

8 March 2018**Agenda Item: 8**

REPORT OF THE SERVICE DIRECTOR, PLACE AND COMMUNITIES

CREATION OF THE COMMUNITIES FUNCTION

Purpose of the Report

1. To seek approval to establish a new communities function which will bring together the existing community/voluntary sector and community safety teams, so that capacity can be realigned to deliver the Council's ambitions for supporting communities, and to achieve necessary revenue budget reductions.

Information

2. The Council's strategic priorities and the Place Department strategy aims to "to put people at the heart of everything it does and enable the growth of vibrant, supportive and safer communities".
3. The proposed new communities function will enable the Council to help communities to help themselves to be safer, healthier, more independent for longer, to support each other, and to be more resilient.
4. The proposed new structure integrates the Authority's community and voluntary sector function with the community safety function, with a view to increasing effectiveness and efficiencies through forging closer working relationships and standardisation of roles and job descriptions.
5. The combined function will increase support to communities to be more resilient through encouraging active community support, volunteering, and focusing on delivering specific outcomes.
6. The combined function creates specialist resource to support the delivery of the Council's Local Improvement Scheme, and its lead responsibility for the co-ordination of the Safer Nottinghamshire Board.
7. It also creates a pool of general resource to deliver the outcomes required by the Council for supporting Nottinghamshire residents. This work would include areas of work such as:
 - Gypsy and Romany Traveller liaison;
 - Managing of Police and Crime Commissioner funds;
 - Modern slavery;

- Intergenerational developments;
- Hate crime;
- Diversity;
- Community capacity building;
- Integrated locality working;
- Community cohesion;
- Armed Forces and Community Covenant;
- Community organising and social mobilisation.

8. Whilst one officer may be allocated a lead for individual areas of work, all staff in the new function will support all areas of work, as and when demand requires.

9. A full consultation with staff and unions has taken place and has informed the final proposal.

10. The current staffing arrangements for the two services are shown at **Appendix 1 & 2**. The proposed new structure is attached at **Appendix 3**. It is envisaged that the new structure will come into effect on 1 April 2018.

11. It is proposed to disestablish the following posts:

Team Manager Community & Voluntary Sector	1.0FTE
Team Manager Community Safety	1.0FTE
Community Safety Officer	3.8FTE
Community Officer	4.0FTE
Grant Aid Officer	1.0FTE
Gypsy and Traveller Liaison Officer	0.6FTE
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Total	11.4FTE

12. It is proposed to establish the following posts, which will be subject to job evaluation:

Team Manager Communities	1.0FTE
Programme Manager Local Improvement Scheme	1.0FTE
Programme Manager Safer Nottinghamshire Board	1.0FTE
Programme Officer Community	5.0FTE
Project Officer Local Improvement Scheme	1.0FTE
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Total	9.0FTE

13. Staff will be enabled from the disestablished posts into new posts following the established County Council procedures. The proposal would result in a net overall loss of 2.4FTE posts from the establishment. At the present time, officers are reasonably confident that it can deliver the staff reductions without the need for compulsory redundancies.

14. All posts with changed responsibilities arising from the new structure will be subject to job evaluation.

15. Existing business support arrangements will initially remain in place and are not therefore considered in this proposal.

Other Options Considered

16. The option to retain the existing teams was considered. It would not achieve the more effective management and delivery of the communities function that would result from an integrated approach or the predicted financial savings.

Reason/s for Recommendation/s

17. The proposal has been developed to:

- a) provide greater integration of staff and work programmes, enabling the development of a more co-ordinated and effective approach to supporting local communities; and
- b) to make cashable savings to contribute to the financial challenges faced by the Authority.

Statutory and Policy Implications

18. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

19. The purpose of this restructure is to integrate two existing teams to form the function, while also making budgetary savings. At the time of writing, the revised job descriptions have not yet been through job evaluation. Current best estimates using 2017/18 salary figures suggest savings of approximately £120,000 could be offered by the proposal..

Human Resources Implications

20. The proposals have been subject to a four week formal consultation period with the affected staff and their union representatives. The County Council's agreed enabling process will be applied in making appointments to the posts in the revised structure. If required, staff will be supported through the redeployment process.

