



Financial Year	2016/17
Proposal no.	CC103
Directorate	Neighbourhoods
Service Name	Community Services
Area of Service	Community Safety

Savings Programme Pre-consultation Report			
Subject:	Proposal to reconfigure the Community Safety Team and reduce commissioned budgets		
Report of:	Director of Neighbourhoods	Author:	Andy Glover
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Type of Consultation	Service Delivery with Workforce Implications	Author Email:	andy.glover@rochdale.gov.uk

1 Recommendations

1.1 It is recommended that members consider the proposal to (i) reconfigure the structure of the Community Safety Team and (ii) reduce services commissioned by the Community Safety Team in order to achieve savings of (i) £245,000 and (ii) £45,000 (excluding the £100,000 saving which will also arise from transferring the commissioning of Domestic Abuse to Public Health).

Reason for recommendation

1.2 These proposed savings will contribute to the requirement to reduce the Community Safety staffing budget yielding a saving of £283k accompanied by the proposed savings of £45k. This will leave a reduced workforce to deliver and

co-ordinate the Council's approach to community safety, anti-social behaviour, burglary reduction / alley-gating, community cohesion and community centre development.

2 Background

2.1 This proposal sets out a number of proposed savings which are intended to reconfigure the Community Safety Team. These are set out in outline below:

2.2 Proposal 1 – reconfiguration of staff structure

It is proposed to make a number of reductions to staffing levels in the Community Safety Team. These include the deletion of certain posts from the establishment, and the merger of other posts. These changes will deliver the identified savings of £245,000 from the staffing budget.

2.3 In addition, a further proposal is made to reduce funding which is paid to a number of commissioned services:

2.4 Proposal 2 – savings from commissioned services

2.5 The Community Safety section has a budget of £485k which is used for commissioning a range of services. It is proposed to reduce this in the following areas:

- Transfer of Domestic Abuse / Commissioning (£100,000 but included as a saving in Public Health reports)
- Reduction in the YOT Early Intervention Service – this will result in a reduced service which is intended to minimise the number of first time entrants to the criminal justice system (saving of £20,000)
- Reduce operational budget available to purchase and install crime prevention products in high crime areas (saving of £10,000)
- De-commission the mobile CCTV vans (saving of £10,000)
- Reduction in contribution made to Legal Services for support on Anti-Social Behaviour legal enforcement work (saving of £5,000)

3 Financial Implications

3.1 Table 1 provides details of the proposal to reconfigure the Community Safety Team and reduce commissioned budgets

	Savings 2016/17		Savings 2017/18		Total savings	
	£k		£k		£k	
	On-going	One off	On-going	One off	On-going	One off
Total savings	290				290	

Financial and potential staffing impact on another internal service

3.2 The proposed savings are likely to impact on other services in the following areas:

- Reduction in contribution to Legal Services costs of £5,000

4 Asset implications

4.1 There are minimal asset implications in the above proposals the vans used by Community Safety are leased and can be returned at minimal cost.

5 Voluntary Sector impact

5.1 There are no significant Voluntary Sector impacts arising from this report. Any reduction in funding relating to Community Safety may have some impact on those community bodies involved in this area of work (e.g. associated with Domestic Abuse). However, the bulk of the impact will fall on other partner agencies (such as Greater Manchester Police).

6 Consultation

6.1 The consultation plan is attached as Appendix 3. It is proposed to enter a written consultation exercise with (i) staff (ii) residents and (iii) key partners, including Greater Manchester Police and the Office of the Police and Crime Commissioner.

6.2 The Council must ensure that it remains open-minded throughout the consultation period to all alternative proposals and expressions of interest.

7 Alternatives considered

7.1 No alternatives were considered as part of this proposal.

7.2 Members could decide not to take the proposal forward and identify alternative savings proposals

8 Risk Assessment Implications

The following risks arise from the issues raised in this report as set out below:

8.1 Staffing reductions

The Council's resource available to support the wider Crime and Disorder agenda may be impacted as officer resource is diminished in this area. This will potentially include areas such as Anti-Social Behaviour.

8.2 Savings from commissioned services

The ability of Community Safety to support (through the commissioning process) those local communities affected by crime will be impacted, with particular regard to Anti-Social Behaviour.

9 Legal Implications

9.1 The following legal implications arise from the issues raised in this report as set out below:

9.2 When considering the proposals outlined in this report the Cabinet must be mindful of its statutory duty under Section 17(1) of the Crime and Disorder 1998:

“Without prejudice to any other obligation imposed on it, it shall be the duty of each authority to which this section applies to exercise its various functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent, crime and disorder in its area.”

9.3 The proposals outlined in this report will have significant implications for staff and it is important that the consultation process adheres to the Council's HR Policy Framework.

