
From: Redmond Sue: H&F <Sue.Redmond@lbhf.gov.uk>
Sent: 18 June 2017 23:17
To: Sawyer, Mark
Subject: Fwd: Serious reflection

FYI for John please

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From: Redmond Sue: H&F <sue.redmond@lbhf.gov.uk>
Sent: Sunday, June 18, 2017 11:05 pm
Subject: Fwd: Serious reflection
To: <john.barradall@cityoflondon.gov.uk>, Parker, Charlie: WCC <cparker@westminster.gov.uk>, <julia.corkey@westminster.gov.uk>

Dear John and co

I have no idea of the protocol or if you will even read this from me. Because the amazing support and structure is kicking in and we are now in a different world . And believe me I appreciate that and am learning so much.

However I have to share with you some thinking if I am to be able to hold my head up after all this .

I can absolutely appreciate the political issues.

However there are lots of learning from previous incidents ..not least the issues of scapegoats..whether individuals or organisations.

There are hundreds of staff still going to work tomorrow in RBKC and they may be feeling demoralised following the impact of political attacks.They need to know they aren't crap, are valued and continue to have something significant to contribute and they need to feel the organisation is still ok.

And so without beating about the bush ..RBKC will need to continue and do their job with residents and whatever people feel about that we have a

responsibility to make sure the council is working well and have a good team leading it who have the explicit confidence of everyone and are not undermined. So deal with what you need to and let the rest of RBKC get on with the vital work they do. And let's agree who can do that and help them do that rather than watching them fail and then going in.

It's not going to help residents if the whole organisation folds.

So there needs to be a plan for that , instead of a whole scale attack.

And for the future maybe a lesson learned is that you don't wait ..London gold ..for a council to ask you ...but in a major incident like this ...where the council itself may be traumatised..you just step in !!!

So we are all responsible aren't we.

Sue

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