RECOMMENDATION/S

- 1) That approval is given to reorganise the staffing structure to create the new Communities Team as set out in paragraph 13.

Derek Higton
Servcie Director Communities and Place

For any enquiries about this report please contact: Sally Gill/Mark Walker - Telephone 0115 977 2173

Constitutional Comments [SLB 19/02/18]

21. Communities and Place Committee is the appropriate body to consider the content of this report.

Financial Comments [CSB 19/02/2018]

22. The financial Implications are set out in paragraph 19 of the report.

HR Comments [JP 20/02/18]

23. The comments at paragraph 20 are applicable and cover the HR implications.

Background Papers and Published Documents

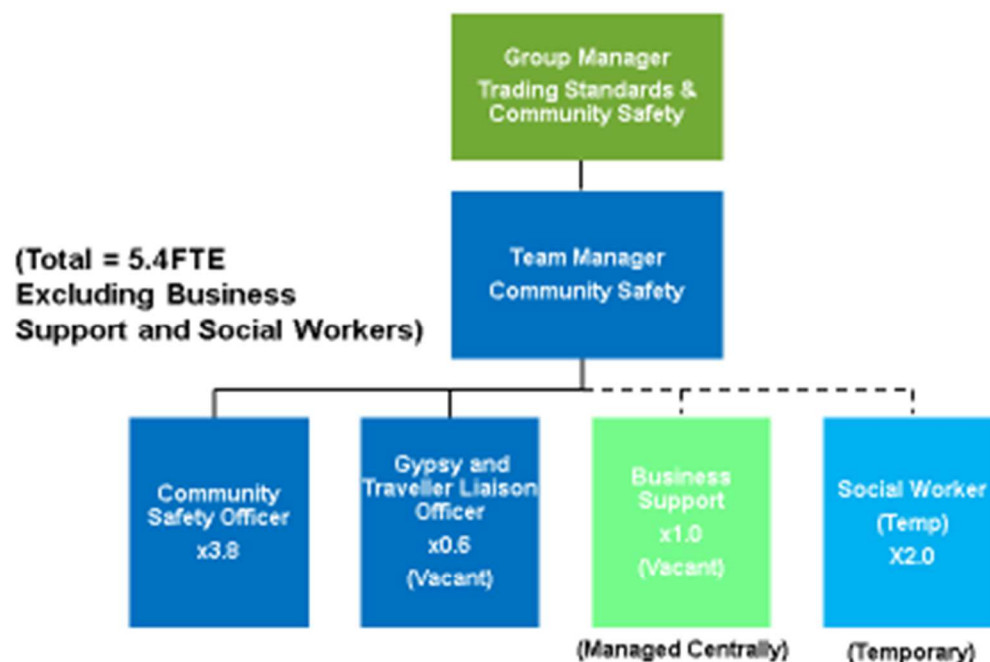
Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

