Mitcham police station?
 - What is the plan regarding police vehicles if Wimbledon police station closes?
5. According to the recent consultation on the closure of Wimbledon police station, response times will not be negatively impacted by its closure.
- Does the commander agree?
 - On what basis has this assessment been made?
 - Is it based on the fact that, whilst response times in Wimbledon will deteriorate, response times in Mitcham are expected to improve?
 - What proportion of emergency responses currently come straight from Wimbledon police station rather than from vehicles already out on patrol?
 - What figures exist detailing the proportion of emergency response destinations across different parts of the borough?
6. As the commander is doubtless aware the decision to close Wimbledon police station has been quashed by the High Court.
- Is the commander willing to meet with stakeholders prior to the Mayor of London reconsidering the closure?
 - Does the commander see any merit in the proposal for Merton Council to purchase Wimbledon police station?
 - Does the commander see any merit in maintaining some form of super hub in Wimbledon, with public access, as envisaged by Merton's previous acting BCU commander Steve Wallace in his evidence to the Overview & Scrutiny Commission, and at the Merton public meeting organised by MOPAC?
 - How does the commander plan to address public disquiet if Wimbledon police station is eventually closed?

7. What is the BCU intention with relation to supporting the local CPO and Councillors in dealing with low level issues relating to youngsters who annoy residents by gathering in groups as they have no where to go? The local church garden was set on fire, although it was small.
- 8a. What is the Borough Commander's strategy for dealing with illegal traveller campsites and any criminal action taken by people on those sites?
- 8b. What lessons has she identified from the application of that strategy over the past 12 months?
- 8c. What steps has she taken to ensure that those lessons are learnt and mistakes are not repeated?
- 8d. How can this strategy be improved?
- 8e. What more the council can do to assist the police in tackling illegal traveller campsites and any criminal acts commit by people on those sites?
- 8f. What further powers would assist the Borough Commander in tackling illegal Traveller campsites and any criminal action taken by people on those sites?
- 9a. What steps is the Borough Commander taking to 'backfill' community police officers on long term maternity leave or long term sick leave?
- 9b. Does the Borough Commander believe that two Police Officers and one PCSO provides a sufficient and resilient community policing presence?
- 10a. What plans does the Borough Commander have for tackling anti-social behaviour in Mitcham Town centre?
- 10b. How can the council further assist with those plans?
- 10c. What criteria are used to judge which anti-social behaviour 'hot-spots' (such a Mitcham Town Centre) get the greatest resources in terms of police numbers?
11. Will the Borough Commander confirm that no staff reductions will be made until the Mayor has made a decision on Wimbledon Police Station?
12. Will the Borough Commander confirm that Merton will continue to have a full complement of Police Officers in the event that Wimbledon Police Station is closed?
13. What action has been taken to combat levels of car crime and burglary in Wimbledon Village, Wimbledon Park, Abbey and Trinity wards?
14. What statistics do the police have for gang related knife crime, and what measures are being taken to prevent this?
15. What is the prevalence of moped related crime, and what actions are being taken to prevent this form of crime?

16. When looking at levels of reported crime, Merton is one of London's safest boroughs. What is it that we have done in the past to achieve this and with the merger, how will the Borough Commander ensure crime levels remain low?
17. In which parts of the borough do officers spend most of their time dealing with incidents?
18. Given the relatively recent murders of a man in Morden Town Centre and a young man in Mitcham Town Centre, what is the Borough Commander's strategy for combating violent crime in the East of the borough?
19. What more can the Borough Commander do to support residents in Mitcham who feel they are locked in a constant battle against street drinking and anti-social behaviour?
20. Which services (outside of policing) have the biggest impact on levels of crime? And has there been any reduction to those services which has increased pressure on policing?
21. What assessment has she made of the scale of county lines operations in Merton, in comparison to other outer London boroughs, and what action is she undertaking to tackle gang violence of this nature?
22. According to the Metropolitan Police year end crime statistics 2017 / 2018, murder increased by 120 % from 2016 / 17 in the South West Area Command Unit. What strategies are being undertaken to lower the incidence of murder and violent crime in Merton?
23. What effect is enforcing the PSPO in controlling street drinking, particularly around hotspots in Mitcham town centre?
24. Can the Borough Commander please provide a comparison of recorded crimes and other incidents involving the police for the EE festival in 2017 and 2018, and say what lessons can be learned from the comparison?
25. Please tackle beggars around Colliers Wood station who are often aggressive to passengers.
26. What are the police doing to tackle the rise in crime, particularly burglaries in Merton. Residents feel unsafe in their own homes. Concern re lack of police presence

2.3. The Borough Commander's responses to these questions are set out in Appendix A.

3 ALTERNATIVE OPTIONS

Commission members may choose to ask questions about other aspects of policing in Merton.

- 4 CONSULTATION UNDERTAKEN OR PROPOSED**
- 4.1. Not applicable.
- 5 TIMETABLE**
- 5.1. Not applicable.
- 6 FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS**
- 6.1. There are no property or resource implications at this time.
- 7 LEGAL AND STATUTORY IMPLICATIONS**
- 7.1. None for the purposes of this report.
- 8 HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS**
- 8.1. None for the purposes of this report.
- 9 CRIME AND DISORDER IMPLICATIONS**
- 9.1. None for the purposes of this report.
- 10 RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS**
- None for the purpose of this report.
- 11 APPENDICES – THE FOLLOWING DOCUMENTS ARE TO BE PUBLISHED WITH THIS REPORT AND FORM PART OF THE REPORT**
- Appendix A – Borough Commander’s response to questions posed by members of the Overview and Scrutiny Commission
- Appendix B – crime data for Merton and surrounding boroughs
- 12 BACKGROUND PAPERS**
- 12.1. None

Appendix A

1. What lessons have been learnt from last year's pilot merger of BCUs?

Answer:

The BCUs needed more time to plan and implement the mergers. Each new BCU now has a minimum of six months to do this. Staff needed enough time and support to get used to their new roles. South West BCU started the planning in October and merged in May.

Whilst operating within the framework of a consistent design for all 12 BCUs, the BCU Commanders needed more flexibility and scope to tailor their BCU blueprint and design to the needs of their BCU. This has been achieved in the case of South West through regular dialogue with the Transformation team and Senior Responsible Owner for the Programme.

More consistent communication and engagement, both internally and externally was needed, and this has happened on South West, through a range of forums with partners and staff.

More assistance was required from the Transformation team post go-live and throughout the stabilisation period and regular monitoring of stabilisation performance was needed to identify and act upon and issues. This support is still in place on South West BCU.

Learning on command and control factors across a larger geographical area has also been considered. On South West the BCU moved from four parade sites to three, and from four despatch channels to two – rather than moving from four to one.

2. What contingency plans are in place to deal with problems encountered in last year's merger pilots such as the very serious deterioration in response times that initially occurred?

Answer:

Performance monitoring and early intervention; scope to deploy resources more flexibly across the BCU; continued assistance from Transformation post go-live; leadership training for our frontline supervisors; daily contact with Command and Control colleagues.

3. According to information provided by MOPAC, at the recent Judicial review hearing challenging the decision to close Wimbledon police station, the plan after closure is to house police officers, currently stationed within Merton, outside of the borough in Wandsworth, Richmond and/or Kingston.

3A Is this correct?

Answer:

No. The plan after closure is for Response officers to start their shifts from Mitcham. Neighbourhood officers will stay within Merton Borough at the Dedicated Ward Officer bases that are in the process of being identified.

3B How many officers were there in the MERTON BCU before merger?

Answer:

Before the boroughs merged, there were 324 officer posts allocated to Merton Borough.

3C Has that figure changed post merger?

Answer:

Officers are no longer allocated to individual boroughs so a direct comparison doesn't exist. Overall there are fewer posts on the BCU than there were across the four boroughs combined (1112 posts now compared to 1376 prior to the merger.)

3D How many are due to be housed in Merton if Wimbledon police station closes?

Answer:

The same number.

3E Does the Commander envisage some of the police resources currently employed within Merton being switched to other parts of the enlarged BCU?

Answer:

No.

4. According to information provided by MOPAC at the recent judicial review hearing, MOPAC were under the mistaken impression that the Merton BCU emergency rapid response team is already housed at Mitcham Police Station.

4A How many police vehicles are currently stationed at Wimbledon Police station?

Answer:

30. This includes vehicles used by staff on emergency response, neighbourhoods, safeguarding, CID and scenes of crime officers.

4B What is the police vehicle capacity of Mitcham police station?

Answer:

45 vehicle spaces

4C What is the plan regarding police vehicles if Wimbledon police station closes?

The vehicles will be based at Mitcham Police Station.

5. According to the recent consultation on the closure of Wimbledon police station, response times will not be negatively impacted by its closure.

5A Does the commander agree?

Yes.

5B On what basis has this assessment been made?

Answer:

Response officers start and finish their shifts at a parade site and are out on patrol for their shift. They don't stay within a police station waiting for a call. Whilst emergency response officers start their shifts at a parade site, they are available to be despatched to calls across the BCU area based on demand.

5C Is it based on the fact that, whilst response times in Wimbledon will deteriorate, response times in Mitcham are expected to improve?

Answer:

No. There won't be a reduction in response officers due to the closure of Wimbledon Police Station therefore I don't anticipate an impact on response times.

5D What proportion of emergency responses currently come straight from Wimbledon police station rather than from vehicles already out on patrol?

Answer:

This data isn't measured.

5E What figures exist detailing the proportion of emergency response destinations across different parts of the borough?

Answer:

From 1st August 2017 to 31st July 2018:

Calls graded as Immediate Response:

Wimbledon – 2466 calls

Morden – 1717 calls

Mitcham – 3024 calls

Total calls:

Wimbledon – 6553 calls

Morden – 5429 calls

Mitcham – 9868 calls

6. As the Commander is doubtless aware the decision to close Wimbledon police station has been quashed by the High Court.

6A Is the commander willing to meet with stakeholders prior to the Mayor of London reconsidering the closure?

Answer:

I am willing to meet with stakeholders as part of my role as BCU Commander. However the reconsideration around Wimbledon Police as a result of the judicial review is for the Deputy Mayor for Policing and Crime (DMPC), and not for the Metropolitan Police or for me. The Metropolitan Police will support the process by offering any further operational/logistical information that is required by the DMPC.

6B Does the Commander see any merit in the proposal for Merton Council to purchase Wimbledon police station?

Answer:

The Metropolitan Police is politically neutral and therefore will not comment on with the council's proposals. If the council has a proposal around the MOPAC estates strategy, that proposal should be submitted to MOPAC to assess its viability.

6C Does the Commander see any merit in maintaining some form of super hub in Wimbledon, with public access, as envisaged by Merton's previous acting BCU commander Steve Wallace in his evidence to the Overview & Scrutiny Commission, and at the Merton public meeting organised by MOPAC?

Answer:

I can advise a proposal that a proposal to form a super hub with public access in Wimbledon has already been reviewed by the Metropolitan Police and that assessment concluded there was no operational value in proceeding with this idea.

6D How does the Commander plan to address public disquiet if Wimbledon police station is eventually closed?

Answer:

By providing a 24/7 emergency response service to respond to emergencies across the borough and by promoting the range of methods for the public of Wimbledon to make contact with the public – this includes community contact sessions on each ward, telephone and online reporting as well as a 24/7 front counter within the borough of Merton.

7. What is the BCU intention with relation to supporting the local CPO and councillors in dealing with low level issues relating to youngsters who annoy residents by gathering in groups as they have nowhere to go? The local church garden was set on fire, although it was small.

Answer:

Through the Safer Stronger Partnership, we work closely with the council enforcement officers to enforce the Public Space Protection Orders (PSPO) to reduce anti-social behaviour. Anti-social behaviour is subject to a joint response from the council and police in the form of a Community MARAC to prioritise interventions for repeat victims. With regard to opportunities for diversion, we support the council and partners with a number of schemes and also run a number of Volunteer Police Cadet units across the borough.

8a. What is the Borough Commander's strategy for dealing with illegal traveller campsites and any criminal action taken by people on those sites?

8b. What lessons has she identified from the application of that strategy over the past 12 months?

8c. What steps has she taken to ensure that those lessons are learnt and mistakes are not repeated?

8d. How can this strategy be improved?

