

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:	3229
Author:	Steff Webber
Department:	Chief Executive's
Contact:	Steff Webber (Job Title: Community coordinator for Counter Extremism, Email: steff.webber@nottinghamcity.gov.uk, Phone: 07725183047)
Subject:	Citizens at the Heart: EU Grant Funding to tackle Hate Crime
Total Value:	306,936 Euros (Type: Revenue)
Decision Being Taken:	<p>To accept EU grant funding of 216, 590 Euros, with a contribution of staff time equivalent to 75,370 Euros from the Council and 14,976 from the Police, to support a two year programme of partnership working to tackle hate crime in Nottingham as detailed in the attached briefing note (Portfolio Holder decision).</p> <p>To approve the establishment of 1 x FTE Project Officer - Grade G for 2 years (Non-executive officer decision under scheme of delegation reference number 16).</p>
Reasons for the Decision(s)	<p>The programme will support the Council in meeting its priorities in tackling hate crime and reducing repeat victimisation. Two Council Plan priorities relate to hate crime: 1. to increase reporting of hate crime. 2. to reduce repeat victimisation by 20%</p> <p>This bid was made to increase the Council's capacity to work towards these targets and improve infrastructure, providing resilience beyond the duration of the funding. It will enable the Council to bring in an additional programme of activity it would be unable to deliver without the funding, relating directly to the targets. The repeat victimisation target is currently not being met due in part to the lack of resources to deliver activity on this.</p>
Briefing notes documents:	EU grant on hate crime (CatHeart) - NCC briefing.docx
Other Options Considered:	Not accepting the bid and contributing staff time was rejected because this would not allow the Council to expand the services it offers to enable it to meet the targets and existing commitment to keep vulnerable citizens at the centre of the work it is involved in.

Background Papers:	Bid Application
Unpublished background papers:	Citizens at the Heart - Final submission.pdf
Published Works:	National Hate Crime Action Plan, Nottingham Muslim Womens Network Hate Crime Project Report, Nottingham Citizens No Place for Hate, ONS Hate Crime Statistics
Affected Wards:	Citywide
Colleague / Councillor Interests:	None
Consultations:	Those not consulted are not directly affected by the decision.
Crime and Disorder Implications:	The bid is entirely focused on crime and disorder through reducing the harm to victims of hate crimes.
Equality:	EIA not required. Reasons: This decision is solely to agree the receipt of funding and associated in-kind contribution.
Relates to staffing:	Yes
Decision Type:	Portfolio Holder
Subject to Call In:	Yes
Call In Expiry date:	15/08/2018
Advice Sought:	Legal, Finance, Human Resources
Legal Advice:	This decision does not raise any significant legal issues. The City Council must ensure it complies with the terms of the grant funding agreement - this may include the application of specific conditions when procuring services in addition to compliance with the City Council's own Financial Regulations. The City Council should put in place proportionate documentation with the OPCC as its project partner to provide for the OPCC contribution. Advice provided by Andrew James (Team Leader Contracts and Commercial) on 04/06/2018.

Finance Advice:

The cost of this decision is 216,590 euros. Based on the exchange rate at the time of the bid Euro 1 = £0.87, this equates to £188,433 in British pounds. This is the amount that has been used to finalise the costings and match funding.

The attached is a breakdown of how the funding is to be spent. The areas highlighted in yellow are the elements that are to be match funded by the authority and it's partner. This amounts to £78,600 of which £13,030 will be funded by Nottinghamshire Police. The balance of £65,570 will be met from existing resources from within Community Protection so there will be no impact to the MTFP

£48,260 0.6 FTE G Grade post from Community Cohesion
 £12,710 Indirect costs. These will be for accommodation, light & heat, already funded by Community Protection
 £4,600 CPO and Bystander training. HOS for uniformed services in Community Protection has agreed to temporarily vire budget fro existing training budgets each year (£2,300) for both years

You will note from the attached that there is a potential shortfall of £7,216 over the 2 year period. It is unlikely that the grant body will increase it's offer, so this will be managed by reducing the planned proposal as there will be some slippage in the first year due to the slight delay in recruitment.

The change in exchange rate may increase or decrease. Any difference will also have to be managed by small amendments to the proposed plan. It is unlikely to be a significant difference so the risk is small

Advice provided by Michelle Pullen (Commercial Business Partner) on 06/06/2018.

Advice documents: Copy of CatHeart Budget DDM.xlsx

HR Advice:

Management are proposing to create a new post of Project Officer. This post will be subject to the job evaluation process, it is anticipated that the grading outcome will be GLPC grade G.

Management will need to ensure that recruitment is conducted through the appropriate processes, including redeployment. Management should be aware that the selected postholder(s) should commence on a starting salary of Level One within the respective Grade, unless the appointed colleague is already in employment at the council and on Level two of the same grade, in which case the employee would be matched over at the rate of pay they currently receive.

There will need to be a support and development plan for the new post holder once appointed in line with managing performance through the new probationary policy.