- None

Electoral Divisions and Members Affected

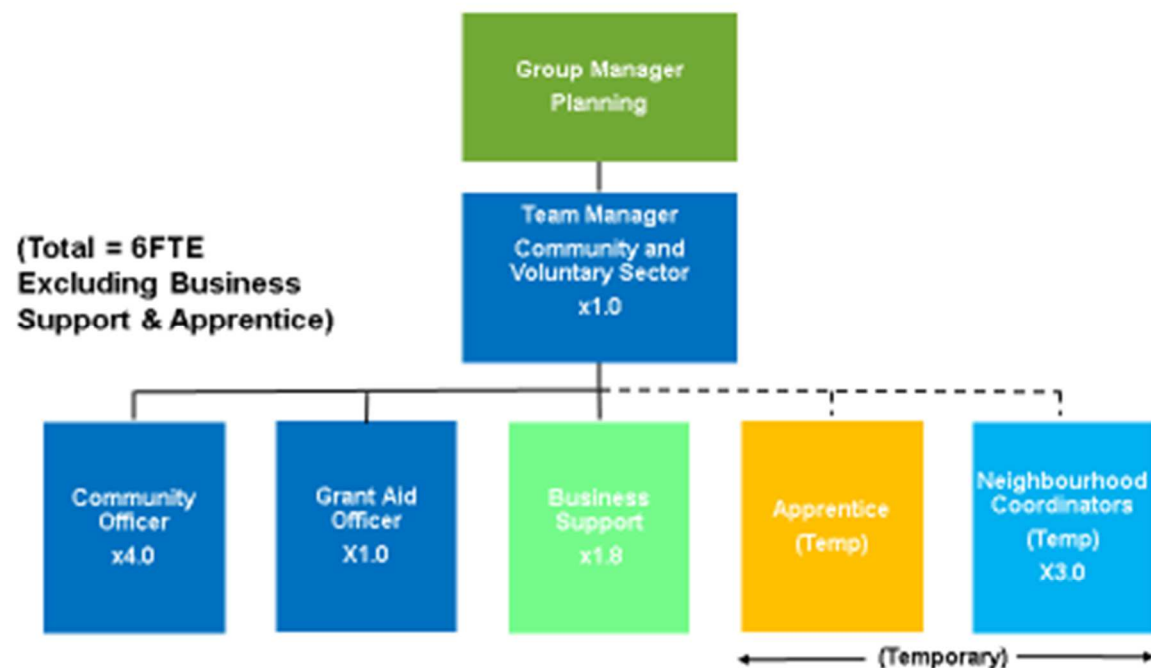
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Current Community Safety Team – January 2018



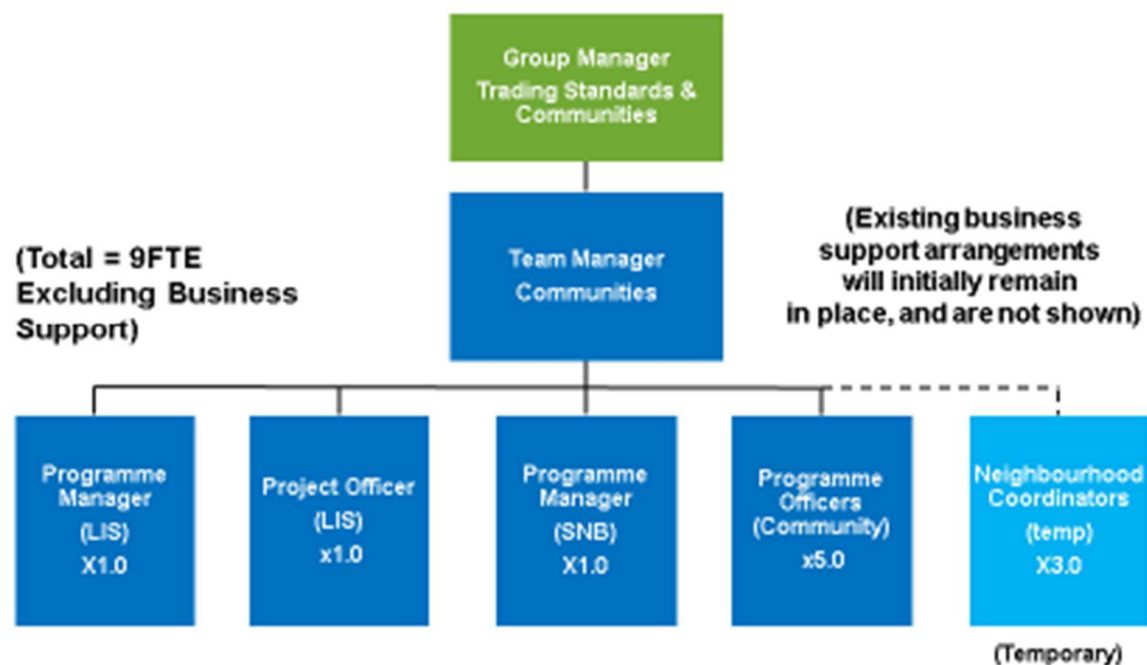
APPENDIX 2

Current Community & Voluntary Sector Team – January 2018



Nottinghamshire
County Council

Proposed Communities Team April 2018



Nottinghamshire
County Council