

**27<sup>th</sup> September 2016****Agenda Item: 8****REPORT OF THE SERVICE DIRECTOR SOUTH NOTTINGHAMSHIRE AND  
PUBLIC PROTECTION.****COMMUNITY SAFETY STAFFING STRUCTURE****Purpose of the Report**

1. To seek approval for the following amendment and addition to the staffing structure of the County Council Community Safety team:-
  - To re-define the roles and responsibilities of 1 full time equivalent (fte) from the current posts of Community Safety Officer to undertake the role of Team Manager – Community Safety. The key element of this post will be the co-ordination and operation of the Safer Nottinghamshire Board. This was a core recommendation of the recent review of the Safer Nottinghamshire Board as a pre-requisite to enable the Board to set and direct the strategic approach to community safety in the County.
  - To establish an additional post of 0.5 fte Community Safety Officer to increase the capacity of the Community Safety team to both respond to new and emerging issues impacting on community safety in Nottinghamshire, and to further strengthen the response of the team to current priorities.

**Information and Advice****Current Structure and Operation**

2. The current structure of the Community Safety team is shown in **Table 1** below.

**Table 1**

<b>POST</b>	<b>SCP</b>	<b>FTE</b>
Community Safety Officer	39-44	4.8
Gypsy and Traveller Liaison Officer	24-28	0.6
Community Safety Social Worker	34-39	2.0
Business Support Administrator	19-23	1.0

3. Since April 2014, following an organisational restructure, the Community Safety team has been attached to the Trading Standards service of the County Council and from that time has been managed by a Team Manager, Trading Standards and Community Safety. As part of the service area of the Group Manager, Trading Standards and Community Safety, the team reports to the Service Director, South Nottinghamshire and Public Protection and is responsible to the Corporate Director, Adult Social Care, Health and Public Protection.
4. Community safety is a statutory responsibility of the County Council under the Crime and Disorder Act (1998). The County Council Strategic Plan 2014 – 2018 has a key priority of “supporting safe and thriving communities” The team provides the County Council response to the community safety element of this priority, recognising the need and benefit of public confidence that Nottinghamshire is a safe and secure place to live and work.
5. The team represents the County Council on each of the Community Safety Partnerships in the County and has excellent working relationships with other key partners contributing to the community safety landscape, including Nottinghamshire Police, Nottinghamshire Police and Crime Commissioner, Nottinghamshire Fire and Rescue, district and borough councils, probation services, Crimestoppers and Neighbourhood Watch.
6. The team initiates and develops the essential linkages with other key service areas, including those of children and young people, health, substance misuse, violent extremism and the Gypsy and Traveller agenda.
7. The team is able to offer a dynamic service, prioritising its approach to those issues that are having the most impact on levels of community safety in Nottinghamshire.
8. The strategic direction and prioritised response to the community safety agenda within Nottinghamshire is led by the Safer Nottinghamshire Board, (SNB). SNB is chaired by the Chief Executive of the County Council and has membership at senior executive level from every agency involved in community safety in the County. The Chair of this Committee is a member of SNB. Currently one Community Safety Officer from the team works with the Chief Executive to co-ordinate and ensure the smooth operation of the work of SNB. Each of the Community Safety Officers in the team offers a lead role to support SNB in its work on the identified strategic community safety priorities for Nottinghamshire. For 2016/2017, in addition to geographic priorities, via work within targeted localities within the County, the team is leading the development of work in the following priority areas:-
  - Vulnerable People
  - Hate crime
  - Children and Young People, crime prevention, safety and resilience
  - Modern slavery
  - New and emerging communities
  - Domestic abuse
  - Crime in rural areas.

## **Safer Nottinghamshire Board**

9. The Safer Nottinghamshire Board has just completed a review of its role and all aspects of its functionality in order to ensure that its operating arrangements were fit for purpose and the potential for realising positive community safety outcomes in Nottinghamshire are realised. A detailed presentation on the outcomes of the review and the work of SNB will be given to the November meeting of this committee. The following highlights outline the relationship of the Community Safety team to SNB.
10. The key role of SNB is to provide leadership and to set the strategic direction for community safety in Nottinghamshire. SNB:-
- Agrees and adopts the community safety priorities for Nottinghamshire
  - Define specific leadership and approach to deliver each priority
  - Apportion resources where necessary.
11. The review recognised the need to strengthen, continue and consolidate the ongoing support and management of SNB to support the Chair of SNB in driving forward the community safety agenda in Nottinghamshire, currently provided by one Community Safety Officer from the team. This was seen as a priority area for the Chair of SNB to address and the recommendations within this report enable current support and management to be consolidated.
12. In maximising the work and impact of SNB the Community Safety team is crucial. The post of Team Manager – Community Safety will lead on the development of this approach, as part of the continued remit around SNB co-ordination and operation and Community Safety Officers will continue to provide support to SNB members on each of the identified priorities, (paragraph 8), together with any new and emerging issues.
13. The review of SNB identified two immediate areas of operation that must be addressed to improve community safety in Nottinghamshire:-
- **An improved analytical service and product**, providing cross agency information to offer an holistic analysis of issues and locations, so enabling a more informed and impactful solution. The Team Manager – Community Safety will co-ordinate this work.
  - **The development of a more integrated approach to community safety** across partners and localities. This will include establishing the principles and culture to enable effective integration, and an agreement (by partners) of the key areas for collaboration. A Community Safety Officer from the team is already leading this work.

