

Integrated Impact Assessment (IIA)

Informing our approach to fairness

Name of proposal	Public Safety and Regulation
Date of original assessment	August 2016
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Review date	January 2017

Version control

Version	1
Date	4 October 2016
Replaces version	0

This is our assessment of the potential equality and other impacts of this 2017-18 budget proposal, based on the available evidence. It is a 'living document' and we will review it throughout the consultation period. A formal review will take place on all proposals when consultation closes to consider comments and information from all stakeholders, research or new and emerging policy.

Section A: Current service

1. What does the service do?

The Public Safety and Regulation division includes community safety, parking, resilience planning, food safety, health and safety, trading standards, neighbourhoods and private sector housing, environmental protection and building control.

On average the services respond to 9,000 requests for service each year as well as carrying out 1,350 food safety and 1,200 health and safety inspections. The division delivers a number of statutory documents and plans required by legislation, issues more than 10,000 licences and leads on the remediation of contaminated land and the economically important

Tyne Sediment Strategy Study in partnership with the Port of Tyne and other local authorities. Our trading standards function plays a vital role in protecting the most vulnerable people from loan sharks and ensuring goods sold are safe and of acceptable quality.

We also lead on the delivery of major events for example the Rugby Union 2015 World Cup and ensure that other events, firework displays and New Year's Eve to name but two, take place safely. We would face major risks if this area of responsibility was not delivered by staff with the necessary level of knowledge and expertise.

Regulation is shaped by local and national policy reflecting the needs of businesses and residents. Many of these services are core assets in tackling the wider determinants of health and influencing health inequalities, creating healthy workplaces, reducing alcohol related harm, maintaining acceptable standards of private rented housing, improving air quality, food standards and safety and ensuring consumers are sold safe, properly functioning products. We need to ensure that we continue to deliver services to comply with statutory minimum requirements. We undertake risk-based inspections of commercial premises and privately rented homes; patrols of neighbourhoods and business districts to deter littering, flyposting and dog fouling, and reactively investigate complaints and requests for service from residents and businesses.

The division delivers a wide range of statutory functions and regulatory activity to prevent and reduce crime and anti-social behaviour, protect residents and vulnerable people, support businesses and visitors, tackle environmental issues and support the local economy.

Safe Neighbourhoods, (the work of the Safe Newcastle partnership at ward level) reduces crime and anti-social behaviour in each ward of the City. Safe Neighbourhoods tackles local community safety issues that are identified by residents, businesses, elected members and partners by putting in place evidence-led actions. Safe Neighbourhoods Action and Problem Solving (SNAPS) meetings co-ordinate local activity, ensure joined up responses to issues and ensure that individuals and households have access and referral to city wide services and interventions.

2. Who do you deliver this service for?

The services delivered by Public Safety and Regulation are for all residents of, visitors to and businesses in the city. The services work closely with internal and external partners to deliver priorities. Some service areas deliver targeted services to protect and support vulnerable victims such as the anti-social behaviour and vulnerable victim support projects.

3. Do you have any statutory requirements?

The proposal covers the following service areas which protect the public, promote well-being and health and also have significant influence on business viability and the working city.

- Food Safety
- Trading Standards
- Animal Health
- Health & Safety
- Contaminated Land/Clean Tyne Project
- Enforcement of Standards in Houses in Multiple Occupation & Selective Licensing
- Licensing (Alcohol, Gambling, Taxis, Marriage, Sex Establishments, Street Trading)
- Building Control
- Environmental and Air Quality
- Event Management and Co-ordination
- Licensing Technical Support (directly funded from income)
- Parking Management
- Resilience Planning

The current services are administered by functional teams which on a risk based, proportionate and targeted approach inspect premises and respond to complaints and requests for service to protect the public. Businesses are offered advice and support to meet both legislative requirements and to flourish in the City. Non-compliant businesses are subject to enforcement action.

The services are covered by statutory legislation which sets out our regulatory responsibility, for example the Food Safety Act, Licensing Act 2003, and the Gambling Act etc. Enforcement of this legislation is monitored by national regulatory bodies such as the Food Standards Agency, Health & Safety Executive and the Gambling Commission

We must have the following statutory documents in place:

Food Safety Law Enforcement Programme

Infectious Disease Investigation Plan

Trading Standards Programme

Animal Health and Rabies Plan

Contaminated Land Strategy

Licensing Policy

Gambling Policy

Taxi and Private Hire Policy

Air Quality Plan

In order to fulfil the statutory duties in terms of Alcohol and Gambling licensing we are also legally obliged to have an identified Licensing Authority.

Also included in the proposal is Building Control which is a self funded service and has responsibility for the safety of Sports Grounds, dangerous structures and street naming and numbering legislation.

We also lead on the delivery of major events for example the Rugby League Magic weekend and ensure that other events, firework displays and New Years Eve to name but two, take place safely. We would face major risks if this area of responsibility was not delivered by staff with the necessary level of knowledge and expertise.

Currently the combined services have a net budget of £1,532,460.

