

Delegated Decision Making Form

REF NO PH/WG/O 1938

Decision Type	[/]	Portfolio Holder	Ward Councillor	Officer
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Department
Community Protection, Community Cohesion

Subject
To approve funding and establish new post

This is not a key decision because it does not result in the Council incurring expenditure or making income or savings of more than £1 million revenue or capital, taking into account the overall impact of the decision, and does not significantly affect communities in 2 or more wards	Subject to call-in: yes
	Total Value of Decision: £32,432
	Revenue or Capital: Revenue
<p>(1) To approve (£32,432) funding of a Grade G Post – Hate Crime Officer – Community Cohesion (<i>Executive decision, by Portfolio Holder</i>)</p> <p>(2) To establish the Grade G Post – Hate Crime Officer Community Cohesion under Delegation Number 16 of the Scheme of Delegation within the City Council's Constitution (<i>non-Executive, by Corporate director</i>)</p> <p><u>Decision taken</u> Create: Hate Crime Officer – Community Cohesion (Grade G).</p> <p>Total value of decision: £32,432 (including all costs). Our proposal is that the post be funded from vacancy managed slippage and other underspends across the Directorate.</p> <p>In the event that the Community Protection are unable to cover the salary costs moving forward and a redundancy situation occurs it is requested that contingency funds cover the people plus period. (3 months' worth of salary: in this instance will equate to £8,108).</p>	

Options Considered
(with reasons for rejecting options not favoured)

1. Not to create the post – this would go against a Council policy commitment.
2. The submitting officer has considered allocating the hate crime work, across existing community cohesion officers. This has been discounted for the following reasons:
 - (1) The new role will require a significant amount of partnership working, working closely with a new role created by Nottinghamshire Police.
 - (2) The role will need to work with hard to hear communities, including recently arrived immigrants, disabled citizens/group, LGBT citizens/groups and Black, Asian minority ethnic communities.
 - (3) It is unrealistic to expect inroads to be made if the work was distributed between a number of officers.
 - (4) Existing officers are involved in other areas of work that are high risk to the Authority e.g. PREVENT and Ending Gang and Youth Violence

Reasons for Decision(s)

Over the past 12 months there has been significant public scrutiny in relation to hate crime. This is not because of the single critical event/incident, but a sense that the statutory authorities work better in partnerships and engaging more with people/groups affected by hate crime.

There have been a number of public meetings, where the Police Crime Commissioners, Portfolio Holder for Community Safety and Chief Constable have been asked to demonstrate their commitment to better understanding the hate crime, improving responses to victims and tracking the perpetrators.

The Portfolio Holder committed to providing a dedicated hate crime resource, as did our principle partner Nottinghamshire Police.

Affected Wards

City wide

Advice Sought

(Any advice sought and considered by the decision maker **must** be attached to this form, with the **name of the person that provided the advice and the date that it was provided**)(If this is a Ward Councillor Decision with a value of over £1500 advice **must** be sought from the Voluntary and Community Sector Grants Team)

	Yes	No
Legal	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Finance	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Human Resources	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Corporate Procurement	<input type="checkbox"/>	<input type="checkbox"/>
Equality & Community Relations Team	<input type="checkbox"/>	<input type="checkbox"/>
Voluntary and Community Sector Grants Team	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify)	<input type="checkbox"/>	<input type="checkbox"/>

Consultations

- Portfolio Holder Decision – You must consult all relevant consultees from the table below any Portfolio Holder and Corporate Director other than those taking the decision whose remit of responsibility may be affected by the decision. If the decision comes within the remit of more than one Portfolio, only the signature of the principal Portfolio Holder is required. However, consultation must take place with the other affected Portfolio Holder(s) and a record of their approval must be recorded below.
- Ward Councillor Decision – You must consult Councillors in the ward and the relevant Locality Manager (Please tick other on the table below and record the name of the Locality Manager)
- Officer decision – You should consider consulting the relevant Portfolio Holder and Minority Group spokesperson(s) if it is felt appropriate for your decision.
- Reasons for not consulting an individual or body must be given i.e. because they are not directly affected by the proposals

Details of Consultations undertaken

	Yes	No	
Portfolio Holder	<input type="checkbox"/>	<input type="checkbox"/>	
Ward Councillors	<input type="checkbox"/>	<input type="checkbox"/>	
Area Committee	<input type="checkbox"/>	<input type="checkbox"/>	_____
Other Council Bodies	<input type="checkbox"/>	<input type="checkbox"/>	_____
Corp. Directors Affected	<input type="checkbox"/>	<input type="checkbox"/>	_____
Trades Unions	<input type="checkbox"/>	<input type="checkbox"/>	_____
Minority Group	<input type="checkbox"/>	<input type="checkbox"/>	_____
Others (Specify)	<input type="checkbox"/>	<input type="checkbox"/>	_____

Reasons for not consulting
Those not consulted are not impacted by the decision.