8e. What more the council can do to assist the police in tackling illegal traveller campsites and any criminal acts commit by people on those sites?

8f. What further powers would assist the Borough Commander in tackling illegal Traveller campsites and any criminal action taken by people on those sites?

Answer:

I will answer all the questions relating to unauthorised encampments together:

Our strategy is to consider each unauthorised encampment on an individual basis, to engage fully with all parties involved and to use the powers that we have appropriately. We work closely with the council to discuss options relating to people who have committed offences and those who have not. We are aware that the council is considering a borough-wide injunction in the same way that some other boroughs have done. We work proactively with the council's environment team to address fly tipping. There are legal limitations regarding encampments on private property.

9a. What steps is the Borough Commander taking to 'backfill' community police officers on long term maternity leave or long term sick leave?

Answer:

Resourcing of neighbourhood police officers (ward officers and police community support officers) is regularly reviewed in order to balance vacancies and carry out succession planning, so that there is cover across all wards. Our target is to have two operationally deployable ward officers and one PCSO per ward, but when that is not achievable due to pregnancy or sickness, we balance the gaps across the wards – we do not have a pool of extra DWOs or PCSOs to fill gaps. Officers who are not operationally deployable work in the BCU Local Resolution Team which reduces demand for front line officers. DWO posts, along with Response and Safeguarding posts, are always the priority to be filled at our Resource Planning meetings.

9b. Does the Borough Commander believe that two Police Officers and one PCSO provides a sufficient and resilient community policing presence?

Answer:

Yes I believe our ward teams do provide a resilient community presence supported by the 24/7 response teams and adjoining ward teams.

10a. What plans does the Borough Commander have for tackling anti-social behaviour in Mitcham Town centre?

10b. How can the council further assist with those plans?

Answer:

I will answer both questions together:

We work with the council, CCTV, enforcement and licensing teams to address issues and tackle anti-social behaviour. The ward officers hold community contact sessions each week to meet residents and they are able to flex across their wards to tackle issues. We take action in a variety of ways ranging from warnings to criminal proceedings. We work closely with the council enforcement

officers to enforce the Public Space Protection Orders (PSPO) to reduce anti-social behaviour and have discussed future ticketing options with the council ASB team. Anti-social behaviour is subject to a joint response from the council and police in the form of a Community MARAC to prioritise interventions for repeat victims.

10c. What criteria are used to judge which anti-social behaviour 'hot-spots' (such as Mitcham Town Centre) get the greatest resources in terms of police numbers?

Answer:

The Mayoral promise of two dedicated ward officers and one police community support officer per ward means that these resources are allocated to each ward in Merton Borough; in addition response, safeguarding and CID officers and Special Constables are tasked according to demand. The Community Safety lead for Merton Council attends our BCU tasking when intelligence on crime, anti-social behaviour and safeguarding issues is reviewed and actioned. As from Monday 10th September, members of the public have been able to report anti-social behaviour online via the Met's website, and we encourage residents to do this so that issues can be addressed by the ward teams.

11. Will the Borough Commander confirm that no staff reductions will be made until the Mayor has made a decision on Wimbledon Police Station?

Answer:

Yes.

12. Will the Borough Commander confirm that Merton will continue to have a full complement of Police Officers in the event that Wimbledon Police Station is closed?

Answer:

Yes. No staff reductions linked to the closure of Wimbledon Police Station are anticipated

13. What action has been taken to combat levels of car crime and burglary in Wimbledon Village, Wimbledon Park, Abbey and Trinity wards?

Answer:

Officers patrol in the most prevalent areas and times. We issue crime prevention advice in the form of leaflets and advising owners of vehicles that have property left on view in them. We have been target hardening through a variety of methods. We forensically examine the majority of burglary scenes (unless there is a strong indication that there will not be forensic opportunities). We prioritise forensic identification for early arrest and make efforts to place suspects before the courts when possible.

14. What statistics do the police have for gang related knife crime, and what measures are being taken to prevent this?

Answer:

Knife crime statistics are included in the data provided to the Commission. The knife crime action plan coordinated by the Safer Stronger Partnership includes enforcement, prevention and diversion measures including arrests, stop and search, weapon sweeps, test purchase and covert operations, multi-agency offender management meetings including intensive mentoring of young people at risk of gang and knife crime activity. We gather and share intelligence on gangs and habitual knife carriers with partners to ensure our resources are directed at the groups causing the most harm.

15. What is the prevalence of moped related crime, and what actions are being taken to prevent this form of crime?

Answer:

In the last 8 weeks there have been 21 offences of moped enabled crime in Merton Borough, compared to 25 in Sutton and 66 in Wandsworth. We are working with the Met's Violent Crime Task Force and Roads Policing colleagues to target offenders through enforcement with a variety of tactics being used.

16. When looking at levels of reported crime, Merton is one of London's safest boroughs. What is it that we have done in the past to achieve this and with the merger, how will the Borough Commander ensure crime levels remain low?

Answer:

We balance resources across the Response, Neighbourhoods, Safeguarding and CID, work closely in partnership with the council and other agencies and we prioritise early intervention and prevention wherever possible.

17. In which parts of the borough do officers spend most of their time dealing with incidents?

Answer: This has been answered in the response to Question 5E

18. Given the relatively recent murders of a man in Morden Town Centre and a young man in Mitcham Town Centre, what is the Borough Commander's strategy for combating violent crime in the East of the borough?

Answer: To follow

19. What more can the Borough Commander do to support residents in Mitcham who feel they are locked in a constant battle against street drinking and anti-social behaviour?

Answer:

This has already been answered in the response to Questions 10A and 10B

20. Which services (outside of policing) have the biggest impact on levels of crime? And has there been any reduction to those services which has increased pressure on policing?

Answer: to follow

21. What assessment has she made of the scale of county lines operations in Merton, in comparison to other outer London boroughs, and what action is she undertaking to tackle gang violence of this nature?

Answer: to follow

22. According to the Metropolitan Police year end crime statistics 2017 / 2018, murder increased by 120 % from 2016 / 17 in the South West Area Command Unit. What strategies are being undertaken to lower the incidence of murder and violent crime in Merton?

Answer: to follow

23. What effect is enforcing the PSPO in controlling street drinking, particularly around hotspots in Mitcham town centre?

Answer: to follow

24. Can the Borough Commander please provide a comparison of recorded crimes and other incidents involving the police for the EE festival in 2017 and 2018 and say what lessons can be learned from the comparison?

Answer:

In 2017 there were 5 recorded reports of anti-social behaviour and 1 report of sexual assault by touching.

In 2018 there were 7 recorded reports of anti-social behaviour on police indices, 1 report of common assault, 4 of theft, 1 of possession of drugs and 3 of possession with intent to supply drugs.

We will contribute fully to the debrief for this year's EE event when it takes place and have already contributed to a decision by the council not to authorise a licence for another event at the same location in September.

25. What is the response to beggars around Colliers Wood station who are often aggressive to passengers?

Answer:

A joint approach with our colleagues in British Transport Police who will deal when the begging is taking place on the forecourt of the station. Several individuals have been identified and issued with Community Protection Notices.

26 What are the police doing to tackle the rise in crime, particularly burglaries in Merton. Residents feel unsafe in their own homes, there is concern re lack of police presence?

Answer:

I have provided information on burglary and police resources in previous answers and will conclude by saying that Merton is one of the safest boroughs in London with a rise in crime (2.2% over the past year) lower than the average across London. I am happy to take questions on other aspects of policing at the Commission.



Offences & SDs

Reporting Period Ending: 11 June 2018

Crime Category	Sub Category	Offences Previous R12	Offences Current R12	Offences % Change	SDs Previous R12	SDs Current R12	SD Rate - Previous R12	SD Rate - Current R12	
TNO	TNO	13,386	13,734	2.6%	2,312	1,977	17.3%	14.4%	●
	Total	13,386	13,734	2.6%	2,312	1,977	17.3%	14.4%	●
Burglary	Total	1,391	1,423	2.3%	108	69	7.8%	4.8%	●
Robbery	Robbery of Bu..	30	35	16.7%	4	8	13.3%	22.9%	●
	Robbery of Pe..	284	335	18.0%	22	22	7.7%	6.6%	●
	Total	314	370	17.8%	26	30	8.3%	8.1%	●
Robbery - Mobile Phone	Total	95	93	-2.1%	9	5	9.5%	5.4%	●
Theft Person - Mobile Phone	Total	83	105	26.5%	-	1	-	1.0%	●
VWI	VWI - Domesti..	486	460	-5.3%	184	120	37.9%	26.1%	●
	VWI - Non Do..	903	858	-5.0%	226	156	25.0%	18.2%	●
	Total	1,389	1,318	-5.1%	410	276	29.5%	20.9%	●
Domestic Abuse	Total	1,422	1,520	6.9%	483	337	34.0%	22.2%	●
Sexual Offences	Rape	113	120	6.2%	16	10	14.2%	8.3%	●
	Other Sexual ..	192	238	24.0%	25	27	13.0%	11.3%	●
	Total	305	358	17.4%	41	37	13.4%	10.3%	●
Total Gun Crime	Total	27	36	33.3%	5	4	18.5%	11.1%	●
Lethal-barrelled Gun Discharges	Total	2	6	200.0%	-	2	-	33.3%	●
Total Knife Crime	Total	168	179	6.5%	35	28	20.8%	15.6%	●
Knife Injury Victims (U25 Non DA)	Total	26	12	-53.8%	-	-	-	-	●
Theft	Other Theft & ..	1,550	1,530	-1.3%	83	50	5.4%	3.3%	●
	Bicycle Theft	423	451	6.6%	15	15	3.5%	3.3%	●
	Shoplifting	959	1,122	17.0%	316	252	33.0%	22.5%	●
	Theft from Per..	218	245	12.4%	1	1	0.5%	0.4%	●
	Total	3,150	3,348	6.3%	415	318	13.2%	9.5%	●

I & S Calls and ASB

Reporting Period Ending: 10 June 2018

	Previous R12	Current R12	Change %
ASB Calls	4,477	3,834	-14.4%
ASB Repeat Callers	88	72	-18.2%
I Calls In Target	90.2%	89.8%	
S Calls In Target	83.5%	84.0%	

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Offences & SDs

Reporting Period Ending: 9 July 2018

Crime Category	Sub Category	Offences Previous R12	Offences Current R12	Offences % Change	SDs Previous R12	SDs Current R12	SD Rate - Previous R12	SD Rate - Current R12	
TNO	TNO	13,480	13,669	1.4%	2,259	1,877	16.8%	13.7%	●
	Total	13,480	13,669	1.4%	2,259	1,877	16.8%	13.7%	●
Burglary	Total	1,397	1,439	3.0%	100	64	7.2%	4.4%	●
Robbery	Robbery of Bu..	32	34	6.3%	4	8	12.5%	23.5%	●
	Robbery of Pe..	307	328	6.8%	17	21	5.5%	6.4%	●
	Total	339	362	6.8%	21	29	6.2%	8.0%	●
Robbery - Mobile Phone	Total	102	93	-8.8%	6	5	5.9%	5.4%	●
Theft Person - Mobile Phone	Total	92	103	12.0%	-	1	-	1.0%	●
VWI	VWI - Domesti..	480	478	-0.4%	177	120	36.9%	25.1%	●
	VWI - Non Do..	901	854	-5.2%	226	141	25.1%	16.5%	●
	Total	1,381	1,332	-3.5%	403	261	29.2%	19.6%	●
Domestic Abuse	Total	1,418	1,549	9.2%	467	330	32.9%	21.3%	●
Sexual Offences	Rape	117	117	0.0%	17	9	14.5%	7.7%	●
	Other Sexual ..	190	236	24.2%	23	25	12.1%	10.6%	●
	Total	307	353	15.0%	40	34	13.0%	9.6%	●
Total Gun Crime	Total	28	34	21.4%	4	4	14.3%	11.8%	●
Lethal-barrelled Gun Discharges	Total	1	6	500.0%	-	2	-	33.3%	●
Total Knife Crime	Total	168	186	10.7%	36	27	21.4%	14.5%	●
Knife Injury Victims (U25 Non DA)	Total	24	14	-41.7%	-	-	-	-	●
Theft	Other Theft & ..	1,504	1,537	2.2%	78	51	5.2%	3.3%	●
	Bicycle Theft	455	416	-8.6%	16	14	3.5%	3.4%	●
	Shoplifting	968	1,112	14.9%	314	230	32.4%	20.7%	●
	Theft from Per..	226	250	10.6%	-	1	-	0.4%	●
	Total	3,153	3,315	5.1%	408	296	12.9%	8.9%	●

