

Appendix A

Community and Wellbeing Scrutiny Committee (CWBSC) Scrutiny Recommendations and Information Request Tracker 2024-25

The Recommendations Tracker is a standing item on committee agendas, and documents the progress of scrutiny recommendations, suggestions for improvement, and information requests made by the Community and Wellbeing Scrutiny Committee at its public meetings and as part of task and finish group reviews. Scrutiny recommendations, suggestions for improvement, and information requests will not be removed from the tracker until full responses have been provided to the Committee by either the Cabinet, council departments, and/or external partners.

Recorded Recommendations to Cabinet from CWBSC

Meeting date and agenda item	Scrutiny Recommendation	Cabinet Member, Lead Officer, and Department	Executive Response	Implementation Status	Review date

Recorded Recommendations to external partners from CWBSC

Meeting date and agenda item	Scrutiny Recommendation	External partner	Response	Status
30 July 2024 - Brent Safeguarding Children Partnership Report (Oct 2022–Mar 2024).	To formally invite Keith Makin (Independent Chair and Scrutineer, Brent Safeguarding Children Forum) to accompany the Chair of the Community and Wellbeing Scrutiny Committee to the next Brent Youth Parliament event.	Brent Safeguarding Children Forum	The Independent Chair has been liaising with the Brent Youth Parliament and will be attending their events as and when appropriate. The Chair of the CWBSC will also be joining him when required.	

Recorded suggestions for improvement from CWBSC to Council departments/partners

Meeting date and agenda item	Suggestions for improvement	Council Department/External Partner	Response	Status
30 July 2024 - Brent Safeguarding Adults Board (SAB) Annual Report (2023/24)	Recommend that an Internal Communications Strategy is drawn up for data sharing between partners.	Partnerships, Housing and Resident Services	<p>This has been accepted by the Independent Chairs and the Brent Strategic Partnerships Team.</p> <p>All relevant stakeholders will work together to ensure a strategy and processes are developed to ensure data sharing is incorporated into the work of both partnerships and the Brent Strategic Partnerships Team. This will now become an on-going action throughout the year.</p>	
30 July 2024 - Brent Safeguarding Children Partnership Report (Oct 22–Mar 24)	In relation to the commitment to develop data collection outlined in the report, to recommend that the next report details what the current system for data collection and analysis is and what the improvement over the period was.	Partnerships, Housing and Resident Services Independent Chair and Scrutineer, Brent Safeguarding Children Forum	This has been agreed and will be included in the next report that will come to the Committee in the 2025/26 municipal year.	
18 September 2024 – Overview of SEND Provision in Brent	To widen the understanding of SEND within the wider community outside of the school setting, particularly in organisations with a young people focus.	Children and Young People	Accepted by the department at the meeting. Updates are and will continue to be provided through various channels to all partners and relevant organisations to ensure residents and families are well informed of the SEND offer Brent has in place and work carried out in this area.	
18 September 2024 – Early Years Provision and progress towards meeting the expansion of childcare entitlements	Recommend that officers working on the Food Strategy looked to further utilise data from food banks to map where provision of breakfast and afterschool clubs is required.	Children and Young People	Accepted by the department. CYP and partners will utilise data captured by our current providers, food bank partners, the Public Health team and other data sources available to ensure they have accurate data that can be used to target the correct areas and to ensure informed decisions are being made.	

18 September 2024 – Early Years Provision and progress towards meeting the expansion of childcare entitlements	Recommend early years officers contact voluntary and community sector organisations who had data on children and families whose first language was not English so that information regarding provision could be disseminated to those families.	Children and Young People	Accepted by the department. The department does and will continue to work with Brent's communications team, translation service, voluntary sector and community partners, medical services and other partner agencies to ensure that all residents have access to the information they need in a clear and understandable manner, presented to them in several of Brent's most prominent languages to ensure the highest possible catchment.	
20 November 2024 – Brent i4B and FWH performance update	At a future meeting, to receive the voids action plan, including reassurance that properties were being looked after in a systematic way before the point they became void, with staff checking property conditions while tenants were in situ. The plan should incorporate value for money.	Neighbourhoods and Regeneration Chair of i4B and FWH Housing Companies	Accepted by the Chair of i4B and FWH. Future updates to the Committee will include detailed information on voids. This will include numbers by ward (where applicable), turnaround times, risks and a rectification action plan for long term major and minor voids. Information on planned inspections and maintenance will also be included.	
20 November 2024 – Brent i4B and FWH performance update	At a future meeting, to receive an engagement and communications plan that helps to improve the outcomes of future Tenant Satisfaction Measure (TSM) surveys.	Neighbourhoods and Regeneration Chair of i4B and FWH Housing Companies	This has been agreed and will be included in future iterations of the i4B/FWH performance report presented to this Committee.	
20 November 2024 – Brent i4B and FWH performance update	For future reports, where it is noted that performance targets are not being met, it should be stated what would be done to mitigate that.	Neighbourhoods and Regeneration Chair of i4B and FWH Housing Companies	Accepted by the Chair of i4B and FWH. Future updates to the committee will include an exceptions report highlighting areas where performance is below target, relevant information on the impact of non-performance and subsequent mitigations.	
20 November 2024 – Brent Housing Management	To provide information on the impact of the housing management services reorganisation at a future Committee meeting.	Partnerships, Housing and Resident Services	Accepted by the department at the meeting. Updates will be provided to this Committee and others once the service reorganisation has been implemented.	