9.4 The Council must comply with the commitments given in the Borough of Rochdale Compact to provide at least 90 days' notice of a reduction in funding and consult with staff, volunteers and service users and meet with the organisations to consider ways of mitigating the impact of the reduction in funding.

10 Personnel Implications

10.1 The proposals outlined within this report will have personnel implications for the council's workforce and formal consultation will be undertaken in accordance with council's Personnel Policy Framework

11 Equalities Impacts

Workforce Equality Impacts Assessment

11.1 There are no (significant) workforce equality issues arising from this report.

Equality/Community Impact Assessments

11.2 The following equality/community issues arise from the issues raised in this report as set out below:

11.3 The main conclusion is that levels of hate crime do appear to be rising and it is therefore appropriate that a strong resource is retained in relation to coordinating and responding to challenges around Cohesion. ASB is increasing (and affects all protected groups across the communities) so any reduction in resource here may have an impact in the level of support which the Council can provide.

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EQUALITY IMPACT ASSESSMENT FOR SAVINGS PROPOSALS

1. Please state the name of the officers leading the EIA
A Glover
2. Who has been involved in undertaking this assessment?
A Glover
3. What is the scope of this assessment?
This assessment considers the impact of the proposed savings from the Community Savings budget in terms of their potential impact on the residents of the Borough of Rochdale.
4 a). What does the function currently do? b). Describe the needs which this service meets?
The Community Safety section promotes the Crime and Disorder agenda within the community, both on behalf of the Council and in conjunction with partner agencies (particularly GMP). Areas which it covers are supporting the Rochdale Safer Communities Partnership (RSCP); Anti-Social Behaviour; Community Cohesion and the Equalities agendas; Partnership Enforcement Team; Drugs and Alcohol support services; and community centres. The population experiences high levels of deprecation. Two fifths of Rochdale Borough

residents experience relatively high levels of disadvantage, with 18% considered to be in the most vulnerable group and a further 22% at risk of becoming vulnerable (MOSAIC segmentation). Wealthy residents make up only 6% of the borough.

Data presented to the RSCP in September 2015 confirms that, when April-June 2014 is compared to the same period in 2015:

- The total number of victim-based crime has risen by 15%;
- The total number of thefts has risen by 11%; and
- The number of violent crimes has risen by 19%.

All these figures are comparable with the trends across Greater Manchester.

In addition, the number of instances of Anti-Social Behaviour (ASB) has seen a slight increase from last year and (if this trend continues) RSCP targets for levels of ASB will be exceeded.

5. What proposed changes do you wish to make?

This report sets out proposals to reconfigure the staffing structure within the Community Safety section, and to reduce the budget available for the commissioning of services. However, if adopted this proposal could result in a negative impact upon levels of crime across the Borough (particularly affecting young people and victims of ASB). Rochdale Borough has a high number of vulnerable residents and these too could be adversely affected by the reduction in support from crime prevention measures / provision of mobile CCTV.

6. Who are the key stakeholders who may be affected by the proposed changes?

Local residents who would wish to be protected from Crime and Disorder

Victims of crime (particularly ASB)

Statutory partners within the Safer Communities Partnership (Police, Fire, Probation, Public Health)

Other Council and partner agencies involved in Crime reduction

Elected members

Young people and youth workers

7. What impact will this proposal have on all the protected groups?

Race Equality

In relation to Rochdale Borough, the 2011 Census confirms the following data on ethnicity. The overall population of Rochdale Borough is 211, 699. Of these, 166, 481 are classified as white British (79%); and 45,218 (21%) as BME. BME groups now account for a greater proportion of the population than was the case in 2001. Pakistani is the largest population among the BME groups and now accounts for 10.5% (22,265) of the total population in 2011, having grown by over 40% over the past decade.

The issue of Cohesion has clearly been of real significance for the Council in recent years,

particularly from Operation Span (CSE) in 2012. It is therefore anticipated that any reduction to staffing resource or commissioned services in this area could have a negative impact for the Council, both in terms of crime figures and reputationally. Recent data presented to the RSCP in September 2015 confirms that race hate crimes have risen substantially over the past year. It is therefore proposed to consult closely with those community groups who engage with the Council on Cohesion issues.

Disabled People

The 2011 Census confirms that 21% of the Borough consider themselves to be disabled or their activities are limited due to a health-related issue. This is an increase of 4.8% from 2001. Rochdale Borough has higher rates of residents noting a long-term health problem or disability when compared to Greater Manchester or England and Wales. In general terms, therefore, the levels of disability and associated health issues are acknowledged to be of relevance to this Borough.

Data presented to the RSCP confirms that levels of hate (disability crime) are rising, with 14 in 2014/15 and 8 in the first quarter of 2015/16. It is therefore anticipated that any reduction to staffing resource or commissioned services in this area could have a negative impact for the Council in terms of crime figures. As such, it is proposed to consult closely with those community groups who engage with the Council on Disability issues (eg RADDAG).