I & S Calls and ASB

Reporting Period Ending: 8 July 2018

	Previous R12	Current R12	Change %
ASB Calls	4,387	3,808	-13.2%
ASB Repeat Callers	90	76	-15.6%
I Calls In Target	90.1%	89.1%	
S Calls In Target	83.0%	83.5%	

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Offences & SDs

Reporting Period Ending: 13 August 2018

Crime Category	Sub Category	Offences Previous R12	Offences Current R12	Offences % Change	SDs Previous R12	SDs Current R12	SD Rate - Previous R12	SD Rate - Current R12	
TNO	TNO	13,487	13,682	1.4%	2,224	1,791	16.5%	13.1%	●
	Total	13,487	13,682	1.4%	2,224	1,791	16.5%	13.1%	●
Burglary	Total	1,404	1,451	3.3%	83	64	5.9%	4.4%	●
Robbery	Robbery of Bu..	31	35	12.9%	4	11	12.9%	31.4%	●
	Robbery of Pe..	306	331	8.2%	18	25	5.9%	7.6%	●
	Total	337	366	8.6%	22	36	6.5%	9.8%	●
Robbery - Mobile Phone	Total	101	95	-5.9%	6	9	5.9%	9.5%	●
Theft Person - Mobile Phone	Total	94	104	10.6%	-	1	-	1.0%	●
VWI	VWI - Domesti..	487	481	-1.2%	168	118	34.5%	24.5%	●
	VWI - Non Do..	878	859	-2.2%	221	134	25.2%	15.6%	●
	Total	1,365	1,340	-1.8%	389	252	28.5%	18.8%	●
Domestic Abuse	Total	1,444	1,615	11.8%	449	328	31.1%	20.3%	●
Sexual Offences	Rape	116	111	-4.3%	17	5	14.7%	4.5%	●
	Other Sexual ..	193	248	28.5%	22	26	11.4%	10.5%	●
	Total	309	359	16.2%	39	31	12.6%	8.6%	●
Total Gun Crime	Total	26	36	38.5%	3	5	11.5%	13.9%	●
Lethal-barrelled Gun Discharges	Total	1	6	500.0%	-	2	-	33.3%	●
Total Knife Crime	Total	170	197	15.9%	32	32	18.8%	16.2%	●
Knife Injury Victims (U25 Non DA)	Total	22	16	-27.3%	-	-	-	-	●
Theft	Other Theft & ..	1,516	1,508	-0.5%	71	55	4.7%	3.6%	●
	Bicycle Theft	493	383	-22.3%	18	13	3.7%	3.4%	●
	Shoplifting	964	1,109	15.0%	308	222	32.0%	20.0%	●
	Theft from Per..	223	247	10.8%	-	1	-	0.4%	●
	Total	3,196	3,247	1.6%	397	291	12.4%	9.0%	●

I & S Calls and ASB

Reporting Period Ending: 13 August 2018

	Previous R12	Current R12	Change %
ASB Calls	4,282	3,801	-11.2%
ASB Repeat Callers	87	69	-20.7%
I Calls In Target	90.4%	88.3%	
S Calls In Target	83.5%	82.1%	

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Offences & SDs

Reporting Period Ending: 28 August 2018

Crime Category	Sub Category	Offences Previous R12	Offences Current R12	Offences % Change	SDs Previous R12	SDs Current R12	SD Rate - Previous R12	SD Rate - Current R12	
TNO	TNO	13,422	13,695	2.0%	2,189	1,751	16.3%	12.8%	●
	Total	13,422	13,695	2.0%	2,189	1,751	16.3%	12.8%	●
Burglary	Total	1,379	1,471	6.7%	78	63	5.7%	4.3%	●
Robbery	Robbery of Bu..	28	36	28.6%	3	11	10.7%	30.6%	●
	Robbery of Pe..	306	334	9.2%	18	25	5.9%	7.5%	●
	Total	334	370	10.8%	21	36	6.3%	9.7%	●
Robbery - Mobile Phone	Total	97	94	-3.1%	6	9	6.2%	9.6%	●
Theft Person - Mobile Phone	Total	94	102	8.5%	-	1	-	1.0%	●
VWI	VWI - Domesti..	481	481	0.0%	163	121	33.9%	25.2%	●
	VWI - Non Do..	889	846	-4.8%	209	134	23.5%	15.8%	●
	Total	1,370	1,327	-3.1%	372	255	27.2%	19.2%	●
Domestic Abuse	Total	1,453	1,613	11.0%	440	329	30.3%	20.4%	●
Sexual Offences	Rape	122	107	-12.3%	17	5	13.9%	4.7%	●
	Other Sexual ..	191	246	28.8%	23	25	12.0%	10.2%	●
	Total	313	353	12.8%	40	30	12.8%	8.5%	●
Total Gun Crime	Total	30	34	13.3%	4	5	13.3%	14.7%	●
Lethal-barrelled Gun Discharges	Total	2	6	200.0%	-	2	-	33.3%	●
Total Knife Crime	Total	165	204	23.6%	31	33	18.8%	16.2%	●
Knife Injury Victims (U25 Non DA)	Total	22	17	-22.7%	-	-	-	-	●
Theft	Other Theft & ..	1,514	1,511	-0.2%	67	53	4.4%	3.5%	●
	Bicycle Theft	496	378	-23.8%	22	7	4.4%	1.9%	●
	Shoplifting	960	1,086	13.1%	300	216	31.3%	19.9%	●
	Theft from Per..	225	247	9.8%	-	1	-	0.4%	●
	Total	3,195	3,222	0.8%	389	277	12.2%	8.6%	●

I & S Calls and ASB

Reporting Period Ending: 28 August 2018

	Previous R12	Current R12	Change %
ASB Calls	4,242	3,800	-10.4%
ASB Repeat Callers	86	70	-18.6%
I Calls In Target	90.4%	88.1%	
S Calls In Target	83.4%	81.7%	

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Offences & SDs

Reporting Period Ending: 4 September 2018

Crime Category	Sub Category	Offences Previous R12	Offences Current R12	Offences % Change	SDs Previous R12	SDs Current R12	SD Rate - Previous R12	SD Rate - Current R12	
TNO	TNO	13,432	13,709	2.1%	2,219	1,709	16.5%	12.5%	●
	Total	13,432	13,709	2.1%	2,219	1,709	16.5%	12.5%	●
Burglary	Total	1,363	1,473	8.1%	81	61	5.9%	4.1%	●
Robbery	Robbery of Bu..	28	37	32.1%	3	11	10.7%	29.7%	●
	Robbery of Pe..	309	334	8.1%	18	25	5.8%	7.5%	●
	Total	337	371	10.1%	21	36	6.2%	9.7%	●
Robbery - Mobile Phone	Total	97	95	-2.1%	6	9	6.2%	9.5%	●
Theft Person - Mobile Phone	Total	94	101	7.4%	-	1	-	1.0%	●
VWI	VWI - Domesti..	478	481	0.6%	162	116	33.9%	24.1%	●
	VWI - Non Do..	911	824	-9.5%	216	124	23.7%	15.0%	●
	Total	1,389	1,305	-6.0%	378	240	27.2%	18.4%	●
Domestic Abuse	Total	1,459	1,612	10.5%	439	325	30.1%	20.2%	●
Sexual Offences	Rape	124	105	-15.3%	17	5	13.7%	4.8%	●
	Other Sexual ..	192	245	27.6%	22	24	11.5%	9.8%	●
	Total	316	350	10.8%	39	29	12.3%	8.3%	●
Total Gun Crime	Total	29	33	13.8%	5	4	17.2%	12.1%	●
Lethal-barrelled Gun Discharges	Total	2	6	200.0%	-	2	-	33.3%	●
Total Knife Crime	Total	170	203	19.4%	31	33	18.2%	16.3%	●
Knife Injury Victims (U25 Non DA)	Total	22	17	-22.7%	-	-	-	-	●
Theft	Other Theft & ..	1,501	1,528	1.8%	68	54	4.5%	3.5%	●
	Bicycle Theft	492	377	-23.4%	23	6	4.7%	1.6%	●
	Shoplifting	968	1,089	12.5%	306	209	31.6%	19.2%	●
	Theft from Per..	224	247	10.3%	-	1	-	0.4%	●
	Total	3,185	3,241	1.8%	397	270	12.5%	8.3%	●

I & S Calls and ASB

Reporting Period Ending: 4 September 2018

	Previous R12	Current R12	Change %
ASB Calls	4,232	3,795	-10.3%
ASB Repeat Callers	84	70	-16.7%
I Calls In Target	90.3%	87.9%	
S Calls In Target	83.5%	81.5%	

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Offences & SDs

Reporting Period Ending: 4 September 2018

Crime Category	Sub Category	Offences Previous R12	Offences Current R12	Offences % Change	SDs Previous R12	SDs Current R12	SD Rate - Previous R12	SD Rate - Current R12	
TNO	TNO	30,431	30,524	0.3%	5,683	4,146	18.7%	13.6%	●
	Total	30,431	30,524	0.3%	5,683	4,146	18.7%	13.6%	●
Burglary	Total	2,643	2,780	5.2%	213	161	8.1%	5.8%	●
Robbery	Robbery of Bu..	85	96	12.9%	11	21	12.9%	21.9%	●
	Robbery of Pe..	1,122	1,045	-6.9%	151	102	13.5%	9.8%	●
	Total	1,207	1,141	-5.5%	162	123	13.4%	10.8%	●
Robbery - Mobile Phone	Total	371	314	-15.4%	52	33	14.0%	10.5%	●
Theft Person - Mobile Phone	Total	229	254	10.9%	6	1	2.6%	0.4%	●
VWI	VWI - Domesti..	1,320	1,192	-9.7%	447	313	33.9%	26.3%	●
	VWI - Non Do..	2,163	2,241	3.6%	464	382	21.5%	17.0%	●
	Total	3,483	3,433	-1.4%	911	695	26.2%	20.2%	●
Domestic Abuse	Total	3,933	3,918	-0.4%	1,036	803	26.3%	20.5%	●
Sexual Offences	Rape	380	407	7.1%	43	15	11.3%	3.7%	●
	Other Sexual ..	481	500	4.0%	98	67	20.4%	13.4%	●
	Total	861	907	5.3%	141	82	16.4%	9.0%	●
Total Gun Crime	Total	124	132	6.5%	22	27	17.7%	20.5%	●
Lethal-barrelled Gun Discharges	Total	11	18	63.6%	5	3	45.5%	16.7%	●
Total Knife Crime	Total	628	619	-1.4%	149	129	23.7%	20.8%	●
Knife Injury Victims (U25 Non DA)	Total	101	94	-6.9%	-	-	-	-	●
Theft	Other Theft & ..	3,352	3,611	7.7%	131	72	3.9%	2.0%	●
	Bicycle Theft	318	266	-16.4%	7	4	2.2%	1.5%	●
	Shoplifting	1,657	1,518	-8.4%	382	218	23.1%	14.4%	●
	Theft from Per..	483	568	17.6%	12	2	2.5%	0.4%	●
	Total	5,810	5,963	2.6%	532	296	9.2%	5.0%	●

I & S Calls and ASB

Reporting Period Ending: 4 September 2018

	Previous R12	Current R12	Change %
ASB Calls	9,826	8,652	-11.9%
ASB Repeat Callers	228	183	-19.7%
I Calls In Target	92.1%	85.2%	
S Calls In Target	90.8%	80.6%	

