



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority
Community Safety Committee

MANAGEMENT OF THE COMMUNITY SAFETY ADVOCATES

Report of the Chief Fire Officer

Agenda Item No.

Date: 11 July 2008

Purpose of Report:

To inform Members of the recent changes to the line management of the Community Safety Advocates.

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1. BACKGROUND

- 1.1 The Community Safety Advocates (CSAs) were introduced in 2005 as part of the first Integrated Risk Management Plan to co-ordinate, facilitate and promote opportunities to engage with the community; promote safety, reduce fires and develop the wider avoidable injury agenda.
- 1.2 Since their introduction they have assisted in driving forward the risk reduction agenda, and helped in developing key relationships with partners at a local level. However, to keep pace with the changing environment, and in particular involvement in Local Area Agreements, there have been a number of restructures across the organisation which have impacted upon the Service's ability to provide consistent and timely support to the CSAs.
- 1.3 The Risk Response and Fire Prevention departments have jointly reviewed the function of the CSAs and recognised that the recent 'Response Refresh' provided an opportunity to reconsider the line management role.
- 1.4 Over the last six months a pilot scheme involving three of the CSAs has taken place, which has enabled Response Station Managers to undertake direct line management responsibility. This report brings forward the outcomes of that pilot and provides the rationale for the recent changes to the line management function.

2. REPORT

- 2.1 Line management during the pilot was provided by the local Station Manager, supported by the Station Manager responsible for Community Safety and Partnerships (CS&P). This arrangement reflects and supports the new arrangements within Response.
- 2.2 Through consultation with the Head of Community Safety, the Group Manager holding the CS&P reference provided overall direction and management of the function within Response.
- 2.3 Positive outcomes were achieved throughout the pilot, namely:
 - Enhanced co-ordination of line management provided additional support and clarity to CSAs and District teams;
 - CSAs have been integrated into the managerial structures in place at the District level, and have an increased ability to drive forward the community safety agenda;
 - Accessibility and consistency in approach has been achieved at the local level.

- 2.4 This was welcomed by the CSAs and Managers involved in the pilot, and recognised as a positive move forward in terms of empowerment and autonomy at the appropriate level, thus improving service delivery to meet the varying needs of local communities.
- 2.5 To ensure ongoing co-ordination of approach is maintained from a corporate perspective, a number of existing processes have remained in place, namely:
- The CSAs will continue their monthly meetings with a Station Manager from within the Community Safety Management Team. This meeting will also involve Response Managers with the CS&P reference; and,
 - The current practice of informing Members of activities within the Districts will continue through the regular production of the events calendar.
- 2.6 To reflect the realignment of the managerial function, a slight amendment to the CSAs job description is required. This has been undertaken through the process of writing to each of them individually and informing them of the changes.
- 2.7 The pilot also recognised that the current contract of employment for CSAs may no longer be appropriate to the environment that the Service operates within, eg: CSAs sometimes deliver community safety activities where they are best placed to do so, and work outside of normal office hours to integrate with the community.
- 2.8 In view of these contractual issues, a review of the new arrangements will be conducted in January 2009 by the Head of Community Safety and the Response Group Manager responsible for CS&P.
- 2.9 This review will also consider the current and future climate and the need for any potential changes to job descriptions and / or contracts of employment.

3. FINANCIAL IMPLICATIONS

There are no financial implications with this report arising from this report.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

The review outlined in 2.9 above could identify opportunities that would require contractual changes if adopted. Any such changes would be processed through normal organisational human resources processes.

5. EQUALITY IMPACT ASSESSMENT

The initial equality impact assessment is attached at Appendix A.

6. CRIME AND DISORDER IMPLICATIONS

There are no crime and disorder implications arising from this report.

7. RISK MANAGEMENT IMPLICATIONS

Re-organisation of line management of staff is essential for the Service to maintain its delivery to the community. By reviewing the CSAs' line management, Nottinghamshire Fire and Rescue Service will ensure a valid and effective interface with the community, thus reducing the risk of missed opportunities.

8. RECOMMENDATIONS

That Members note the contents of the report.

Frank Swann
CHIEF FIRE OFFICER

INITIAL EQUALITY IMPACT ASSESSMENT

Section	Manager	Date of Assessment	New or Existing
Reduction	ACFO Buckley	09.06.08	New
Name of Report to be assessed		Management of the Community Safety Advocates	
1. Briefly describe the aims, objectives and purpose of the report.	The report sets out to highlight the review undertaken of Community Safety Advocates and restructures which provides an appropriate framework to implement a change in the line management.		
2. Who is intended to benefit from this report and what are the outcomes?	Staff will be the main beneficiaries; however the service sees further enhancements to service delivery within the districts and improving performance.		
3. Who are the main stakeholders in relation to the report?	Risk Response		
4. Who implements and who is responsible for the report?	ACFO Risk Reduction/ ACFO Risk Response		

5. Please identify the differential impact in the terms of the six strands below. Please tick yes if you have identified any differential impacts. Please state evidence of negative or positive impacts below.

<i>STRAND</i>	Y	N	<i>NEGATIVE IMPACT</i>	<i>POSITIVE IMPACT</i>
Race		x		
Gender		x		
Disability		x		
Religion or Belief		x		
Sexuality		x		
Age		x x		

6. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group?	Y	N	7. Should the policy/service proceed to a full impact assessment?	Y	N
		x			x

I am satisfied that this policy has been successfully impact assessed. I understand the impact assessment of this policy is a statutory obligation and that, as owners of this policy, we take responsibility for the completion and quality of this process.

Signed (completing person).....John Buckley.....Date 09.06.08.....