



**NOTTINGHAMSHIRE**  
**Fire & Rescue Service**  
*Creating Safer Communities*

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

# COMMUNITY SAFETY REVIEW

Report of the Chief Fire Officer

**Date:** 09 January 2015

**Purpose of Report:**

To provide Members with an update on the review of community safety within the organisation, and to detail the revised performance management and reporting process for reporting to the Community Safety Committee.

## CONTACT OFFICER

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## 1. BACKGROUND

- 1.1 The organisation of risk reduction activities has been reviewed following the recent inclusion of Partnerships and Engagement into the departmental structure. Until recently, the leads for prevention had been a mix of a non-uniformed manager, overseeing and managing partnerships and engagement teams and three geographical Group Managers, managing the risk reduction teams in districts.
- 1.2 The Area Manager of Service Delivery initiated a review of the risk reduction function and the work undertaken across the prevention departments. The appointment of a Group Manager and a fully resourced team of over 40 personnel has brought together all aspects of 'prevention' except for those carried out by operational crews.
- 1.3 Phase 1 of the review commenced in September 2014, the findings of which have been presented to the Area Manager of Service Delivery, to be implemented in January 2015.
- 1.4 This report is a brief overview and will be accompanied by a verbal update / presentation from the Head of Community Safety.

## 2. REPORT

- 2.1 The review has been conducted under four key themes:

- Research and information gathering;
- Identification of Community Safety priorities;
- Departmental structure options;
- Performance monitoring and reporting.

These areas have been conducted by carrying out staff focus groups to ensure an inclusive approach with those best placed to inform the process. This was supported by the qualitative intelligence fundamental to establishing risk based priorities for the Service.

- 2.2 A number of visits were undertaken to other fire and rescue services to gather information on their structures, roles, business plans and strategies. Links have been established with the Chief Fire Officers' Association (CFOA) communities and a number of information requests have been placed to further inform the review ensuring a national perspective.
- 2.3 Quantitative data and qualitative intelligence was gathered and meetings were held with the five analysts from the Community Safety and the Crime and Disorder Partnerships, requesting information for the review to firmly identify the risks within the county and city of Nottinghamshire.
- 2.4 Links were established with the Corporate Team and a performance analyst was assigned to work with the review team, based at Central fire station to

gather information for the team. The analyst provided a strategic overview of the incidents that have occurred across Nottinghamshire within the last five years, mapped into district and ward level for fires, road traffic collisions and home safety checks completed. This data was then mapped with the qualitative data from risk reduction officers and risk reduction teams to inform of the most significant risks to the Service. This was then overlaid with our partner's intelligence, their agreed priorities, partnership plus areas and high impact neighbourhoods, thus completing the risk mapping process and clearly identifying target areas and Service priorities.

- 2.5 The intelligence provided a platform for the priorities of 2015-16. The main priorities of community safety, in order of priority, being:
1. Persons at risk.
  2. Road safety.
  3. Elderly.
  4. Education.
- 2.6 The structure has been designed to reflect the main priorities of the department and ensures that personnel are in place with theme leads and dedicated work streams.
- 2.7 The department will be split into two geographical areas, north and south. The south and city will be merged as a team.
- 2.8 Community Safety performance is currently being developed to ensure the priorities are effectively managed. This will be part of the wider organisational performance framework and will report to the Community Safety Committee on a quarterly basis. Appendix A outlines the performance cycle which will feed into the organisational performance framework. This will be described by the head of Community safety during the meeting.

## **BUDGET**

- 2.9 The budget for community safety will now be centralised, managed by the Group Manager, and aligned to the identified priorities for the department.

## **TRAINING**

- 2.10 The role of community safety is specialised with areas of expertise. The review has outlined that training of community safety personnel over the past few years has been fractured. An action plan has been developed which aims to outline the training requirements and induction programmes for all personnel.

## **3. FINANCIAL IMPLICATIONS**

There are no financial implications arising from this report.

#### **4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS**

The human resources implications have arisen from the introduction of the new structure and movement of personnel. All anticipated implications have been discussed prior to implementation with the relevant human resources business partners.

#### **5. EQUALITY IMPACT ASSESSMENT**

An equality impact assessment will be completed during the pilot period to inform the evaluation.