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Offences & SDs

Reporting Period Ending: 4 September 2018

Crime Category	Sub Category	Offences Previous R12	Offences Current R12	Offences % Change	SDs Previous R12	SDs Current R12	SD Rate - Previous R12	SD Rate - Current R12	
TNO	TNO	12,614	12,761	1.2%	1,503	1,114	11.9%	8.7%	●
	Total	12,614	12,761	1.2%	1,503	1,114	11.9%	8.7%	●
Burglary	Total	1,700	1,764	3.8%	60	70	3.5%	4.0%	●
Robbery	Robbery of Bu..	17	11	-35.3%	3	3	17.6%	27.3%	●
	Robbery of Pe..	163	279	71.2%	19	8	11.7%	2.9%	●
	Total	180	290	61.1%	22	11	12.2%	3.8%	●
Robbery - Mobile Phone	Total	39	90	130.8%	10	-	25.6%	-	●
Theft Person - Mobile Phone	Total	79	76	-3.8%	-	-	-	-	●
VWI	VWI - Domesti..	356	346	-2.8%	107	90	30.1%	26.0%	●
	VWI - Non Do..	611	652	6.7%	139	77	22.7%	11.8%	●
	Total	967	998	3.2%	246	167	25.4%	16.7%	●
Domestic Abuse	Total	1,184	1,245	5.2%	347	278	29.3%	22.3%	●
Sexual Offences	Rape	97	104	7.2%	6	4	6.2%	3.8%	●
	Other Sexual ..	258	183	-29.1%	30	15	11.6%	8.2%	●
	Total	355	287	-19.2%	36	19	10.1%	6.6%	●
Total Gun Crime	Total	26	15	-42.3%	4	3	15.4%	20.0%	●
Lethal-barrelled Gun Discharges	Total	4	1	-75.0%	1	-	25.0%	-	●
Total Knife Crime	Total	112	120	7.1%	32	11	28.6%	9.2%	●
Knife Injury Victims (U25 Non DA)	Total	17	18	5.9%	-	-	-	-	●
Theft	Other Theft & ..	1,399	1,317	-5.9%	53	40	3.8%	3.0%	●
	Bicycle Theft	881	851	-3.4%	16	7	1.8%	0.8%	●
	Shoplifting	656	553	-15.7%	148	68	22.6%	12.3%	●
	Theft from Per..	212	255	20.3%	2	2	0.9%	0.8%	●
	Total	3,148	2,976	-5.5%	219	117	7.0%	3.9%	●

I & S Calls and ASB

Reporting Period Ending: 4 September 2018

	Previous R12	Current R12	Change %
ASB Calls	3,980	3,466	-12.9%
ASB Repeat Callers	77	56	-27.3%
I Calls In Target	87.0%	84.3%	
S Calls In Target	81.7%	81.0%	

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Offences & SDs

Reporting Period Ending: 4 September 2018

Crime Category	Sub Category	Offences Previous R12	Offences Current R12	Offences % Change	SDs Previous R12	SDs Current R12	SD Rate - Previous R12	SD Rate - Current R12	
TNO	TNO	11,756	11,939	1.6%	2,165	1,665	18.4%	13.9%	●
	Total	11,756	11,939	1.6%	2,165	1,665	18.4%	13.9%	●
Burglary	Total	1,124	1,134	0.9%	59	64	5.2%	5.6%	●
Robbery	Robbery of Bu..	29	34	17.2%	6	7	20.7%	20.6%	●
	Robbery of Pe..	200	289	44.5%	25	37	12.5%	12.8%	●
	Total	229	323	41.0%	31	44	13.5%	13.6%	●
Robbery - Mobile Phone	Total	40	89	122.5%	9	6	22.5%	6.7%	●
Theft Person - Mobile Phone	Total	46	64	39.1%	1	1	2.2%	1.6%	●
VWI	VWI - Domesti..	454	495	9.0%	154	161	33.9%	32.5%	●
	VWI - Non Do..	888	799	-10.0%	210	128	23.6%	16.0%	●
	Total	1,342	1,294	-3.6%	364	289	27.1%	22.3%	●
Domestic Abuse	Total	1,366	1,553	13.7%	426	390	31.2%	25.1%	●
Sexual Offences	Rape	149	137	-8.1%	17	3	11.4%	2.2%	●
	Other Sexual ..	224	195	-12.9%	42	28	18.8%	14.4%	●
	Total	373	332	-11.0%	59	31	15.8%	9.3%	●
Total Gun Crime	Total	51	49	-3.9%	5	17	9.8%	34.7%	●
Lethal-barrelled Gun Discharges	Total	3	3	0.0%	-	-	-	-	●
Total Knife Crime	Total	158	190	20.3%	33	50	20.9%	26.3%	●
Knife Injury Victims (U25 Non DA)	Total	23	11	-52.2%	-	-	-	-	●
Theft	Other Theft & ..	1,201	1,272	5.9%	72	40	6.0%	3.1%	●
	Bicycle Theft	136	121	-11.0%	5	3	3.7%	2.5%	●
	Shoplifting	890	766	-13.9%	370	197	41.6%	25.7%	●
	Theft from Per..	162	180	11.1%	1	4	0.6%	2.2%	●
	Total	2,389	2,339	-2.1%	448	244	18.8%	10.4%	●

I & S Calls and ASB

Reporting Period Ending: 4 September 2018

	Previous R12	Current R12	Change %
ASB Calls	3,639	3,352	-7.9%
ASB Repeat Callers	55	56	1.8%
I Calls In Target	93.9%	90.7%	
S Calls In Target	91.2%	88.2%	

[View the Gun Crime Dashboard by clicking here](#)



Offences & SDs

Reporting Period Ending: 4 September 2018

Crime Category	Sub Category	Offences Previous R12	Offences Current R12	Offences % Change	SDs Previous R12	SDs Current R12	SD Rate - Previous R12	SD Rate - Current R12	
TNO	TNO	24,959	26,173	4.9%	3,529	2,555	14.1%	9.8%	●
	Total	24,959	26,173	4.9%	3,529	2,555	14.1%	9.8%	●
Burglary	Total	2,288	2,627	14.8%	141	112	6.2%	4.3%	●
Robbery	Robbery of Bu..	51	71	39.2%	14	21	27.5%	29.6%	●
	Robbery of Pe..	611	797	30.4%	52	42	8.5%	5.3%	●
	Total	662	868	31.1%	66	63	10.0%	7.3%	●
Robbery - Mobile Phone	Total	155	206	32.9%	13	11	8.4%	5.3%	●
Theft Person - Mobile Phone	Total	280	382	36.4%	4	1	1.4%	0.3%	●
VWI	VWI - Domesti..	670	740	10.4%	213	201	31.8%	27.2%	●
	VWI - Non Do..	1,523	1,610	5.7%	335	185	22.0%	11.5%	●
	Total	2,193	2,350	7.2%	548	386	25.0%	16.4%	●
Domestic Abuse	Total	2,189	2,514	14.8%	666	561	30.4%	22.3%	●
Sexual Offences	Rape	246	265	7.7%	23	13	9.3%	4.9%	●
	Other Sexual ..	459	468	2.0%	58	44	12.6%	9.4%	●
	Total	705	733	4.0%	81	57	11.5%	7.8%	●
Total Gun Crime	Total	121	77	-36.4%	21	27	17.4%	35.1%	●
Lethal-barrelled Gun Discharges	Total	4	6	50.0%	3	-	75.0%	-	●
Total Knife Crime	Total	339	436	28.6%	74	70	21.8%	16.1%	●
Knife Injury Victims (U25 Non DA)	Total	47	54	14.9%	-	-	-	-	●
Theft	Other Theft & ..	3,270	3,326	1.7%	132	75	4.0%	2.3%	●
	Bicycle Theft	1,300	993	-23.6%	20	16	1.5%	1.6%	●
	Shoplifting	1,479	1,462	-1.1%	391	173	26.4%	11.8%	●
	Theft from Per..	635	775	22.0%	13	5	2.0%	0.6%	●
	Total	6,684	6,556	-1.9%	556	269	8.3%	4.1%	●

I & S Calls and ASB

Reporting Period Ending: 4 September 2018

	Previous R12	Current R12	Change %
ASB Calls	6,833	6,656	-2.6%
ASB Repeat Callers	139	139	0.0%
I Calls In Target	88.8%	86.2%	
S Calls In Target	77.3%	76.0%	

[View the Gun Crime Dashboard by clicking here](#)

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Committee: Overview and Scrutiny

Date: Wednesday 19 September

Wards: All

Subject: Update on the work of Safer Merton

Lead officer: Neil Thurlow

Lead member: Cllr Edith Macauley MBE

Contact officer: 02085253240

Recommendations:

-
1. Members note the content of the report and make comments as they wish.
 2. Members continue to support the work of the Community Safety Partnership and Safer Merton
-

1 PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1. This report is brought to O&S to update on work undertaken by Safer Merton, and the wider Community Safety Partnership (CSP) over the last 12 months and to highlight key areas of work being delivered for the remainder of financial year 2018-19.
- 1.2. The report also captures updates on the work of the MOPAC Victims Board which is attended by the head of service as Community Safety lead for victim care across London
- 1.3. The report seeks to inform members around the key work streams of Safer Merton and the outcomes that have been achieved. This report also seeks to highlight the current challenges facing the service and wider CSP advising members of what work is being undertaken to mitigate these challenges
- 1.4. The report is made at the request of the O&S committee and is a headline report which supports the more detailed quarterly service updates which are provided to all members via email from the Head of Service
- 1.5. There are no decisions to be made within this report rather a request for members to continue supporting our work, promoting this within the community and to provide a presence, where possible, during our two major campaigns for autumn 2018. These campaigns being
 - 1.5.1 Hate crime awareness week – Saturday 13 to Friday 20 October
 - 1.5.2 16 days of activism – Sunday 25 November to Monday 10 December
 - 1.5.3 Details of both campaigns are contained later in the document

2 DETAILS

- 2.1. The Safer Merton service has been expanded since the last O&S report. We have created, via MOPAC funding, a new role – Victims Champion. This role is responsible for the management and delivery of victims care work focusing on ASB, VAWG and hate crime. This new role is allowing us to increase our enforcement opportunities in line with manifesto pledges and

the wider needs to tackle non-law abiding citizens. This role is also improving our victim care ensuring that their voice and needs are central to our work

- 2.2. In addition to the creation of this new role, Sunday 01 July saw the councils public realm CCTV provision returned to this service area. The return of CCTV, from parking services, recognises the linkages between the CCTV service and the Community Safety Partnership enhancing the opportunities for more collaborative prevention, engagement and enforcement of crime around the borough. Fixed CCTV is no longer used for parking control [ANPR operates separately] and this change is now appropriate.
- 2.3. The CCTV service will be subject to minor restructures in the autumn as we seek to create a new post and employ a new CCTV Manager who will undertake day to day management duties as well as playing a key role in our ambitions to secure additional, external CCTV monitoring contracts
- 2.4. These additions to service now mean that Safer Merton delivers work in the following areas:
 - 2.4.1 **Victim care.** Managed by Temitayo Oketunji
 - 2.4.2 Victim care is broken down into three areas of work which have achieved the following:
 - (i) Anti-social behaviour (ASB).

The ASB team has dealt with and resolved 874 cases in the last 12 months to date. There have been a number of warning letters issued, Acceptable behaviour agreements signed and mediation agreed to.

The team has been working with the Police and other partners to agree a process for applying for civil injunctions against perpetrators.

Since October 2017, there has been a borough wide street drinking Public Space Protection Order (PSPO) which has been proactively enforced around Mitcham Town Centre since June 2018. This has resulted in Community protection warnings, Notices (CPW/N) and fixed penalty notices (FPN) issued.

Thirteen (13) brothels were identified in this period and closed using interventions and relevant legislations.

The team is currently developing a process for applying for premises closure orders against problematic premises under the ASB Crime and Policing Act 2014.

