

Appendix A**Policy Context And Horizon Scanning for the Strategy and Resources Committee****1. Finance****1.1. Spending Review**

The spending review is anticipated in Autumn 2021, although it is not known whether it will be another one year review or a longer term settlement, as previously hoped for. This means there is still considerable uncertainty about the level of funding the Council will have in future.

1.2. Fair Funding Review

Since February the Fair Funding Review has been further delayed by the Government, and is not expected to take place this year as previously anticipated. This makes it likely that the spending review will result in a short term settlement and more significant changes to how local government is funded, and how funding is allocated across authorities, will come later in 2022/23. The impact of the above is that the Council is likely to see a settlement for next year that is broadly similar to this year, and no further progress made in terms of changes to funding formulae or social care funding. This will mean that the Council will continue to experience pressures in delivering social care and will need to keep responding to these pressures via local funding.

1.3. Borrowing

The Council undertakes borrowing in line with the Capital Strategy and Treasury Management Strategy to finance capital programme investments. In the past this has usually been sourced from the Public Works Loan Board (PWLB) due to their comparatively low interest rates and low risk. However bond finance is increasingly being used by Councils as an alternative and market conditions in 2020/21 meant that lower interest costs could be achieved through entering into a public issue bond as an alternative funding source to the PWLB. The Council entered into a bond arrangement in November securing £100m borrowing, with the option to draw down up to a further £150m in future, at a very low rate of 1.73%. Also during 2020/21 the Government consulted on changes to the regulations that allow Councils to undertake PWLB borrowing, and these new regulations have now come into force. The revised regulations prevent Councils from entering into PWLB borrowing to fund assets whose primary purpose is to generate yield (i.e commercial investments such as investment properties), however the same restriction does not apply to borrowing from other sources such as bonds. This change is therefore not expected to have a material impact on Sutton or the services this committee is responsible for as we can use our bond finance to fund any commercial investments we wish to make in future. PWLB borrowing remains an option for financing other capital spend where the primary purpose is to deliver services or to fund regeneration programmes.

2. Human Resources**2.1. Overview**

A focus for the Council will be helping the workforce to develop new ways of working and providing services to our community after lockdown. The Workwell programme identifies the support for the workforce, the reduced space requirements and the technology needed to work in the most effective and efficient way. Each team will identify where is the best location for them to work, balancing the needs of staff, community and teams within the council as we return to being able to do business in person as well as virtually. The Council will also continue to focus on supporting its workforce in dealing with Covid-19 related sickness absence,

encouraging the uptake of vaccinations, supporting wellbeing and embedding remote working. Relevant policy areas and developments are set out below:

2.2. Meeting duties under the Equality Act 2010 and promoting inclusion

The Council continues its focus on race equality and will enhance its reporting to break down ethnicity further than the current Black, Asian and Minority Ethnic (BAME) groupings. A similar focus on women's safety and a workforce equality plan will be implemented to ensure that the Council is meeting its duties under the Equality Act 2010.

2.3. EU Settlement Scheme

Our staff who are residents within European countries will need to apply for the EU Settlement Scheme to continue to live, work and study in the UK beyond 30 June 2021. Sutton has supported its staff in doing this, and new starters on or after 1 July 2021 will need to show evidence that they have settled status.

2.4. Requirement for care home staff to be vaccinated against Covid-19

Following a five-week consultation which began on 14 April, the Government is proposing to amend regulations to require older adult care home providers to deploy only those workers who have received their Covid-19 vaccination in line with government guidance. This will not include those who can provide evidence of a medical exemption from Covid-19 vaccination. The proposed regulations would apply to any care home which has at least one person over the age of 65 living in their home in England and which is registered with the Care Quality Commission. The Government are planning to implement the policy through an amendment to the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014, and also intend to amend the Code of Practice on Infection Prevention and Control and its associated guidance to explain the requirement. More information about the proposed change is set out on [GOV.UK](https://www.gov.uk).

2.5. Revocation of cap on public sector exit payments

Following revocation of the £95,000 cap on public sector exit payments, there may be consultation around the reintroduction of a different legislation to cap or place additional limits on certain public sector exit payments. Time scales have not been established.

3. Public Health

3.1. Integration agenda

The Department for Health and Social Care has recently released a white paper '[Integration and Innovation: Working together to improve health and social care for all](#)' which further embeds the integration agenda. Central to the proposals is the aim of joining up care, with a focus on population health. The proposals are for all parts of the local system, including NHS, local authorities and voluntary sector, to seek ways to connect, communicate and collaborate. The aim of the proposals is to improve the health of local areas through place-based planning with; integrated health systems, primary care through the development of Primary Care Networks, and better use of data.