Performance Update				
20 November 2024 – Brent Housing Management Performance Update	To include health and safety considerations in future reports, particularly relating to cladding and fire safety, as well as climate change targets.	Partnerships, Housing and Resident Services	Accepted by the department. Future reports on BHM performance will include all relevant information on health and safety and climate change implications.	
05 February 2025 – CQC Adult Social Care Improvement Plan	For the committee to receive 6 monthly updates on the CQC ASC Improvement Plan.	Community Health and Wellbeing	Accepted by the department at the meeting. Progress updates will be provided to the Committee either through a meeting setting or as a separate briefing every 6 months.	
05 February 2025 – CQC Adult Social Care Improvement Plan & Adult Social Care Transformation Programme	In future reports, for the department to increase the visibility of available data. To have more target setting and to further outline mitigating factors where targets are not met. When benchmarking with other boroughs, to compare with boroughs of similar demographics to Brent.	Community Health and Wellbeing	This has been agreed. Larger data sets will be included in future reports and progress updates to the Committee. The department do already benchmark against statistical and neighbouring boroughs that share similar pressures and demographic profiles to Brent and therefore will be also able to provide this type of analysis in future reports.	
05 March 2025 – Nicotine Addiction and Vaping in Brent	To ensure parents are included in the approach to tackling vaping, smoking and non-smoking tobacco use.	Community Health and Wellbeing	The department agrees with this recommendation. We will work with Elev8, our Young People Drug and Alcohol Service, to ensure parents are actively engaged in prevention efforts.	
05 March 2025 – Nicotine	To share information and learning with other local authorities with similar issues, such as Leicester,	Community Health and Wellbeing	The department agrees and will seek to actively engage with local authorities facing similar challenges, to share best practice and learning around non-smoking tobacco use.	

Addiction and Vaping in Brent	in relation to non-smoking tobacco use.			
05 March 2025 – Nicotine Addiction and Vaping in Brent	To further engage those whose first language is not English and other communities who the Council and partners may not be reaching.	Community Health and Wellbeing	We are actively working with communities in Brent to further develop a targeted community offer. This will support more inclusive engagement, particularly with those whose first language is not English and other underserved groups.	
05 March 2025 – Nicotine Addiction and Vaping in Brent	To ensure targets are set to reduce vaping, smoking, and non-smoking tobacco use.	Community Health and Wellbeing	The department acknowledges the importance of measuring progress in this way. The department uses the nationally agreed measures around 4 week quits and supporting data system. This has the advantage of allowing benchmarking. Unfortunately, there is no routine measurement of vaping or non-smoking tobacco use so we are reliant on extrapolating from national one-off surveys. This means we are unable to set targets for vaping and non-smoking tobacco use.	
05 March 2025 – Nicotine Addiction and Vaping in Brent	To meet with young people regarding their experience and views towards vaping and smoking to further understand their lived experience and needs.	Community Health and Wellbeing	The department agrees with this recommendation. We will work with Elev8 to ensure young people's views and experiences directly inform the development of the service and future initiatives.	
05 March 2025 – Nicotine Addiction and Vaping in Brent	BYP Recommendation – to lobby for or undertake more research relating to young people vaping and smoking, and to incorporate that data into future reports.	Community Health and Wellbeing	The department acknowledges the value of further research in this area and is committed to supporting and utilising emerging evidence to inform our work. We will continue to work with partners who work directly with Children and Young People to incorporate relevant data into future reports and strategic planning.	
28 April 2025 - Annual School Standards and Achievement 2023-24	For the Council to develop a dashboard to be used to track school performance providing early warning indicators that a school's Ofsted rating might be at risk.	Children Young People and Community Development	The Strategic Framework for School Effectiveness guides the focus of the Local Authority's school improvement work with community schools. The Framework identifies sustaining high quality Ofsted judgements as a key priority. Under the Framework, schools are categorised as either 'good or better' or 'less than good' using both self-evaluation and the officers' assessment of the school improvement priorities of individual schools based on a	