As the post is initially temporary, an appropriate exit strategy must be in place in order to terminate the contract in line with NCC guidance in the event that the post cannot be made permanent at the end of the fixed term period. Management will need to ensure appropriate timelines are in place to notify the affected employee and give appropriate notice.

Advice provided by Wendy Harvey (Service Redesign Consultant) on 31/07/2018.

Signatures

Toby Neal (Portfolio Holder for Community Protection)
SIGNED and Dated: 08/08/2018
Andrew Errington (Director, Community Protection)
SIGNED and Dated: 06/08/2018

Briefing: EU grant for partnership project to tackle hate crime

Author: Zaimal Azad, Hate Crime Project Officer, Nottingham City Council

Project Name: Citizens at the Heart: A citizen centred approach to tackling hate crime (CATHeart)

Total grant: EUR 216, 590

Project duration: 2 years

Nottingham City Council submitted a partnership bid with Nottinghamshire Police to the EU REC Fund to tackle hate crime which has been successful. We have been invited to submit information for the grant agreement preparation by 5th June, after which we will be invited to sign the funding agreement.

Project Partners:

Nottingham City Council – Project Coordinator

OPCC – Project partner on behalf of Nottinghamshire Police

The grant asks for the following contribution from partners:

- NCC contribution of EUR 75, 370 to the project – agreed as 3 days/week in time of Hate Crime Project Officer for two years plus indirect costs.
- Police contribution of EUR 14, 976 in staff time

Project Proposal:

A citizen-centred approach to hate crime changing the way that Police, Council and voluntary sector meet the complex and varying needs of hate crime victims whilst also supporting communities to resist narratives of extremism and intolerance by delivering:

- Community response to xenophobia and intolerance
- Counter-narratives to extremism and intolerance
- Victim-centred approach
- Tailored responses to offending

Proposed Project Activities:

- *Pathways to Justice: Multi-agency Practitioners' Framework* – a tool for agencies to use that will outline the different options that can be offered to victims, routes to outcomes, points of potential risk and signposting to partners and resources.
- *Shift Experts* in policing and other services to have enhanced knowledge of policy and procedure on hate crime, the impact on victims and communities, interventions with perpetrators, problem-solving skills and multi-agency escalation, partner agencies to refer/signpost to, and the law relating to hate crime
- Pilot *ASB Enforcement and Community Protection Officers* to manage some hate incidents and intervene sooner to prevent repeat victimisation where possible.

- *Bystander intervention*: train citizens to respond as bystanders, supported by resources and a communications campaign focused on the 'why' and 'how' of bystander intervention.
- *Behaviour Change*: Promote restorative justice and potentially develop offender management programme to bring about a shift in attitudes and prevent repeat offending
- *Counter-narratives* – Community groups and representatives will be trained to hold and have 'difficult conversations' on issues of prejudice, intolerance, racism and hate crime and to challenge negative stereotyping often present in mainstream narratives.
- *Learning relationship* with Nottingham's twin city Karlsruhe, Germany
- *Conference* at the end of the project with an international audience, presenting learnings from the project and highlighting local best practice.

Expected Results

- Availability of wider range of options for victims with improved outcomes and satisfaction
- Citizens better equipped to intervene safely and support victims of hate incidents
- Improved confidence and capacity in communities to work together to challenge intolerance
- Increased capacity in statutory services to respond effectively to victims of hate crime
- Increased likelihood of behaviour change in offenders
- Knowledge creation on holistic cross-sectoral and community approaches to tackling hate and intolerance

Citizens at the Heart – the approach explained:

The design of the bid was informed by consultation with partners across statutory services and the voluntary sector. Representatives from Nottinghamshire Police, Nottingham Trent University, Victim CARE, Himmah, Nottingham City Homes, ASB and Community Cohesion were brought together to map the journey of a hate crime victim, from before the incident occurring, through reporting and investigating, all the way to outcome (or lack of).

Category	Time perio	Total - EUR	£	
		Exchange r EUR 1= £0.87		
Staffing				
1 X Grade G (3 days)	2 yrs	75,370	48,260	
1 X Grade G (5 days)	2 yrs	75,370	80,439	
1 X Grade H - CP resource Snr CPO	1 yr	53,993	45,090	
Police lead		14,976	13,030	
Evaluation		28,267	24,590	
Indirect costs		14,608	12,710	
Training				
Shift experts		5,000	4,350	
CPO training		4,520	3,950	
Bystander training		720	650	
Community reps		120	110	
Difficult conversations		4,000	3,480	
Conference				
Interpretors		720	630	
Venue		12,000	10,440	
Speakers		4,000	3,480	
Community conversations		1,500	1,300	
Comms				
Bystander Intervention guides		250	220	
Community conversations publicity		1,500	1,300	
Report printing		500	440	
Logo		100	90	
Arrow		6,800	5,920	
Leftlion - bystander intervention		2,264	1,970	
Bin posters		9,060	7,880	
Video development		2,000	1,740	
Cinema advert		2,500	2,180	
	Total	320,138	274,249	
	Match func	90,346	78,600	195,649
	Proposed EU contribution	216590	188,433	7,216
				Shortfall