



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

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

COMMUNITY SAFETY DELIVERY

Report of the Chief Fire Officer

Agenda Item No:

Date: 27 July 2012

Purpose of Report:

To inform Members of the amended Community Safety Delivery and its roles within Nottinghamshire Fire and Rescue Service.

CONTACT OFFICER

Name : John Mann
Area Manager Strategic Support

Tel : 0115 967 0880

Email : john.mann@notts-fire.gov.uk

Media Enquiries Contact : Elisabeth Reeson
(0115) 967 5889 elisabeth.reeson@notts-fire.gov.uk

1. BACKGROUND

- 1.1 At the meeting of the Combined Fire Authority, on 25 May, approval was given to change the organisational establishment to assist with the implementation of the Fire Cover Review and contribute towards the cost reduction activities ongoing within the Service.
- 1.2 This has led to a fundamental restructure of the Service into two distinct operating arms; Service Delivery and Corporate Support. Service Delivery being the outward face of the organisation, Corporate Support being the mechanisms which allow the Service Delivery directorate to operate effectively.
- 1.3 Part of the restructure necessitated the Community Safety Department to be attuned partially to Service Delivery, through the delivery teams and Corporate Support taking the development and support facets.
- 1.4 This has enabled the Community Safety Department to be integral to the Delivery and Support directorates of the Service, as opposed to a function which sits remote from the main operating arms of the Service. This will enable the Service to be more intuitive and analytical in the development of initiatives to meet the needs of the communities.
- 1.5 The change also gives the opportunity to align existing district based community safety resources and advocates to be part of a larger, more encompassing team.

2. REPORT

- 2.1 The analytical work which formed the restructure showed that the Service's community safety delivery mechanisms had the potential to deliver more efficiently and effectively.
- 2.2 The Service delivered its community safety activities through numerous means; through the station based activities, utilising the community advocates and through the development work and delivery of the centrally based community safety teams. This dual approach led to teams working separately towards different objectives and occasionally this led to crossover and duplication of effort.
- 2.3 The restructure splits the Community Safety Team into Service Delivery and Corporate Support.

Service Delivery

- 2.4 The structure of the Service Delivery teams matches the needs of the District it supports. The teams contain a mix of uniformed and non uniformed staff. The composition of the teams compliment the structure, in being delivery led.

- 2.5 As the Districts differ in risk profile and therefore type of resources needed, the teams are different in their allocation of personnel. All the teams benefit from having employees who have generic and specific skills. The Service will continue to develop existing staffs skills, should an opportunity or need arise.
- 2.6 The teams are based in the Service's geographic districts; the North based at Mansfield Fire Station, which covers the districts of Mansfield, Ashfield, Bassetlaw and Newark and Sherwood: The South at Highfields Fire Station, covering Broxtowe, Rushcliffe and Gedling and the City's team at Central Fire Station.
- 2.7 This is a change from the existing arrangements where each district had its own advocate and the community safety teams operated centrally.
- 2.8 The job description of the advocate has been adapted to better meet the communities' needs, focusing on delivery of community interventions. The advocates have also been renamed to reflect their role, now adopting the title of Risk Reduction Officer.
- 2.9 The Teams will be managed and directed by the District Group Manager, this may be delegated for day to day issues. Having the District Group Manager directing the resources allows the individual districts to address their particular issues and meet their individual risk profile.
- 2.10 Alongside the district based activities, the teams will continue to deliver generic initiatives to the districts, these initiatives have been evaluated to assess the value to the organisation and provide a solid foundation to community safety throughout the Service.
- 2.11 This approach will give the District Group Manager flexibility to react to issues or provide initiatives which are evidence based, moving resources and adapting priorities as necessary.
- 2.12 The district based approach also adds a level of accountability to the Group Manager, answering to the Area Manager Service Delivery on the performance of their district. Under the previous Community Safety team, it was difficult to apportion performance, as the teams were under different management structures.
- 2.13 In addition to working towards district goals, the teams have the ability to be dynamic and react to a specific problem or Service wide issue. This gives an option for the Service to call on and mobilise a large community safety resource at short notice, or for them to be brought together for an initiative which is beyond the capacity of a single district: This builds resilience into community delivery.
- 2.14 The uniformed element of the district teams also have a responsibility to maintain fire cover at risk critical retained duty system stations, should an appliance be unavailable due to lack of crew. This will be managed centrally

and have a minimal impact on the community safety delivered by the teams. This was highlighted in the Authority approved, Fire Cover Review.

Corporate Support

- 2.15 To compliment Service Delivery's community safety, the Corporate Support team will, through the Partnership and Engagement Team and Information Team, provide the corporate initiatives, analysis and development which will allow the District Teams to focus and concentrate on delivery.
- 2.16 The Information Team will analyse trends and data, highlighting issues which require a community safety intervention from the delivery teams, either across the teams, or from a specific area.
- 2.17 Within the restructure the Authority approved a new post of corporate analyst, in addition to trend and data analysis, the role will cross map and evaluate the success of current initiatives and highlight areas which require intervention.
- 2.18 The Partnership and Engagement Team consists of four themed leads; Health older people, Disabilities and adult safeguarding; Youth issues, Families and child safeguarding; Housing, voluntary and community sector; BME and emerging communities.
- 2.19 These themed leads will provide the development of new initiatives, the management of existing processes and facilitate existing partnerships.

3. FINANCIAL IMPLICATIONS

There are no additional financial implications arising from this report. The posts highlighted in this report are existing positions which have been moved in the restructure.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

The majority of the individuals who have volunteered for the teams have been trained in the specialist nature of community safety delivery. Any additional training will be given within existing arrangements.

5. EQUALITY IMPACT ASSESSMENT

Equality impact assessments have been carried out for both the restructure and the Fire Cover Review.

6. CRIME AND DISORDER IMPLICATIONS

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

7. LEGAL IMPLICATIONS

There are no legal implications arising from this report

8. RISK MANAGEMENT IMPLICATIONS

- 8.1 The changes to Community Safety delivery in Nottinghamshire Fire & Rescue Service will address the differing risks in the community and reduce the internal risk within the organisation.
- 8.2 The creation and management of the district teams will reduce the risk within the community, and the Service. This will be achieved by focussing on the risk profile of districts and providing a flexible, dynamic option to deal with larger issues.
- 8.3 The internal Corporate Support functions will provide resilience and reduce organisational risk through the interaction with other agencies and the intuitive analysis and evaluation of current projects.

9. RECOMMENDATIONS

That Members note the contents of this report and recognise the capability and capacity of the newly developed Community Safety Delivery.

10. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)

None.

Frank Swann
CHIEF FIRE OFFICER