### **Community Safety – Emerging Issues**

14. The community safety landscape has become more complex and attracts a higher profile within our communities. The Community Safety team leads the County Council response to current and emerging national and international issues, new working models and the escalation of specific areas of the community safety agenda. These are shown in **Table 2** below.

**Table 2**

<b>New and emerging issues:-</b>
• Asylum seekers/refugees
• Immigration
• Impact of mental health
• On line and cyber crime
• Honour based violence and female genital mutilation
• Water Safety
<b>New working models for existing community safety issues:-</b>
• Integrated offender management
• Substance misuse – adults and young people
• Serious and organised crime
<b>Escalation of current community safety priorities:-</b>
• Preventing violent extremism
• Hate crime

15. The Team Manager – Community Safety will continue to drive these new issues, new models and reprioritised work areas, together with the response from Nottinghamshire through SNB. The additional 0.5 fte post of Community Safety Officer will provide capacity to offer the contribution from the County Council to deliver actions to address them.

#### **Proposed Structure and Operation**

16. The staffing proposals contained within this report would result in a structure for the Community Safety team as shown in **Table 3** below.

**Table 3**

<b>POST</b>	<b>SCP</b>	<b>FTE</b>
Team Manager- Community Safety	42-47	1.0 *
Community Safety Officer	39-44	4.3 *
Gypsy and Traveller Liaison Officer	24-28	0.6
Community Safety Social Worker	34-39	2.0
Business Support Administrator	19-23	1.0

\*The post of Team Manager – Community Safety and the additional post of 0.5 fte Community Safety Officer would be established for an initial period of two years.

17. The Community Safety team would continue to form part of the service area of the Group Manager, Trading Standards and Community Safety, report to the Service Director, South Nottinghamshire and Public Protection and be responsible to the Corporate Director, Adult Social Care, Health and Public Protection.
18. The proposals provide capacity to allow the Team Manager from Trading Standards, currently offering management oversight to the Community Safety team, to refocus their time towards trading standards issues – another service area with growing demands.

## Other Options Considered

19. None

## Reasons for Recommendations

20. The recommendations contained offer the opportunity to increase the impact of the Community Safety Team, respond to new and emerging issues and to consolidate the existing support arrangements to the Safer Nottinghamshire Board, so enabling that Board to fulfil its roles and responsibilities.
21. The recommendations allow the Community Safety team to develop strategic relationships and strong partnerships with other key players in the community safety arena, lead on community safety priority issues, and to continue developmental work to improve the analytical function and integrated approach – immediate priorities seen as crucial to maximising success.

## Statutory and Policy Implications

22. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working 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 (CT 16/09/16)

23. The financial implications of the recommendations contained within this report are detailed in **Table 4** below:-

**Table 4**

<b>Recommendation</b>	<b>Annual cost £ (inc on costs)</b>
Re-define 1 fte Community Safety Officer to Team Manager – Community Safety	3,700
Establish 0.5 fte Community Safety Officer	25,400
<b>TOTAL ANNUAL COSTS</b>	29,100 (scp max point)

24. This funding can be met from contributions from the County Council Community Safety budget.

## Human Resources Implications (SJJ 16/09/16)

25. The grade of the post of Team Manager is an indicative grade pending a formal job evaluation process. The post will be recruited to using the County Council's recruitment procedure and staff will be appointed on fixed term contracts.

26. The recognised trade unions have been consulted and are in agreement with the recommendations.

## **RECOMMENDATIONS**

27. It is recommended that the Community Safety Committee approves, for an initial period of two years from the date of appointment:-

- The re-definition of 1 fte post of Community Safety Officer (scp 39-44) to Team Manager – Community Safety, indicative Band D, (scp 42-47), and:
- The establishment of 0.5 fte post of Community Safety Officer, Band C, (scp 39-44).

**PAUL MCKAY**

**Service Director, South Nottinghamshire & Public Protection**

**For any enquiries about this report please contact: Tony Shardlow, Safer Nottinghamshire Board Co-ordinator x 73846**

## **Constitutional Comments**

28. This Committee has the authority to consider the matters contained within this report.

## **Background Papers and Published Documents**

- Job description, Team Manager – Community Safety

## **Electoral Division(s) and Member(s) Affected**

29. All