3.2. The Council is working with Sutton's 'Integrated Care Place', and other partners to ensure that the reorganisation delivers the best possible services for the community, including:

- Simplifying, modernising and joining up health care;
- Identifying people and families at risk of being left behind, and organising proactive support for them;
- Co-ordinating the local contribution to health, social and economic development to prevent future risks to poor health across different population groups.

3.3. **NHS Long Term Plan**

The [NHS Long Term Plan](#) and consultation on '[Advancing our health: prevention in the 2020s](#)' set out the Government's ambition to establish population health management as a critical building block for integrated care systems, enabling health and care systems to establish partnerships across the NHS and other public services (including; councils, the public, schools, fire service, voluntary sector, housing associations, social services and police) and put prevention at the centre of local decision-making.

3.4. **Addressing health and wellbeing inequalities**

The pandemic has increased the focus on long-standing health and wellbeing inequalities. This has the potential to increase demand for locally-led Public Health initiatives. In March, the Government announced funding would be made available through local authorities and the NHS to develop [support for people who want to lose weight](#).

3.5. **Health visiting and school nursing**

Health visiting and school nursing in Sutton are provided by the council and these continue to develop in an integrated way with stronger partnerships across health, social care, education and the voluntary sector and underpinned by Sutton's Helping Early Strategy. Recruitment and retention schemes are planned for this year to mitigate on-going national issues around a shortage of health visitors. The focus of the recovery work is to better tailor support to families with the highest need. This includes initiatives for Children Centre teams to increase outreach work in local community settings; the provision of a universal online parenting support offer; increased training across all elements of the system to enable earlier identification and intervention for children with speech, language and communication needs and a more coordinated offer for children and families living in temporary accommodation.

4. **Community Safety**

4.1. **Community Safety Strategic Needs Assessment**

The [Sutton Community Safety Partnership Needs Assessment 2020/21](#) is an annual profile of Community Safety in Sutton, the assessment is compiled by the Safer Sutton Partnership Service (SSPS) in consultation with partners and using data from Police, Local Fire Brigade (LFB), Health, the Mayor's office and the Local Authority. The assessment demonstrates what the needs are in Sutton, helps to set our local priorities and enables us to develop the [Safer Sutton Partnership Community Safety Strategy 2021-24](#) that identifies the approaches required to address the needs and how we will measure the success of the strategy.

4.2. **Prevent and Channel Duty**

Prevent is a key strand of work under the National Counter-Terrorism Strategy, 'CONTEST'. The aim of Prevent is to reduce the threat to the UK from terrorism by preventing people from becoming terrorists or supporting terrorism. The Counter Terrorism and Security Act 2015 imposed a duty requiring local authorities to have due regard to the need to prevent people from being drawn into terrorism. The act also requires us to adopt a multi-agency panel, called a 'Channel Panel', to identify and provide support to individuals who are at risk of being drawn into terrorism. The requirements and functions of this panel are specified by the Secretary of State in the [Channel Duty Guidance](#).

The Government published new Channel Duty Guidance in November 2020. It introduces a quality assurance framework for self-assessment, peer review, dip sampling and the opportunity for a Home Office reviewer to observe Channel panels and to make recommendations. The Guidance also provides clearer operational directions on Channel being the default pathway for individuals at risk of radicalisation and the expectation to convene panel meetings monthly to manage live cases. A consistent approach is encouraged for information sharing, use of the Home Office owned Case Management System, use of Intervention providers and there is

greater emphasis on the role of the family in Channel case management, both in terms of support given through the Channel panel and family providing support to the person at risk of radicalisation. Sutton continues to manage a highly effective partnership approach fully involving all key partners.

4.3. **Hate crime**

The government's plan for dealing with hate crime in England and Wales, the Hate Crime Action Plan 2016 to 2020, was updated in 2018 and has now come to an end. While this period has seen an increase in reported Hate Crime around the country, the future national direction is uncertain at this point in time.

4.4. **Offender management**

Sutton's Integrated Offender Management (IOM) scheme is currently working to implement the Pan London IOM Framework introduced by the Mayor's Office for Policing and Crime. The Safer Sutton Partnership Service (SSPS) were early adopters of the current offender management process and this continues to be successful - with strong links across our Integrated Youth Service ensuring that the transitions phase for young offenders is managed strongly.

5. **Emergency Planning and Business Continuity**

5.1. **Civil Contingencies Act (2004) Review**

The Civil Contingencies Act, 2004, is currently under review by the Cabinet Office with changes anticipated in 2022. The scope of the review has not, at the time of writing, been published, but it is speculated the focus will be on Part 2 of the Act (Emergency Powers), which the Government has utilised as part of the response to Covid-19. Legislative changes, particularly to Part 1 (Local Arrangements for Civil Protection) will impact the way the Council's Emergency Planning and Business Continuity (EP/BC) services operate.