In the YTD, the team have tasked CCTV to certain hotspots which has achieved successes like disrupting and deterring ASB in Morden Park House, York Close and the enforcement of the street drinking PSPO.
 - (ii) Domestic Violence and Abuse (DVA).
 - a) 16 days of activism

16 days against Violence & Abuse – planning has started for this. There is a focus of sexual violence and there will be a training day working with UK says NO more campaign and the Rape Crisis Support centre.

b) No more campaign

UK says No more campaign – The campaign will be advertised over the 16 days against violence and abuse and they will be supporting our 16 days. We have been asked to be a judge to look over films being submitted for their 16 films for 16 days. We have also been invited to be part of their partner focus group to share ideas and network.

c) Ask Angela

Ask Angela is a simple code-word campaign for people feeling unsafe on a date. It encourages people to discreetly ask for help by going to the bar and 'Ask for Angela'- a phrase aimed at alerting bar staff to the cry for help so they can help defuse the situation. The campaign now covers the whole borough and as part of this we will look to sign up and roll out Women's Night Safety Charter.

d) One Stop Shop

One Stop Shop – will be 8 years old in September and since it opened in 2010 we have seen over 2,500 people walk in. Since April there has been 101 people walk in for support and advice. On average 6 people attend weekly. The One Stop Shop is advertised via the council social media regularly. All police officers advise victims of DVA to attend when they have been called out to an incident.

e) MARAC

The Multi Agency Risk Assessment Conference continues to be busy and deals with 20 – 30 cases every 3 weeks. The MARAC steering group will be meeting after the summer to monitor the MARAC and improve the process.

f) Domestic Homicide Reviews DHRs

There is currently one DHR running at the moment and we are at the start to commission a chair for another one. For Merton Domestic homicides are low and we strive to provide the best service and let our residents know about those services so we support victims and reduce the risk of serious harm or death

g) Key successes/interventions

In January we went live with a new case management system to log MARAC cases and this has improved the security of the

victim's information but has also allowed us to record information better. We can now record and understand how many complex cases we are dealing with. We can also record Claire's Laws better.

(iii) Hate crime.

a) Hate crime week 2017

2017's campaign saw a successful week of events during which in excess of 1000 people engaged face to face and with significant online media presence running into the several thousands.

We also launched the 'Merton Stops Hate' branding and a new hate crime leaflet, alongside the relaunch of the hate crime pages on the Merton website.

The hate crime strategy group was formed and is chaired and run by third sector agencies. This continues to meet quarterly and ensures community engagement and direction.

Hate crime training was delivered to all front line police officers to ensure a wider understanding of hate crime and its manifestations.

b) Hate crime post creation and appointment

Merton used LCPF (London Crime Prevention Fund) funding for an existing member of Safer Merton staff to work as hate crime co-ordinator for two days a week. In addition, hate crime is part of the portfolio of work of the newly appointed victims champion role.

c) Work undertaken by police on attachment

Merton has benefited from great partnership work in this area. A police officer has previously been embedded in the service to lead on the delivery aspects of this work. With the formation of the police BCU we await confirmation as to whether this will continue going forward.

2.4.3 **Analysis and intelligence lead working.** Managed by Kelly Marshall

The statutory requirement of a Strategic Assessment to support the community safety partnerships was delivered and identified the key crime priorities of Residential Burglary and Theft of Motor Vehicle. Additional priorities set by MOPAC include knife crime and violence against women and girls. To support these aims the Domestic Violence Profile was refreshed and separate reports focussed on Sexual Violence, Knife Crime and Hate crime have been completed. These reports provide the evidence to support priority setting and the commissioning of services.

The unit continues to provide monthly briefings for the respective council leads and support the teams' information centre. Other work undertaken includes the review of the existing information sharing agreements post the implementation of the GDPR regulations and an on-going evaluation of the Local Alcohol Action Area which is focussed on Mitcham town Centre and the night time economy in Wimbledon. This work will provide the evidence for any future public space protection orders which have superseded the old borough wide controlled drinking zone.

The unit continues to engage with the police in the new BCU model which joined Merton with Kingston, Richmond and Wandsworth in May including attending the monthly tasking meeting and has also developed a relationship with Trading Standards to signpost key fraud and artifice burglary offences.

- 2.4.4 **Community engagement.** Managed by Lee Roberts
- 2.4.5 Our work with Neighbourhood Watch and Junior Neighbourhood Watch continues to deliver success.
- 2.4.6 Over the last year we have maintained our position of watch membership covering a third of the borough and we have worked to support our neighbourhood watch committee to design, develop and launch a new website. This website will assist us in engaging a wider section of the community as we seek to better engage millennials into this effective and important community programme
- 2.4.7 We have launched a new website www.mertonnhw.co.uk which is delivering a more professional approach to neighbourhood watch
- 2.4.8 Our junior neighbourhood watch scheme served six schools across the borough with pupils undertaking sessions in personal safety, crime prevention, citizenship, stranger danger and more. The course ends with the students attending the civic centre to visit the CCTV control room and to meet the Mayor
- 2.4.9 **Community reassurance.** Managed by Sue Brady
- 2.4.10 The CCTV provision in Merton saw some 232 public realm CCTV cameras return to Safer Merton
- 2.4.11 The CCTV provision is delivered 24/7 via a team of eight officers. With the return to Safer Merton the service will build on its current good performance and outcomes to deliver greater asset to the borough by linking in closely with the work, and performance demands of the CSP.
- 2.4.12 The councils CCTV provision undertakes monitoring of Clarion Housings estate based cameras via a charged for, contracted service and we will, over the coming year, seek out further contracted provision to increase surveillance of the borough and to assist in the service generating income
- 2.4.13 The CCTV team have been instrumental in tasking and directing enforcement operations linked to a range of key business areas such as:
 - (i) The street drinking public space protection orders. Formal enforcement commenced in June for a pilot four month period. CCTV officers

have identified persons breaching the PSPO prohibitions and, at the time of writing some 11 FPNs have been issued.

(ii) Working to support the CSPs work on knife crime the officers have been tasked to be vigilant in key areas of concern. These tasking's have resulted in potential perpetrators being identified and weapons seize

(iii) CCTV were also part of a pilot initiated in Wimbledon to address night time economy crime concerns. This pilot ran from November to the first full week of January initially to cover the Christmas party season. Working with partners in businesses and street pastors, this work continues now as part of the boroughs Local Alcohol Action Area project

2.5. The MOPAC Victims Board

2.5.1 Outside of the delivery of service the Head of Service sits on the MOPAC Victims Board. The board, chaired by MOPAC victims' commissioner Clare Waxman is working to design and implement change to how victim care is delivered across London with a key focus on the criminal justice system and the process(es) which victims follow whilst they are within this process.

2.5.2 Work is being undertaken to understand how victims of crime access and/or are made aware of the Victims Code of Practice (VCOP). VCOP sets out, quite clearly, what offers of support should be made available to victims and, for those most serious crimes, what financial offers can be made also. There is a lack of VCOP awareness by victims as well as professionals

2.5.3 Work is also being undertaken to better track and understand the "victims' journey". When tracking cases of crime, through the CJS pathway, what becomes clear is that victims are victimised telling their story several times. The board is considering how this may be streamlined to reduce the burden being placed on the victim

2.5.4 Other areas of business include matters such as:

(i) Understanding how victims of crime are informed when their perpetrators are due to leave prison

(ii) Understanding and awareness of Restorative Justice and how this may be better used across the capital

(iii) Apathy to reporting and an acceptance that "nothing will be done"

(iv) Challenges in reporting

(v) How the devolution of the CJS process to MOPAC will impact on victims and victim care

2.5.5 This work, at this time, is very CJS focused and for local authorities we have little influence over this. However, where we play a key role is around the lower level, consistent crimes such as ASB and DV. Work is being done to ensure that we hear the victims' voice in all that we do and also understand and capture our victims' thoughts as they exit service.

2.5.6 Victim surveys, for those whom have received service, are to be developed for rollout in 2019

2.6. Wider challenges affecting Safer Merton and the CSP

2.6.1 Serious Youth Violence, with a focus on knife crime.

(i) This is London's single biggest crime issue at present with close to 90 homicides taking place in London at the time of writing.

(ii) Merton has seen increased numbers of knife crime incidents however these have not been at the same rate as the rest of London.

(iii) Merton has seen one murder occur due to knife use. This was in Mitcham town centre in the early hours of Sunday 20 May. The murder saw an adult male lose his life.

(iv) Thankfully we have not had any young people killed on borough but we have had young people seriously injured due to knife wounds. Police Assistant Commissioner Hewitt has called for Londoners to see every stabbing as a potential murder given the risks of every stabbing resulting in a loss of life.

(v) Community concern around this issue is heightened across the city and, as such, we will be seeking to continually keep Merton's residents abreast of the challenges, and our work to tackle this, in a manner which is designed to reassure as opposed to scare

2.6.2 Merton has seen continued challenges around short term brothels opening on borough. Over the last year we have seen 13 brothels open and close. Multi-agency partnership work has been undertaken where each brothel has come to light and, where closures of these premises were the outcome, this was done in line with safeguarding and human trafficking considerations. The use of short term lets seem to be a common factor in Merton's challenge and, as such, we are working with Police and partners on a wider BCU approach to tackling these matters

2.6.3 Residents are regularly contacting the Safer Merton service around their concerns relating to the 101 police number. Whilst Safer Merton cannot resolve these issues we work closely with police colleagues to raise this and have been advising residents to always call 999 where a crime is in action and to use 101, crime stoppers or their local SNT where crimes have ceased and/or there are slower time needs. We would urge members to repeat this messaging to residents also

2.6.4 London Crime Prevention Funding (LCPF). LCPF is provided by the Mayor's Office for Policing and Crime (MOPAC) on two yearly cycles. The current cycle ends this coming March and we await our new settlement offer. MOPAC use a hybrid calculation tool to allocate funding amounts based on matters such as crime levels, deprivation, population size and projection etc.

(i) Merton used LCPF to fund the following

- a) 2x FTE Independent Domestic Violence Advocates (IDVAs)
- b) 1x FTE gangs worker
- c) 1x FTE restorative justice worker
- d) 1x FTE child sexual exploitation worker
- e) 1x FTE victims champion
- f) 0.2 x FTE hate crime co-ordinator

(ii) At present the settlement for 2019-21 is unknown but is likely to be reduced compared to the current offer. As such work is being undertaken to

ascertain the risks around the funding, the risks around the posts and their future as we look to safeguard investment in our most complex and demanding areas of work (all of which fit with the posts provided)

2.7. Wider successes

2.7.1 The Borough Command Unit (BCU) is subject to many questions at the evenings O&S meeting due to Chief Superintendent Sally Benatar attending. However, members should be note that the engagement and openness of the SLT from the police has been a welcome feature in both planning for, and mobilising the BCU. This openness and willingness to engage and discuss co-designed working practice has ensured that the South West BCU has much stronger and robust relationships in place than is being seen elsewhere

2.7.2 The BCU does bring with it change and some challenge, all of which are being worked through. However, members should also note that one significant investment and improvement for Merton has been around the work of offender management.

(i) Offender Management sees the police, with partners, identify and grip our most complex and high volume criminals on borough. This work is constantly evolving which is both exciting for partners and invigorating for offenders whom, at this early stage, are engaging well and accessing services they may not have previously engaged with – the overall intention with any offender management work is to reduce their offending and return them to paid employment.

(ii) Members should feel assured that our most chaotic offenders whom reside and/or offend in Merton are being much better managed which will, over time, result in significantly improved behaviours and reduced offending rates

2.7.3 As a service we have been successful in recruiting Met volunteers to assist our service delivery. Over the year we have had three engage and assist us one working on neighbourhood watch, another on domestic violence and the third around ASB. Moving forward we will seek to utilise this resource in a greater manner

3 ALTERNATIVE OPTIONS

3.1. N/A this is an update report only

4 CONSULTATION UNDERTAKEN OR PROPOSED

4.1. N/A this is an update report only

5 TIMETABLE

5.1. Relating to the planning of the two remaining campaigns members will be advised of the timetable of events on, or before, Friday 28 September for hate crime awareness week and on, of before, Friday 02 November for the 16 days of activism campaign

6 FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

6.1. N/A there are no matters outside of business as usual required.

6.2. MOPAC are reviewing the allocation of LCPF monies which may impact adversely on Merton

- 7 LEGAL AND STATUTORY IMPLICATIONS**
- 7.1. N/A this is an update report only
- 8 HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS**
- 8.1. N/A this is an update report only
- 9 CRIME AND DISORDER IMPLICATIONS**
- 9.1. It is the statutory duty of the crime and disorder act which governs the work of Safer Merton and the service discharges the CSPs responsibilities around this.
- 9.2. There are no specific crime and disorder implications for the contents of this report which members require sighting on
- 10 RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS**
- 10.1. N/A this is an update report only
- 11 APPENDICES – THE FOLLOWING DOCUMENTS ARE TO BE PUBLISHED WITH THIS REPORT AND FORM PART OF THE REPORT**
-
- 12 BACKGROUND PAPERS**

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Committee: Overview and Scrutiny Commission

Date: 19 September 2018

Subject: Executive response and action plan – scrutiny task group review of the recruitment and retention of teachers in Merton

Lead officers: Hannah Doody, Director of Community and Housing; Rachael Wardell, Director of Children Schools and Families; Caroline Holland, Director for Corporate Services

Lead members: Councillor Martin Whelton, Cabinet Member for Regeneration, Housing and Transport; Councillor Mark Allison, Deputy Leader and Cabinet Member for Finance; Councillor Caroline Cooper-Marbiah, Cabinet Member for Education

Contact officer: Jane McSherry, Head of Education; Steve Langley, Head of Housing Needs; Kim Brown, Head of HR

Recommendations:

- A. That the Overview and Scrutiny Commission consider the executive response and action plan setting out how the agreed recommendations of the scrutiny task group review of the recruitment and retention of teachers Services in Merton will be implemented.
-

1 PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1. The purpose of this report is to set out the executive response and action plan to the Overview and Scrutiny Commission to demonstrate how the agreed recommendations of the recruitment and retention of teachers scrutiny task group will be implemented, and the associated responsible officers and timescales.
- 1.2. The detail of the response and action plan is set out in Appendix A.

