



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

Nottinghamshire and City of Nottingham  
Fire and Rescue Authority  
Human Resources Committee

# **CHANGE TO PERMANENT ESTABLISHMENT: COMMUNITY SAFETY**

Report of the Chief Fire Officer

**Date:** 27 January 2017

**Purpose of Report:**

To recommend the deletion of an established Risk Reduction role as part of a Community Safety Team restructure to incorporate the Princes Trust Team.

## **CONTACT OFFICER**

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## **1. BACKGROUND**

- 1.1 At its meeting on 16 December 2016, the Fire Authority considered an update report on the future delivery of the Prince's Trust programme. A recommendation from this review was that Prince's Trust activity becomes part of mainstream Community Safety programmes and management responsibility moves from the Learning and Development Department to Community Safety during early 2017.
- 1.2 This review proposed that the cost of running the Prince's Trust programme could be part funded through the deletion of a long standing Risk Reduction Officer vacancy.

## **2. REPORT**

- 2.1 There are currently nine Risk Reduction Officer roles established within the Community Safety team, who work with communities, partners, and all other Nottinghamshire Fire and Rescue Service (NFRS) departments to reduce the number of accidental and deliberate fires and other avoidable fatalities and injuries in Nottingham and Nottinghamshire.
- 2.2 In November 2015, a Risk Reduction Officer vacancy arose. As the structure of the Risk Reduction team was under review, the post was left vacant pending future decisions about the delivery of risk reduction as part of a future Community Safety strategy. The duties of this role have subsequently been fully embedded into all other roles within the Community Safety team which indicates that the role can be deleted with minimal impact.
- 2.3 It has subsequently been determined that Prince's Trust activities will be transferred from the Learning and Development department to form part of core community safety delivery. Prince's Trust Team Leaders and support workers will therefore become incorporated into the Community Safety team and undertake community safety work in addition to supporting the Princes Trust programme.
- 2.4 The Prince's Trust Team Programme is aimed at disengaged young people and adults who are broadly, not in education, employment or training. It is intended to offer routes back to independence and employment and help individuals avoid a life of dependence, unemployment and crime. This purpose clearly fits within the vulnerable young person's role already held by the Community Safety team.
- 2.5 This change will facilitate the deletion of the vacant Risk Reduction role, the funding for which will be transferred to support the staff costs within the Prince's Trust programme.

### **3. FINANCIAL IMPLICATIONS**

- 3.1 The deletion of the Grade 4 post will deliver a budget saving of £25,443.
- 3.2 The salary budget for the Prince's Trust team will remain in place but within the Community Safety team against which the saving mentioned at 3.1 and any third party income generated by the delivery of the Team Programme will be offset.

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

As the Risk Reduction role is currently vacant, there are no human resources implications.

### **5. EQUALITIES IMPLICATIONS**

An equality impact assessment has not been undertaken. However, there will be an increase in community safety capacity to target services to vulnerable people. Service Delivery risk assessments and targeting will ensure that equalities implications support the authority's strategy and policies for inclusion.

### **6. CRIME AND DISORDER IMPLICATIONS**

- 6.1 Community Safety activity relating to vulnerable young people and adults supports the Authority's duties under Section 17 of the Crime and Disorder Act.
- 6.2 By engaging in the Prince's Trust Team Programme and targeting team members from around the city and county it is nationally recognised that this model has a positive impact for the individuals attending the programme. The team programme contributes to the wider multi-agency approach to the crime and disorder agenda, this is further supported by the collaboration potential identified in this report.

### **7. LEGAL IMPLICATIONS**

Community Safety activity supports the Authority's duties under the Fire and Rescue Services Act 2004.

### **8. RISK MANAGEMENT IMPLICATIONS**

- 8.1 The work previously undertaken by the post will be absorbed within the new community safety structure and the integration of the Prince's Trust staff and programme will ensure the most efficient use of resources.

8.2 In delivering Prince's Trust, due to the funding method, an element of risk must be accepted by the Fire Authority. This risk could be considered as a financial commitment of the Fire Authority's vulnerable young person's interventions within the Community Safety budget.

## **9. RECOMMENDATIONS**

That Members support the permanent deletion of the role of Risk Reduction Officer to support the transfer of Prince's Trust activities to the Community Safety team with effect from 1 February 2017.

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

None.

John Buckley  
**CHIEF FIRE OFFICER**