Consultation Outcomes

Observations of HR Business Partner:

Management propose to create a new post of Hate Crime Officer, the new post will require a job description and must be evaluated to determine the grade. Recruitment should be conducted through the appropriate NCC processes.

It is advised that, given the uncertain future funding arrangements the post is recruited to initially, on a fixed term basis. Management may wish to consider this being on a secondment arrangement.

An appropriate exit strategy must be in place in order to terminate the contract in line with NCC guidance and national legislation, in the result that the post cannot be made permanent at the end of the fixed term period. Management will also need to be aware of potential costs in any exit arrangement such as redundancy compensation.

Joanne Hill
Service Redesign Consultant
Jo.hill@nottinghamcity.gov.uk
0115 8762712
27/03/2015

Observations of Finance Business Partner:

It is realised that there is no permanent budget for this post and so therefore the costs must be monitored as part of the monthly monitoring/forecasting to ensure affordability. Any issue arising that would indicate Community Protection not being able to meet these costs to be flagged at the earliest opportunity to minimise risk.

Michelle Pullen
Senior Finance Assistant
Michelle.pullen@nottinghamcity.gov.uk
0115 8763843

Legal Comments

Any appointment to the proposed post should be made on merit in compliance with Section 7 of the Local Government and Housing Act 1989.

John Bernard-Carlin
Team Leader (Legal Services)
john.bernard-carlin@nottinghamcity.gov.uk
0115 8764391
02/04/2015

Background to the decision

(either add in the detail of the decision in the space provided or attach as a separate sheet)

Declared colleague/ Councillor Interests

Dispensation by Standards Committee

Date:	Dispensation Reference:
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Due Regard for Equality

(NOTE – equality impact **MUST** be assessed for:

- decisions relating to new or changing policies, services or functions;
- financial decisions which will have an effect on services;
- decisions on implementation of policies developed outside the Council

EIA guidance is available on the intranet

Has the equality impact of the decision been assessed?

No (EIA not required)

Yes (EIA attached)

In brief the issue of hate crime covers all the equality strands. It is accepted nationally that hate crime is under reported, the general consensus being that society needs to increase the reporting of hate crime, whilst reducing repeat victimisation. In terms of specific E.1A 80+ of hate crime recorded by the Nottinghamshire Police is motivated by race.

Social Value Implications

Crime and Disorder Implications

Regard for the NHS Constitution

Background Papers

Published Documents

Exempt/Confidential report

(if 'yes', include the exempt or confidential material in an appendix and in this space explain the reason(s) why it is not in the public domain). See guidance on the intranet or ask for advice if in doubt

Contact Person

David Walker Head of Community Cohesion	101 ex 8015512 David.walker@nottinghamshire.pnn.police.uk
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For Officer delegated decisions only please provide the reference number from the Scheme of Delegation, or other source of delegation (eg Minutes of an Executive Board meeting) under which the decision is being taken.


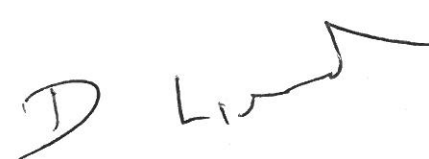
Scheme of Delegation Reference Number or other source of delegation

16

AUTHORISED SIGNATORIES

- Portfolio Holder Decision – The signature of the relevant Portfolio Holder and Corporate Director is required. The Portfolio Holder and Corporate Director **must** both sign the form within 10 days of each other.
- Ward Councillor Decision – If the value of the decision is above £1500 the relevant Locality Manager, the Director of Neighbourhoods and Communities or Corporate Director of Communities can sign the decision. If it is below £1500 the relevant Neighbourhood Development Officer can sign in addition to the above.
- Officer decision – The signature of the relevant Corporate Director or colleague authorised in the Scheme of Delegation or elsewhere is required.

The completed and signed form must be sent to Constitutional Services within 2 working days of the last signature(s).

Corporate Director or authorised colleague (Print name)	Date:
Signature 	14.4.15
Portfolio Holder (Print name)	Date:
Signature 	15.4.15
Date Published: 15.4.15	
Last Date for Call-in: 22.4.15	

Attach any additional background information to this form.