#### **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**

There are no risk management implications arising from this report.

#### **9. RECOMMENDATIONS**

That Members note the contents of this report.

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

None.

John Buckley  
**CHIEF FIRE OFFICER**

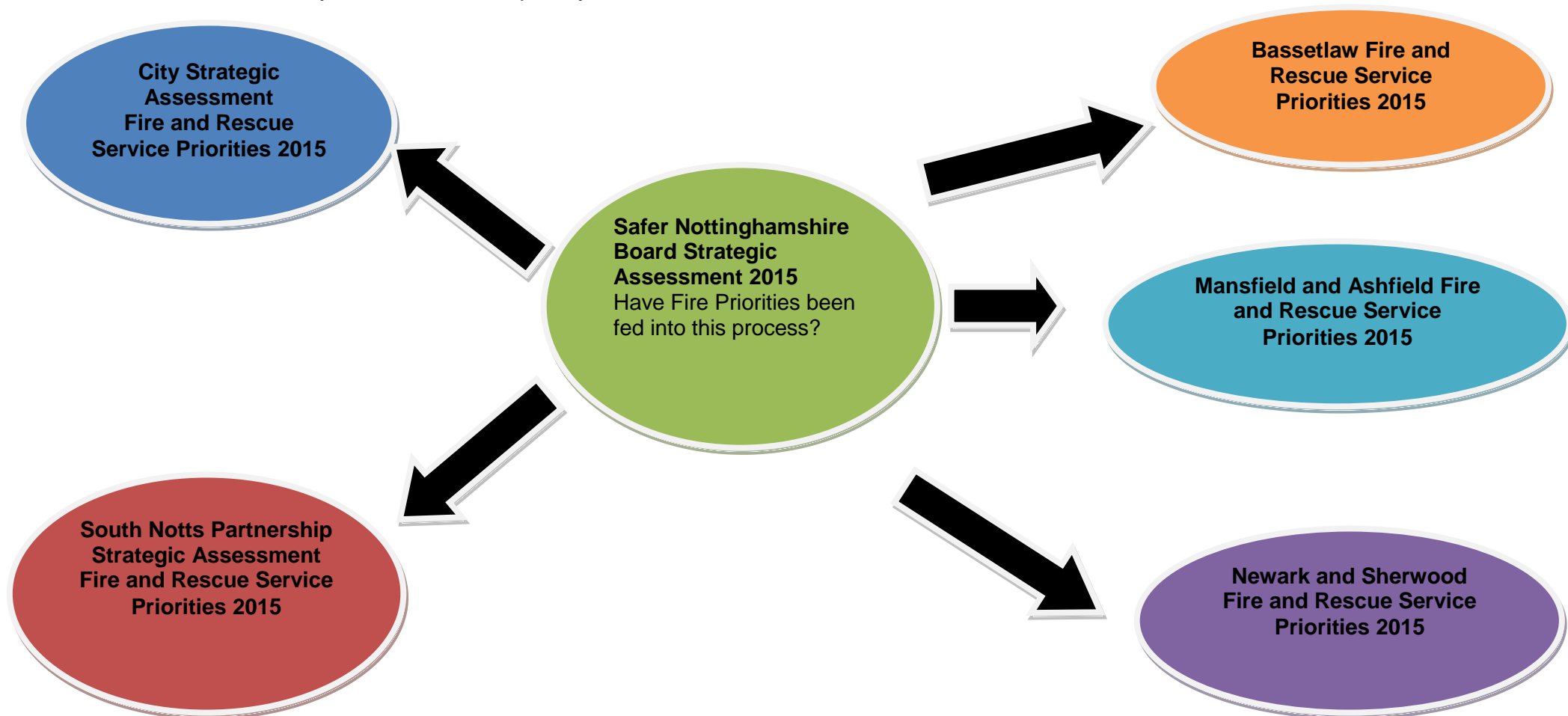
**PERFORMANCE REPORTING AND PROCESS**

**Stage 3**

**The 2015/16 Performance Cycle**

**Strategic Assessments**

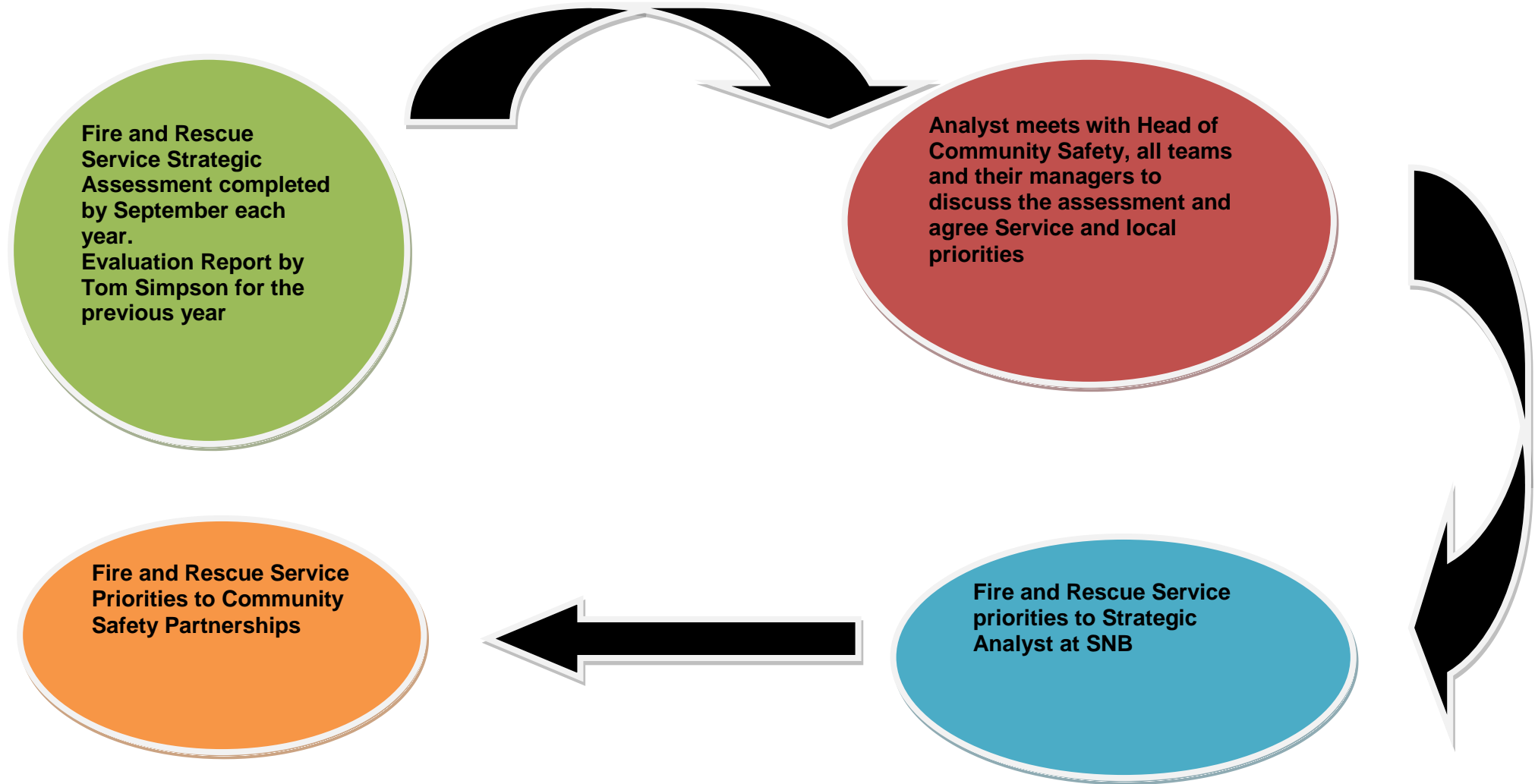
The Service will feed into the SNB Strategic Assessment and then the subsequent individual partnership assessments for 2015 and then at the end of each year for the subsequent year.



**Stage 4**

**Aligning Performance Information with Strategic Assessments**

Priorities for the SNB and Local Strategic Assessment's for the following year will be completed by the Service by September of each year to feed into this process.



**Stage 5**

**The Internal Performance Management Framework**