			<p>range of data analysis. Where a school is categorised as 'less than good' a Rapid Improvement Group is established to monitor and challenge the school's leadership on the impact of the school's improvement plan.</p> <p>Brent's Strategic School Effectiveness Partnership Board, that comprises headteacher and governor representatives, Brent Schools Partnership, the North West London Teaching School Hub and senior officers, is responsible for monitoring the impact of the framework and both supporting and challenging its delivery.</p>	
28 April 2025 - Annual School Standards and Achievement 2023-24	For the Council to support after-school learning opportunities and develop a community group structure that allows learning and mentoring to continue outside the school environment.	Children Young People and Community Development	<p>Individual schools provide a range of after-school learning opportunities.</p> <p>Through the Holiday Activity and Food Programme and the offer at Family Wellbeing Centres, the Local Authority provides access to out-of-school learning opportunities for vulnerable children.</p> <p>The Council does not have resources to organise after-school learning on a borough-wide basis outside of current programmes.</p>	
28 April 2025 - Annual School Standards and Achievement 2023-24	For the Council to commit to a proactive approach in supporting schools to identify staff pressure points and utilise technological solutions to support staff, including reducing admin tasks.	Children Young People and Community Development	The DfE has provided guidance to schools on the use of AI. Officers will share information and guidance with schools as appropriate to support them in considering how the use of technology could support efficient ways of working, using any learning from the <i>Embrace Change</i> programme.	
28 April 2025 - Annual School Standards and Achievement 2023-24	For the Council to conduct further research on the reasons for the gap in attainment for Boys of Black African and Caribbean Heritage, considering barriers to learning and creating a CoP (community of practice) dedicated to improving the educational attainment, engagement, and well-being of	Children Young People and Community Development	<p>The Council is committed to addressing disproportionality in education outcomes. The Council will be undertaking analysis of disproportionality across the education sector in 2025/26 as part of its work with schools to understand barriers to learning.</p> <p>The Council is currently funding an anti-racist training programme for schools that includes the opportunity for schools to participate in the Leeds Beckett University Anti-Racist School Award. Around 50 schools are engaging with the programme, which is developing a community of practice both within individual schools and across</p>	

	these boys in primary and secondary education.		the borough. The programme is aimed at understanding barriers to learning for different cohorts of pupils and offers schools free access to a programme of central training, a resource library and access to knowledge exchange events. Through the programme, secondary schools have access to the FLAIR project that allows them to undertake data analysis, action planning and Equality, Diversity and Inclusion schemes of work for pupils in KS3-5.	
28 April 2025 - Meeting the Adults and Children's Social Care Workforce Challenges	For the Council to commit to a proactive approach in identifying staff pressure points and utilise technological solutions to support staff, including reducing admin tasks.	Children Young People and Community Development Service Reform and Strategy	<p>Additional support has been commissioned to make changes to our case recording system, Mosaic. This is an end-to-end review to streamline forms and processes. A number of changes have already been implemented. Staff are involved in the proposed changes and testing of the changes.</p> <p>Pilots for AI in some areas of the service have been agreed and licences obtained where it is safe to do so. If successful, this will reduce time for front line practitioners and managers to focus on delivery and direct work with children and families.</p> <p>A new single assessment, one plan and review framework is being developed to use in early help and social care to replace the current 2 assessments and plan formats. A draft version is ready for consultation with staff</p> <p>Adult social care has implemented Copilot for managers and Magic Notes for all frontline workers. This has proven to be really effective and timesaving for those workers.</p> <p>We have commissioned service support to work with us on developing forms that will streamline the process and remove all duplications. The aim is that this will be implemented in September.</p>	
28 April 2025 - Meeting the Adults and Children's Social Care Workforce Challenges	For a future paper to come to the Committee on this subject emphasising the co-ordination between adult's and children's social work and cross-working	Children Young People and Community Development Service Reform and Strategy	<p>A revised transition protocol is in place for children with disabilities to transition to adult services.</p> <p>There is a learning review on the programme for discussion at the transitional safeguarding forum.</p>	