Carers

Carers are at no more risk in terms of Crime and Disorder than any other protected group.

Gender

The 2011 Census provides the following breakdown of figures for the Borough:

- there are 103,642 males (an increase of 3.9% from 2001, when there were 99,705); and
- there are 108,057 females (an increase of 2.3% from 2001, when there were 105,652).

This seems to indicate an almost even split between male and female residents of the Borough

There is no reason to think that either gender is more at risk of crime than the other. It is proposed that the Domestic Abuse budget will transfer to Public Health and therefore there is not likely to be an impact on services provided by this Section of the council.

Age

The Census 2011 gives the following breakdown of the Borough's population by age:

Age group	No in 2011	%age in 2011	Proportional change from 2001
0 – 14	41,827	19.7	-1.7%
15 – 29	42,541	20.1	+1.5%

30 – 44	42,914	20.3	-1.8%
45 – 64	53,601	25.4	+1.8%
65+	30,816	14.6	+0.3%
Totals	211,619		

These figures indicate that the Borough has a growing number of (i) young adults and (ii) persons aged 45 – 64.

Data presented to the RSCP in September shows that the percentage re-offending figure for young people has fallen by over 2% since quarter 4 of last year. However, vulnerable young people could be at an increased risk of falling into a criminal lifestyle as a result of these proposals (eg via the reduction in funding to the YOT Early Intervention Service)

Armed Forces and Ex-Armed Forces Personnel

There is no data relating to the prevalence of crime in relation to present or former military personnel. The Community Safety section hosts the Armed Forces liaison officer

Religion or Belief

The 2011 Census confirms the following religious groups in the Borough:

- Christian (128,186, or 60.6%, a decrease of 11.5% since 2001)
- No religion (40,014 or 18.9%, an increase of 8.1% from 2001)
- Muslim (29,426 or 13.9%, an increase of 4.5% from 2001)

Rochdale's proportion of Muslim residents exceeds the comparative figure for Greater Manchester (8.7%) and also England and Wales (4.8%).

Data presented to the RSCP confirms that levels of hate (religion) crime are rising, with 15 in 2014/15 and 10 in just the first quarter of 2015/16. It is important to reference the prevailing political climate and fears of Islamophobia; as such, this savings proposal could potentially have a high impact on local residents. It will therefore be important to consult closely with those community groups which engage with the Council on Cohesion issues.

Sexual Orientation

The 2011 Census does not record this data directly. Data presented to the RSCP confirms that levels of hate (sexual orientation) crime are rising, with 27 in 2014/15 and 14 in just the first quarter of 2015/16. As such this proposal could impact highly on this protected group and it will therefore be important to consult closely with those community groups which engage with the Council on LGTB issues.

Gender Reassignment

The 2011 Census does not record this data directly. Data presented to the RSCP confirms

that levels of hate (transgender) crime are very low, therefore a high impact on this group is not expected.

Pregnant Women or Those on Maternity Leave or Those who have given Birth in the Previous 26 weeks

The 2011 Census does not record this data directly. There is no data to suggest that this protected group is at particular risk.

Marriage or Civil Partnership

No impact on this protected group is anticipated.

There are now 5,625 fewer people in the Borough living as a couple in a married or civil partnership than in 2001; this equates to a drop of 7.4%. This is a proportionally greater decrease than across Greater Manchester (3.1%) and England and Wales (1%).

Domestic Abuse is a concern for the Borough, and it is proposed that commissioned services in this area will be transferred to Public Health.

8. Conclusions and Recommendations

What are the main conclusions and recommendations from this analysis?

The main conclusion is that levels of hate crime do appear to be rising and it is therefore appropriate that a strong resource is retained in relation to co-ordinating and responding to Cohesion challenges. ASB is increasing (and affects all protected groups across the communities) so any reduction in resource here may have an impact in the level of support which the Council can provide.

9. In the box below please provide details of who you will consult with on the proposals, when you consult, and the methods which you will use to consult. In the box below

The Consultation and Inclusion Methodology Used

Written consultation will be carried out with a range of organisations, including:

- Statutory partners within the RSCP (Police, Fire, Probation, Public Health)
- Other partner agencies within the Council and community
- Other interested parties such as the Police and Crime Commissioner and elected Mayor
- Community groups with an interest in Cohesion / Disability / LGTB issues and which engage with the Council

10. Produce an action plan detailing the mitigation measures that you propose to put in place to address any adverse impacts.

Mitigation Measure	Action	Responsible Officer	Implementation Date	Review Date	Evaluation Measure
Closer working with other members of Safer Communities Partnership	Ensure intelligence sharing is carried out as effectively as possible	A Glover	November 2015		
Consultation with those community groups which engage with the Council on issues of Cohesion / Disability / LGTB issues	Written consultation exercise	A Glover	November 2015		