2 BACKGROUND

- 2.1. At their meeting on 25 June 2018 Cabinet noted the report of the scrutiny task group review and agreed that the recommendations of the task group would be responded to through an action plan to be drawn up by officers in consultation with the lead Cabinet Members.
- 2.2. Cabinet welcomed the report and noted that the review had been initiated at the request of teachers in the borough. Cabinet noted that the report contained some bold recommendations and welcomed the acknowledgement within the report that there were many other groups whose work and contribution to the borough was vital who had similar housing needs.
- 2.3. In discussing the report, Cabinet was mindful of the challenges which the Council faced in retention of key workers and the cost of living in the borough. Cabinet emphasised that there were no easy solutions, however with approximately 9000 people on the waiting list for housing, the Council had a duty to address the most acute housing need first and had to take

care not to discriminate against other groups and address a number of needs across the borough.

3 EXECUTIVE RESPONSE

- 3.1. Appendix A to this report sets out the task group's recommendations, the initial response and action planned, together with dates and the responsible officer.

4 ALTERNATIVE OPTIONS

None for the purposes of this report.

5 CONSULTATION UNDERTAKEN OR PROPOSED

- 5.1. In carrying out its review, the task group consulted local heateachers and newly qualified teachers as well as speaking to a wide range of council officers.

6 TIMETABLE

- 6.1. The timetable for implementation of the task group's recommendations is set out in Appendix A.

7 FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

- 7.1. Delivery of these recommendations can either be met within existing budgets or will be the subject of a bid for support through the council's usual financial procedures.

8 LEGAL AND STATUTORY IMPLICATIONS

- 8.1. None for the purposes of this report.

9 HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS

- 9.1. None for the purposes of this report.

10 CRIME AND DISORDER IMPLICATIONS

- 10.1. None for the purposes of this report.

11 RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS

None for the purpose of this report.

12 APPENDICES – THE FOLLOWING DOCUMENTS ARE TO BE PUBLISHED WITH THIS REPORT AND FORM PART OF THE REPORT

Appendix A – executive response and action plan

13 BACKGROUND PAPERS

- 13.1. None

Appendix A: Executive response to the recommendations of the scrutiny task group review into the recruitment and retention of teachers in Merton

Recommendations	Executive response	Timeline	Decision making body and lead officer
<p>Recommendation 1. That Cabinet should confirm that it is committed to continuing to celebrate the successes of Merton’s schools in order to attract teachers of the highest quality and to promote local schools as the first preference for parents seeking an excellent education for their children.</p>	<p>Accepted</p> <p>The Council will continue to celebrate exam success and wider schools and pupil outcomes on the Councils website, in the local press and via My Merton magazine.</p> <p>Recruitment has been identified as a key priority within the setup of the School Effectiveness Partnership and some capacity added with the appointment of the Partnership Coordinator. The Merton eteach site is also being refreshed.</p> <p>Feedback from Head teachers is that they value the NQT programme in Merton and this will continue to be promoted.</p> <p>Consideration will also be given to a Merton based recruitment fair to supplement the work already undertaken to promote Merton at University Fairs.</p>	<p>April 2019</p>	<p>Cabinet; Director of Children, School and Families</p>

<p>Recommendation 2. That the School Effectiveness Partnership Board should consider a more proactive and personalised approach to match applicants in the Eteach talent pool with specific school vacancies in order to increase its effectiveness.</p>	<p>Accepted</p> <p>The Council has already trialled offering individual interviews for candidates who have signed up to eteach. This has had some positive outcomes and will continue to be offered.</p> <p>HR have indicated that they explore developing a temp to perm policy with agreement from schools.</p>	<p>April 2019</p>	<p>School Effectiveness Partnership Board; Director of Children, School and Families</p>
<p>Recommendation 3. That, once the government has released details, the School Effectiveness Partnership Board should consider if the teacher apprenticeship scheme could be implemented in Merton.</p>	<p>Accepted in principle</p> <p>There is a standard for teachers : https://www.instituteforapprenticeships.org/apprenticeship-standards/teacher/</p> <p>Applications need to be made through UCAS so this could be considered next year. To be accepted on the programme the applicant needs to have an existing degree or degree level apprenticeship and be employed as a teacher at the start of their apprenticeship. Existing staff can apply if they meet this criteria. There is some funding available through the Department for Education which can be used towards salaries and would need to be applied for by June 2019.</p>	<p>April 2019</p>	<p>School Effectiveness Partnership Board; Director of Children, School and Families</p>

<p>Recommendation 4. That the School Effectiveness Partnership Board should promote a wide range of recruitment routes to assist headteachers with advertising vacancies in their schools.</p>	<p>Accepted</p> <p>The School Effectiveness Partnership through the revised recruitment website will clarify and promote the different routes available.</p> <p>A multi channel approach to attract teachers, using various social media channels, attendance at job fairs, links with universities to make contact with final year teaching students is already and will continue to be used.. Continue to raise Merton's profile as a good employer through working with the communications team to put out good news stories about schools in Merton, and updating video profiles on the teaching pages of the website which showcases Merton staff i.e. why they value working in Merton (Head, senior leaders and teacher perspectives).</p> <p>HR does not offer recruitment to schools as part of the current SLA buy back agreement; however this could become part of a future SLA. HR has a track record of working closely with services to attract, recruit and retain staff in competitive and hard to fill roles such as social workers. The re-introduction of golden hellos, retention payments may be considered, but are no longer funded by government,</p>	<p>April 2019</p>	<p>School Effectiveness Partnership Board; Director of Corporate Services</p>

<p>Recommendation 7. That Cabinet publicise to school staff and explain how to take up the existing council staff discount on annual memberships at Canons Leisure Centre, Morden Park Pools and Wimbledon Leisure Centre.</p>	<p>Accepted</p> <p>Will ensure there are links to the offers and benefits available so that this is accessible to school staff - on the extranet and eteach. Link offers could be included in adverts and contract offers</p> <p>Include information in the newsletter sent to Headteachers and bursars. Session on bursars and school forum meetings to promote</p>	<p>March 2019</p>	<p>Cabinet; Director of Corporate Services</p>
<p>Recommendation 8. That all the benefits that are currently available to teachers and other school staff should be publicised to all school staff and clearly documented on all relevant webpages. This should include the interest free season ticket loan, purchase of a bicycle through the Cycle to Work Scheme (salary sacrifice) and nursery/childcare vouchers.</p>	<p>Accepted</p> <p>Will ensure there are links to the offers and benefits available so that this is accessible to school staff - on the extranet and eteach. Link offers could be included in adverts and contract offers.</p> <p>Include information in the newsletter sent to Headteachers and bursars. Session on bursars and school forum meetings to promote</p>	<p>March 2019</p>	<p>Cabinet; Director of Corporate Services</p>
<p>Recommendation 9. That Cabinet should ask the Head of Housing Needs and Strategy to write to local housing associations to ask if they have any “hard to let” properties that could be made available to teachers at an affordable rent (including short term assured tenancies).</p>	<p>Rejected</p> <p>Whilst Cabinet understand the need of teachers in finding housing, the council also owes a statutory duty to those who are homelessness and they would have to be a priority group in the council’s regular liaison with local housing associations</p>		<p>Cabinet; Director of Communities and Housing</p>

<p>Recommendation 10. That Cabinet consider whether the 3-5 year private rental tenancies that will be available through the Local Authority Property Company from 2019/20 could be offered to teachers in the first instance, thus offering teachers an element of financial security.</p>	<p>Rejected</p> <p>Merantum is an arms-length housing company with its own board of directors. Cabinet would expect it to offer secure tenancies but we cannot single out one particular employment group.</p>		<p>Cabinet; Director of Environment & Regeneration</p>
<p>Recommendation 11. That Cabinet should explore the business case for supporting the retention of excellent teachers in the borough by offering a small number of private rented properties through the Local Authority Property Company to such teachers at a reduced rent.</p>	<p>Rejected</p> <p>There are many equally worthy key workers who face the same challenges and it would be unfair to single out one particularly category of employment and decisions are for the property company to take</p>		<p>Cabinet; Director of Corporate Services</p>
<p>Recommendation 12. That Cabinet should ask the Head of Housing Needs and Strategy to approach the Landlords Forum with a “good tenant offer” whereby the council would guarantee a supply of teachers as private tenants for a fixed number of years in return for a reduced rent.</p>	<p>Rejected</p> <p>The council’s primary duty is to house those most in need which are homelessness and suffering overcrowding</p>		<p>Cabinet; Director of Communities and Housing</p>

<p>Recommendation 13. That Cabinet should ask the Head of Housing Needs and Strategy to provide school staff with a list of shared ownership schemes that might be suitable for teachers, whilst not recommending any scheme in particular.</p>	<p>Accepted</p> <p>A list can be circulated of shared-ownership schemes and London Living Rent housing.</p>	TBC	Cabinet; Director of Communities and Housing
<p>Recommendation 14. That Cabinet consider setting up a rent deposit scheme that would operate in a similar way to the existing season ticket loan. This would provide teachers with an interest free loan that would be paid back to the council in a set number of instalments.</p>	<p>Accepted in principle</p> <p>This could be explored, but would have implications where the schools run their own payroll service as we would not be able to deduct direct from salaries and therefore could be part of our overall rent deposit scheme.</p>	TBD	Cabinet; Director of Corporate Services/Director of Community & Housing
<p>Recommendation 15. That the Sustainable Communities Overview and Scrutiny Panel should receive a briefing on the Mayor of London's London Living Rent initiative in order to identify potential benefits for Merton residents</p>	<p>Accepted</p> <p>To be included alongside housing reports at the Panel's meeting in March 2019</p>	19 March 2019	Sustainable Communities Overview and Scrutiny Panel; Head of Housing Needs

<p>Recommendation 16. That the School Effectiveness Partnership Board should consider how best to build on the effective programme of continuous professional development that is already being delivered. The Board could consider the role of local colleges and universities in further enhancing the options available, including through use of the Apprenticeship Levy.</p>	<p>Accepted</p> <p>The Professional Development programme continues to be developed. It is promoted through our own bespoke website (www.mertoncpd.co.uk/cpd) and through the newly created School Effectiveness Partnership website. This will make it easier to search for courses and will give a direct link to the appropriate booking page.</p> <p>There is a fully developed Leadership ladder in place that promotes all leadership opportunities within the Borough, sub regionally and across London.</p> <p>The Professional Development Steering Group which includes representatives from the Council and the Teaching School Alliance meets regularly to review the Merton offer and to work alongside the School Effectiveness Partnership Board to identify overlap and gaps. Current work continues to develop a more targeted secondary school programme, including a sharing of secondary school/departmental work on A levels. Links with local colleges and universities will continue to be explored.</p> <p>Work on the Apprenticeship levy is led through the council's HR department and they are linking closely with schools to utilise the opportunities available.</p>	<p>April 2019</p>	<p>School Effectiveness Partnership Board; Director of Children Schools and Families</p>

Committee: Overview and Scrutiny Commission

Date: 19 September 2018

Wards: All

Subject: Proposal for a scrutiny task group review of road safety around schools in Merton

Lead officer: Julia Regan, Head of Democracy Services

Lead member: Councillor Peter Southgate, Chair, Overview and Scrutiny Commission

Contact officer: Julia Regan; Julia.regan@merton.gov.uk; 020 8545 3864

Recommendations:

1. That the Overview and Scrutiny Commission discuss and approve the terms of reference and scope of the task group, set out in paragraphs 2.7-2.13 below;
2. That the Commission appoint members to the task group. Membership may then be opened up to other non-executive councillors who are interested in the issues.