	<p>opportunities, including the recent joint work on transitional safeguarding.</p>		<p>The transition pathway has been refreshed, and the transition customer booklets have been updated. We have developed a transition meeting with children's services and a transition dashboard to identify children requiring transition to ASC. Regular meetings are held to ensure the transition process starts early in a child's life.</p> <p>In adult social care, we are also developing a transition pathway and protocol to ensure consistency in how the transition happens.</p>	
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Information requests from CWBSC to Council departments/partners

Meeting date and agenda item	Information requests	Council Department/External Partner	Response
18 September 2024 – Overview of SEND Provision in Brent	For the Community and Wellbeing Scrutiny Committee to receive a further breakdown of demand for EHCPs including ward breakdowns, age, gender and communities.	Children and Young People	Accepted by the department at the meeting. Future updates to the committee will include relevant data broken down into wards, age, gender and community groups wherever possible.
20 November 2024 – Brent Housing Management Performance Update	To provide the number of tenants the Council had diversity data on.	Partnerships, Housing and Resident Services	Accepted by the department at the meeting. The diversity data requested will be circulated to the Committee once it has been compiled for presentation.
20 November 2024 – Temporary Accommodation and Homeless Prevention Service	To provide the number of single homeless people aged 18-25 to Brent Youth Parliament.	Partnerships, Housing and Resident Services	Accepted by the department at the meeting. The single homeless people (aged 18-25) data requested will be circulated to both the Committee and Brent Youth Parliament once compiled.

05 February 2025 – Adult Social Care Transformation Programme	To provide further information and data on the number of people that are currently supported. The data should also include particular information about services users such as: <ul style="list-style-type: none"> • Age • Ethnicity • Gender 	Community Health and Wellbeing	Accepted by the department at the meeting. The data required by the Committee will be requested by the Strategy Lead to the department. Once compiled, the data will be circulated to the Committee.																						
05 March 2025 - Nicotine Addiction and Vaping in Brent	To provide the committee with data on smoking and vaping prevalence by age, with a focus on 8–18-year-olds.	Community Health and Wellbeing	The department acknowledges the importance of understanding the prevalence of these by age and will explore the availability and suitability of relevant data sources. There is very limited local data available which would inform us of the current situation in Brent. Meaningfully surveying children in an area such as this is quite difficult and is dependent on a number of factors outside of the control of the department.																						
28 April 2025 - Meeting the Adults and Children's Social Care Workforce Challenges	For the Committee to receive Brent specific reasons given by Social Care workers for leaving the organisation at their exit interviews.	Children Young People and Community Development Service Reform and Strategy	From the 30 completed exit interviews for social care workers across CYP and ASC who left between 2022 – 2025, the top 2 reasons given for leaving the organisation were: better career prospects and looking for new/different types of work. <table border="1" data-bbox="1096 854 1978 1219"> <thead> <tr> <th>Reasons for leaving</th><th>No. of leavers</th></tr> </thead> <tbody> <tr> <td>Career Prospects</td><td>12</td></tr> <tr> <td>New and Different type of work</td><td>8</td></tr> <tr> <td>Did not wish to disclose</td><td>3</td></tr> <tr> <td>Job security</td><td>2</td></tr> <tr> <td>Lack of work life balance</td><td>2</td></tr> <tr> <td>Management Style</td><td>2</td></tr> <tr> <td>Maternity reasons</td><td>1</td></tr> <tr> <td>Health reasons</td><td>1</td></tr> <tr> <td>Relocation</td><td>1</td></tr> <tr> <td>Grand total</td><td>30</td></tr> </tbody> </table> <p>The table below is a breakdown of how many social care workers left in the period 2022 to date.</p>	Reasons for leaving	No. of leavers	Career Prospects	12	New and Different type of work	8	Did not wish to disclose	3	Job security	2	Lack of work life balance	2	Management Style	2	Maternity reasons	1	Health reasons	1	Relocation	1	Grand total	30
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Job security	2																								
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Grand total	30																								

Year	No. of Social Workers who have left over the years	Total No. of leavers across the whole council
2022	28	140
2023	16	102
2024	24	118
2025 (up to May)	10	44
Grand total	78	404

Due to the limited number of exit interviews completed, the general leavers report for the same period indicated that for the 78 social care workers who left over these years, the most common reasons for given for leaving were:

- Moving to a new job - 30
- Career Break - 3
- Majority of other records simply have voluntary resignation as the reason.