1 PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1. To present the draft terms of reference and scope of the road safety around schools in Merton task group to the Overview and Scrutiny Commission for approval.

2 DETAILS

Background

- 2.1. During the scrutiny topic suggestion process in spring 2018, two school governors and a resident have asked scrutiny to review the safety of pupils crossing roads whilst walking to and from school. Specific concerns were raised in relation to individual schools and a 20 MPH borough wide scheme was suggested as a means of addressing this issue.
- 2.2. The Commission, at its meeting on 17 July 2018, agreed to set up a task group to review the safety of pupils around schools in Merton.
- 2.3. **Summary of the issue**
- 2.4. The council's Future Merton (Traffic and Highways) Team, in partnership with Transport for London and schools work to improve road safety in the vicinity of schools. The management of road safety is in line with the Mayor of London's strategy for healthy streets. The team has a rolling programme of works with individual schools that includes engineering measures including localised 20mph speed limit to make the area outside the school safer; support the school with their travel plans; provide soft measures such

as cycles and scooter training as well as Kerbcraft. When considering engineering interventions, ward councillors are contacted and involved accordingly.

2.5. The Head of Parking provided an update report on the work of the parking services team to the Sustainable Communities Overview and Scrutiny Panel on 4 September. This included information about an aspect of the automatic number plate recognition (ANPR) project that will increase the council's ability to enforce "keep clear" markings outside schools at the start and end of the school day through a rolling programme that will provide coverage for each school for at least two weeks during the school year. This will start in November 2018, subject to resources being made available. Information gathered during the first year will enable officers to target schools with the lowest compliance.

2.6. The Commission is reminded of the Administration's commitment to a borough-wide 20 mph speed limit and the impact that it is hoped this will have not only on road safety but also on air quality and pollution. This is currently being implemented gradually and there are already a number of areas subject to a 20mph speed limit across the borough.

Proposals for terms of reference and scope of the task group review

2.7. The purpose of the task group review is to consider the aspects of road design, personal behaviour and enforcement activities that are currently affecting road safety in the vicinity of schools and to make recommendations that will help create a safer walking environment during school run periods and a change in behaviour.

2.8. The draft terms of reference are:

- To scrutinise the road safety measures that are already in place in the vicinity of local schools and receive information about the alternatives that are available;
- To identify existing best practice in Merton and elsewhere that could inform the council's future approach to road safety around schools;
- To consider how road safety measures impact on wider environmental and public health issues, including air quality and childhood obesity;
- To make recommendations that will help create a safer walking environment in the vicinity of Merton schools during school run periods.

2.9. Evidence sources will include summary information on parking enforcement legislation and guidance, briefing on programme of road safety work with schools, road traffic accident statistics, map showing current location of areas subject to a 20mph speed limit in Merton. Stakeholders include schools (head teachers, governors, parents), local residents, public health, officers working on air quality, police, Living Streets Walk to School Campaign.

2.10. Task group members could undertake visits to look at examples of best practice in the vicinity of schools in Merton and elsewhere and make recommendations to embed this across the borough. They could also examine the effectiveness of 20mph speed limits elsewhere and the

advantages and challenges that would be posed by the adoption of a borough wide 20mph speed limit.

- 2.11. Officers have suggested visits to Croydon (pedestrian only areas), Camden (closure of roads), Islington or Hackney.
- 2.12. The task group will report back to the Commission's meeting on 24 April 2019 and to Cabinet in June/July 2019.
- 2.13. Support will be provided by the Head of Democracy Services.

3 ALTERNATIVE OPTIONS

- 3.1. The Overview and Scrutiny Commission can select topics for scrutiny review and for other scrutiny work as it sees fit, taking into account views and suggestions from officers, partner organisations and the public.

4 CONSULTATION UNDERTAKEN OR PROPOSED

- 4.1. The proposals have been considered previously by the Commission and were subsequently discussed with the officers in the Environment and Regeneration Department.

5 FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

- 5.1. None for the purposes of this covering report. Any resource implications will need to be taken into account when drawing up & approving specific review recommendations

6 LEGAL AND STATUTORY IMPLICATIONS

- 6.1. There are none specific to this report.

7 HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS

- 7.1. There are none specific to this report.

8 CRIME AND DISORDER IMPLICATIONS

- 8.1. There are none specific to this report.

9 RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS

- 9.1. There are none specific to this report.

10 APPENDICES – THE FOLLOWING DOCUMENTS ARE TO BE PUBLISHED WITH THIS REPORT AND FORM PART OF THE REPORT

- None

11 BACKGROUND PAPERS

- 11.1. None

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Committee: Overview and Scrutiny Commission

Date: 19 September 2018

Wards: All

Subject: Terms of reference for a rapporteur review of the support provided to EU residents in Merton during the Brexit process

Lead officer: Julia Regan, Head of Democracy Services

Lead member: Councillor Peter Southgate, Chair, Overview and Scrutiny Commission

Contact officer: Julia Regan; Julia.regan@merton.gov.uk; 020 8545 3864

Recommendations:

1. That the Overview and Scrutiny Commission discuss and approve the terms of reference and scope of the rapporteur review, set out in paragraphs 2.7-2.11 below.

1 PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1. To present the draft terms of reference and scope of the EU residents in Merton task group to the Overview and Scrutiny Commission for approval.

2 DETAILS

Background

- 2.1. The Commission, at its meeting on 17 July 2018, agreed that Councillor Carl Quilliam should meet with the Commission Chair and Head of Democracy Services to consider how a rapporteur review into Impact of Brexit on EU citizens in Merton could be carried out.
- 2.2. A rapporteur review is a scrutiny task group review that is conducted by a single councillor following the same principles as any other scrutiny task group review and reporting back findings and recommendations to the Commission. Much of the research and evidence gathering is undertaken by the councillor, with support from the Head of Democracy Services.
- 2.3. Councillors Carl Quilliam and Peter Southgate met with the Head of Democracy Services to discuss the terms of reference, scope and timescale for the task group review. These are set out below for the Commission's consideration.
Proposals for terms of reference and scope of the task group review
- 2.4. The purpose of the rapporteur review is to look into the potential for Merton council to support EU residents and council employees (including those not directly employed by the council) to secure settled status and rights as Brexit progresses.
- 2.5. The draft terms of reference are:

- To consider what support EU residents and council employees will require to identify their status and rights as Brexit progresses;
 - To identify existing support and best practice in other councils, voluntary organisations and in the private sector that could inform the council's approach in providing or signposting to services;
 - To make recommendations about how the council could support or signpost EU residents and council employees to secure settled status as Brexit progresses.
- 2.6. Key lines of enquiry will include the differential needs EU residents who arrived pre and post 2001; and an understanding of what support will be required as their rights change and the related uncertainty created by that process.
- 2.7. Evidence sources will include Here For Good law project, Three Million Group, London Councils, London Assembly, Home Office, other councils (Richmond, Wandsworth, Islington, Brent, Westminster, Croydon and Camden. Other stakeholders will be consulted including Citizens Advice Bureau, South West London Law Centre, Polish Family Association, BAME Voice and Commonsense Trust. Discussions regarding dissemination of information and outreach will include Communications team, public health/NHS, CSF/schools.
- 2.8. It is anticipated that Councillor Quilliam will report back to the Commission's meeting on 14 November and to Cabinet in December. This timetable may change once the government's proposals and timeline become clearer.

3 ALTERNATIVE OPTIONS

- 3.1. The Overview and Scrutiny Commission can select topics for scrutiny review and for other scrutiny work as it sees fit, taking into account views and suggestions from officers, partner organisations and the public.

4 CONSULTATION UNDERTAKEN OR PROPOSED

- 4.1. The proposals have been considered previously by the Commission and were subsequently discussed with the Policy Strategy and Partnerships team.

5 FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

- 5.1. None for the purposes of this covering report. Any resource implications will need to be taken into account when drawing up & approving specific review recommendations

6 LEGAL AND STATUTORY IMPLICATIONS

- 6.1. There are none specific to this report.

7 HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS

- 7.1. There are none specific to this report.

8 CRIME AND DISORDER IMPLICATIONS

8.1. There are none specific to this report.

9 RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS

9.1. There are none specific to this report.

10 APPENDICES – THE FOLLOWING DOCUMENTS ARE TO BE PUBLISHED WITH THIS REPORT AND FORM PART OF THE REPORT

- None

11 BACKGROUND PAPERS

11.1. None

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Agenda Item 9

All minutes are draft until agreed at the next meeting of the committee/panel. To find out the date of the next meeting please check the calendar of events at your local library or online at www.merton.gov.uk/committee.

OVERVIEW AND SCRUTINY COMMISSION - FINANCIAL MONITORING TASK GROUP

30 AUGUST 2018

(7.15 pm - 9.35 pm)

PRESENT: Councillor Stephen Crowe (in the Chair),
Councillor Nigel Benbow, Councillor Paul Kohler,
Councillor Aidan Mundy, Councillor Owen Pritchard,
Councillor Eleanor Stringer and Councillor Peter Southgate

ALSO PRESENT: Caroline Holland (Director of Corporate Services), Roger Kershaw (Assistant Director of Resources), Bindi Lakhani (Head of Accountancy), Zoe Church (Head of Business Planning), David Keppler (Head of Revenues and Benefits) and Julia Regan (Head of Democracy Services)

1 ELECTION OF CHAIR (Agenda Item 1)

Councillor Stephen Crowe was elected as Chair.

2 APOLOGIES FOR ABSENCE (Agenda Item 2)

Apologies were received from Councillor David Williams.

3 DECLARATIONS OF PECUNIARY INTEREST (Agenda Item 3)

There were no declarations of pecuniary interest.

4 MINUTES OF LAST MEETING - 6 MARCH 2018 (Agenda Item 4)

The minutes were AGREED as an accurate record of the meeting, subject to the correction of the title for item 4 on page 3 to read 14 November 2018 instead of 2017.

Matters arising

The Director of Corporate Services, Caroline Holland, reported that there would be no risk share for Better Care Fund in 2018/19.

Caroline Holland handed out information to show unachieved savings shortfall by expenditure type. This will be published on the website alongside these minutes.

The Chair reported that all the work programme suggestions from the meeting on 6 March 2018 had been included in the report at item 8 on this agenda.

5 BUDGET OUTTURN REPORT 2017/18 (Agenda Item 5)

The Director of Corporate Services, Caroline Holland, introduced the report and summarised the content.

General questions

In response to a request for trend analysis of departmental spending, Caroline Holland said that it would not be meaningful to go back more than four years due to changes that had taken place in departments.

Caroline Holland explained that the council does not do zero based budgeting. The budget rolls forward year on year with adjustments made for pay and price inflation, growth and savings.

The council has an overall risk register that is reported to the Standards and General Purposes Committee and to Cabinet. Financial risks are included within the general register, there is no separate register for financial risk.

Caroline Holland outlined the council's approach to building up and drawing down on various reserves. There is an annual report to Cabinet on the council's reserves that is also received by the Overview and Scrutiny Commission.

Members expressed interest in looking at the accuracy of service expenditure forecasting in more detail and in understanding the processes used. Caroline Holland said that the table on page 7, showing the forecast at each month end over the past four years, could be produced for each department.

The Merton Improvement Board oversees the council's transformation programme, including a programme of Lean reviews that have been identified by Directors. Members expressed an interest in receiving an update on learning from lean reviews.

Merton's membership of the South London Waste Partnership has resulted in significant financial savings and other benefits including better information on the waste rounds.

The external auditors are still finalising the accounts due to an issue with valuations.

Revenue budgets

Caroline Holland provided additional information and clarification in response to questions:

Corporate Services

The forecast over-achievement of income by Merton's bailiffs is largely due to an increase in the number of parking warrants issued.

The underspend in HR, partly due to the level of vacancies, has not had an impact on the council's ability to recruit to other services.

Environment and Regeneration

The underspend in property management was forecast at £272k in December and revised in subsequent reports to Cabinet. The sheer number of reviews made this difficult to forecast. Progress has been made in relation to the backlog.

The work of the council-owned property company, Merantun, is at an early stage and is reported to Cabinet's Property Sub-Committee.

Children Schools and Families

Members expressed concern at the level of predicted overspend and questioned the decision not to allocate monies for the unfunded budgets for un-accompanied asylum seeking children and no recourse to public funds. Caroline Holland said that work was underway to identify efficiencies and look at the contributions made by the Clinical Commissioning Group and NHS England that she anticipated would reduce the level of forecast overspend during 2018/19.

Community and Housing

In response to a question about why there had been a forecast overspend from the start of the financial year, Caroline Holland said that the forecast level of overspend had been a surprise and was associated with pressures in the cost of temporary accommodation and with implementation of requirements arising from the Homelessness Reduction Act.

Capital budget

Slippage is the practice of moving money that has not been spent in one financial year into a future year(s) if the funding is still required for that capital project. Proposed slippage is taken to Cabinet for approval.

The council uses the most cost effective way of funding the capital programme, namely capital receipts, grants and reserves rather than external borrowing.

6 FINANCIAL MONITORING REPORT - QUARTER 1, 2018/19 (Agenda Item 6)

The Director of Corporate Services, Caroline Holland, introduced the report, which has been presented to the task group prior to going to Cabinet. Caroline Holland drew the task group's attention to the forecast net overspend at year end of £2.6m and the adjustments proposed to the capital programme.

Revenue budgets

Caroline Holland provided additional information in response to questions:

- It is assumed that the contingency budget (page 84) will be fully utilised
- The forecast underspend in Public Protection (page 63) is largely due to an overachievement in parking fees and penalty charge notices. Monies raised are re-invested and information on this is published in the accounts and on the council's website.
- Finance officers are working with schools to address deficits in the Dedicated School Grant services (page 69)
- It is difficult to forecast the number of unaccompanied asylum seeking children and associated costs. Officers work to obtain the most cost-effective support

for individual children, including through an annual recruitment programme for foster carers plus identification of supported lodging.

- The adult social care precept monies are used to fund costs associated with the provision of adult social care services
- The council has a reserve for rent deposits and work is underway to obtain a better understanding of how the rent deposits budget works (page 75)
- Negotiations with Veolia are ongoing. Monies raised from the penalty clause will eventually show on the waste services underspend figure (page 63). Caroline Holland will check the position and report back.

Miscellaneous debt update

Caroline Holland and the Head of Revenues and Benefits, David Keppler, responded to questions.

In relation to the difference between the levels of outstanding debt in June 2018 compared to March 2018 (page 115), David Keppler explained that both figures were snapshots, that although Merton has a relatively good collection rate, collecting debt is difficult and can take time. The council has a year in which to collect debt, after which point a debt can be re-registered. A sample of “out of time” debts are currently being examined to assess whether it would be cost effective to re-register them.

The council does not sell its debt to other organisations. This was considered some years ago in relation to mortgage debt but there was little interest expressed. Caroline Holland added that the council is using a specialist company on a one year trail basis to collect some of the larger adult social care debts and debts for deceased debtors.

7 ESTABLISHMENT CONTROL AND VACANCY REPORTING (Agenda Item 7)

The Director of Corporate Services, Caroline Holland, said that staffing is the largest item of expenditure and so the departmental management teams all review the figures each month. In response to a question, she undertook to check the figure of 15% of gross General Fund spend given in on page 119.

NOTE: subsequent to the meeting the Director has confirmed that the figure is accurate as it excludes schools.

Caroline Holland explained that some unfilled vacancies are held as potential savings, some are out to recruitment and some are covered by casual or temporary workers. There are challenges in the recruitment of some groups of staff who may prefer not to accept permanent positions as they would then be paid less than for temporary work or similar work in the private sector.

Staff turnover is below 12% which is relatively low.

The task group RESOLVED to request that for future meetings the overall summary table (page 123-4) should provide comparative data for each quarter.

8 WORK PROGRAMME (Agenda Item 8)

Task group members discussed the work programme items suggested in the report and issues that had emerged from their discussion of the budget outturn and quarterly financial monitoring reports. Members agreed to have a balance of items firstly to deepen their understanding of aspects of the council's medium term financial strategy and secondly to examine the financial implications of some of the council's contractual arrangements.

It was AGREED that the Chair and Head of Democracy Services would meet with the relevant Directors to seek advice on timetabling the following items for future meetings:

- budget forecasting – how this process is carried out and what is being done to assist officers to forecast with more accuracy
- financial risk management – to understand how this is assessed and managed
- contingency funds and reserves
- Veolia - deep dive into financial aspects of the contract, members particularly wish to understand the penalty clauses and the extent to which penalties monies had and would be collected.
- IdVerde - deep dive into financial aspects of the contract
- Merantum – deep dive to understand the financial modelling and an update on progress

ACTION: Chair and Head of Democracy Services

The task group AGREED to have a meeting in July 2019 to consider the budget outturn report for 2018/19 – ACTION: Head of Democracy Services

Task group members requested a copy of the Business Plan – ACTION: Director of Corporate Services

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Overview and Scrutiny Commission Work Programme 2018/19



This table sets out the Overview and Scrutiny Commission's Work Programme for 2018/19 that was agreed by the Commission at its meeting on 11 July 2018.

This work programme will be considered at every meeting of the Commission to enable it to respond to issues of concern and incorporate reviews or to comment upon pre-decision items ahead of their consideration by Cabinet/Council.

The work programme table shows items on a meeting by meeting basis, identifying the issue under review, the nature of the scrutiny (pre decision, policy development, issue specific, performance monitoring, partnership related) and the intended outcomes. The last page provides information on items on the Council's Forward Plan that relate to the portfolio of the Overview and Scrutiny Commission so that these can be added to the work programme should the Commission wish to.

The Overview and Scrutiny Commission has specific responsibilities regarding budget and financial performance scrutiny and performance monitoring which it has delegated to the financial monitoring task group – agendas and minutes are published on the Council's website.

Scrutiny Support

For further information on the work programme of the Overview and Scrutiny Commission please contact: -
Julia Regan, Head of Democracy Services, 0208 545 3864, Julia.regan@merton.gov.uk

Meeting date – 11 July 2018

Scrutiny category	Item/Issue	How	Lead Member/ Lead Officer	Intended Outcomes
Holding the executive to account	Leader and Chief Executive – vision, key priorities & challenges for 2018/19	Presentation	Leader of the Council Ged Curran, Chief Executive	Context for Commission’s work programme
	Merton Partnership annual report	Report	Chief Executive John Dimmer, Head of Policy, Strategy & Partnerships	Context for Commission’s work programme
Scrutiny reviews	Analysis of Members’ annual scrutiny survey 2018	Report	Cllr Peter Southgate Julia Regan, Head of Democracy Services	Discuss findings and agree action plan for 2018/19
	Overview and Scrutiny Commission work programme 2017/18	Report	Cllr Peter Southgate Julia Regan	To agree work programme and task group reviews

Meeting date – 19 September 2018

Scrutiny category	Item/Issue	How	Lead Member/ Lead Officer	Intended Outcomes
Scrutiny of crime and disorder	Borough Commander	Report and in-depth discussion	Borough Commander	Update on crime figures & discussion of policing in Merton.
	Safer Merton Update	Report	Neil Thurlow, Community Safety Manager	Progress report
Scrutiny reviews	Potential task group review for 2018/19 – road safety around schools	Report	Cllr Peter Southgate Julia Regan	Decision on whether to commence a task group review on road safety
	Recruitment and retention of teachers task group	Cabinet response and action plan	Jane McSherry, Head of Education	To receive Cabinet response and action plan
	Financial monitoring task group	Minutes of meeting on 30 August 2018	Chair of task group Julia Regan	To note minutes of meeting held on 30.08.18

Meeting date – 14 November 2018

Scrutiny category	Item/Issue	How	Lead Member/ Lead Officer	Intended Outcomes
Holding the executive to account	Target Operating Model (TOM)	Report or presentation	Sophie Ellis, Assistant Director of Business Improvement	Briefing to provide overview and key themes emerging from TOMs to set context for budget scrutiny
	Business rates retention	Report	Caroline Holland, Director of Corporate Services	Update on the Londonwide pilot – to provide context for scrutiny of the council’s medium term financial strategy
Budget scrutiny	Business Plan 2019/23 - information pertaining to round one of budget scrutiny	Report	Cllr Mark Allison Caroline Holland, Director of Corporate Services	To send comments to Cabinet budget meeting 10 December

Meeting date – 23 January 2019 – scrutiny of the budget

Scrutiny category	Item/Issue	How	Lead Officer	Member/Lead	Intended Outcomes
Budget scrutiny	Business Plan 2019/23	Report – common pack for Panels and Commission	Cllr Mark Allison, Cabinet Member for Finance Caroline Holland, Director of Corporate Services		To report to Cabinet on budget scrutiny round 2
	Business Plan update - latest info from Cabinet 14 January (if any)	Report	Cllr Mark Allison, Cabinet Member for Finance Caroline Holland, Director of Corporate Services		To report to Cabinet on budget scrutiny round 2
Scrutiny reviews	Financial monitoring task group	Minutes of meeting	Chair of task group Julia Regan		To note minutes of meeting held on 13.11.18

Meeting date – 20 March 2019

Scrutiny category	Item/Issue	How	Lead Member/Lead Officer	Intended Outcomes
Holding the executive to account	Access to services through the council's website	Report	Sophie Ellis, Assistant Director of Business Improvement	Progress report for comment
	General Data Protection Regulation (GDPR)	Report	Karin Lane, Head of Information Governance	Briefing for information and comment
Performance management	Review of the overview and scrutiny function*	Report	Cllr Peter Southgate Julia Regan	To review operation of scrutiny & make recommendations for improvement
Scrutiny reviews	Recruitment and retention of teachers task group	Updated action plan	Jane McSherry, Head of Education	To scrutinise progress with implementation of task group recommendations
	Financial monitoring task group	Minutes of meeting	Chair of task group Julia Regan	To note minutes of meeting held on 25.02.19
Scrutiny of crime and disorder	Discussion of questions for the Borough Commander	Discussion	Cllr Peter Southgate Julia Regan	Discussion to plan line of questioning for meeting on 24 April

- **Move this item to meeting on 14 November if there is space on the agenda**

Meeting date – 24 April 2019

Scrutiny category	Item/Issue	How	Lead Officer	Member/Lead	Intended Outcomes
Scrutiny of crime and disorder	Borough Commander	Report and in-depth discussion	Borough Commander		Update on crime figures and local policing issues
	Travellers unauthorised encampment protocol	Report and discussion with affected residents	tbc		To scrutinise response to recent encampments and the timeline for review of the protocol
	CCTV service update	Report	Cathryn James, Interim Assistant Director of Public Protection		Update on CCTV service and results of Londonwide review
Holding the executive to account	Equality and Community Cohesion Strategy 2017-20	Action plan	Evereth Willis, Equality and Community Cohesion Officer		To comment on progress made with action plan
Performance management	Overview and Scrutiny Annual Report	Report	Cllr Peter Southgate Julia Regan		To approve and forward to Council
	Planning the Commission's 2019/20 work programme	Report	Cllr Peter Southgate Julia Regan		

Agreement of the 2019/20 Council Tax Support scheme

For agreement of the 2019/20 council tax support scheme

Decision due: 12 Nov 2018 by Cabinet and 21 November by Council

Award of Contract for Provision of Water Supply and Sewerage Services for LB Merton Sites

Placing of an order via further competition on CCS framework RM3790 for water supply, sewerage and ancillary services. The estimated maximum value of the contract is £800,000 over a 4 year period. The report recommends that the Chief Executive and Chief Officer (DCS) authorise the placement of an order via the framework, which would constitute the contract award to the successful company.

Decision due: 27 Sep 2018 by Chief Executive

Strategic Partner Programme

This sets out the commissioning intentions and process for the Strategic Partner Programme beginning 2019/20

Decision due: 17 Sep 2018 by Cabinet