4. How much do you spend on this service?

Gross expenditure	Gross income	Net budget	Capital projects
£3,973,500	(£2,441,040)	£1,532,460	£1,929,000

5. What workforce delivers this service?

Posts	FTEs	Comments
102 (excl parking)	81	

Section B: Change proposal

1. What is the proposal to change the service?

- We are proposing to utilise income from the street enforcement team to further support the work and management of the team which is in line with the guidance on the use of fixed penalty income. There is a risk income will not be achieved.
- We are making staff savings from our housing work and training work. The saving of 0.5 FTE will be achieved because we are using triaging to encourage self-serve of customers to reduce service demand.
- We will be reducing our work on land and water contamination by reducing our contribution to the Clean Tyne project. This project is a partnership of the four riverside councils of Gateshead, Newcastle, South Tyneside and North Tyneside, to combat the problem of debris in the River Tyne by operating a debris collection vessel – The Clean Tyne. The vessel natural debris from the river, for example tree trunks to stop debris build up at key points in the river.
- The Animal Health and Welfare Framework was reviewed at the end of 2010 to ensure it reflects the freedom for councils to decide the best approach for service delivery in their area. The framework aims to provide practical support on animal health activities to be considered at a local level, risk assessment and working with key partners to prevent duplication, maximise resource and identify local priorities. The Government has removed ring fencing of the framework, including the previous direct funding for animal health and welfare enforcement. This will save £18,000
- We have reviewed staffing arrangements in Safe Newcastle and will be reducing costs by £50,000

Further staff reductions will be made in 2018/19.

2. What evidence has informed this proposal?

Information source	What has this told you?
Collaborative planning budget monitoring tool	Has shown that there has been an increase in fixed penalty notice income from litter and

	waste enforcement. This income, if consistent, will support the Team Manager role
Idox (divisional complaints management tool	We have carried out service transformation using triaging and self-help to reduce service level demand from the public in relation to noise and housing nuisance complaints
Collaborative planning	We receive grant funding for animal health work
Collaborative planning and Clean Tyne River Report 2015	The reduced funding we reduce work on contaminated land and if the funding is withdrawn there will be more visible debris seen in the river Tyne
Animal Health and Welfare Framework	Animal health work will still be undertaken but there is exposure to cost risk should there be an animal health outbreak such as foot and mouth or rabies
Safe Newcastle – The Safe Newcastle Plan and Strategic Assessment (part of the Newcastle Future Needs Assessment) have informed the statutory requirements and local priorities. The service review will identify local priorities and options for potential mitigation.	The Strategic Assessment has identified increasing levels of crime, increased demand, and increased complexity of community safety issues. In particular it identifies a correlation between areas of the city identified with the most community safety issues and those which have a higher density of Your Homes Newcastle managed properties. This means that YHN tenants can be the cause of crime and anti-social behaviour but also that they can be the most impacted by the crime and anti-social behaviour caused by others.
An independent service evaluation of Safe Newcastle.	The engagement phase of the Review has identified the continued need for, and the value of, the locally prioritised services.

3. How much will you spend on this service?

	Gross expenditure	Gross income	Net budget	Capital projects
Year	£3,854,500	£(2,486,040)	£1,368,460	£1,929,000

4. What will the net savings be of this proposal?

	Gross Saving	Implementation Cost	Net Saving
Year	a) £60,000	0	£60,000
	b) £18,000	0	£18,000
	c) £18,000	0	£18,000
	d) £18,000	0	£18,000
	e) £50,000	0	£50,000

5. What impact will this have on the workforce?

1.5	No. FTEs	2.5% workforce	
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6. Who have you engaged with about this proposal?				
Date	Who	No. of people	Main issues raised	
September 2016	Staff		Issues discussed with staff directly impacted by proposal	
September 2016	Portfolio Holder		Proposals discussed with Cabinet Portfolio holder and he has been aware of the saving proposal	
September 2016	Safe Newcastle Board		Safe Newcastle board advised of the post changes that have achieved the management savings	
7. What are the potential impacts of the proposal?				
Staff / service users	Specific group / subject	Impact (actual / potential disadvantage, beneficial outcome or none)	Detail of impact	How will you address or mitigate disadvantage?
People with protected characteristics				
	Younger people and / or older people (age)	Ability to protect health and well-being of most vulnerable from poor living conditions and exposure to asb and crime	The proposal to reduce staffing in our neighbourhoods and public protection team will have an impact on the way we respond to housing related complaints. These complaints involve the health of the most	We are triaging complaints so that complaints are dealt with on a risk basis and there is a degree of self-help. This methodology is helping to reduce service level demand
	Disabled people			
	Carers			
	People who are married or in civil partnerships			

	Sex or gender (including transgender, pregnancy and maternity)		vulnerable in some of the most deprived areas of the City where there are significant health inequalities. The Safe Newcastle Team also work to to ensure safeguarding and the removal of the post will remove capacity.	
	People's sexual orientation			
	People of different races			
	People who have different religions or beliefs			

People vulnerable to socio-economic disadvantage

	People living in deprived areas	The post reductions may negatively impact on people living in poor areas affected by poor living conditions not being dealt with and increased crime and anti-social behaviour which has an impact on people's health and wellbeing. This linkages are well documented in PHE research papers and the Marmot review	There is a risk of actual impact as a result of the job reductions	Risk of impact will be mitigated because we are triaging complaints and increasing self-service so this should reduce increase capacity of other staff to cover this area of work
	People in low paid employment or in households with low incomes	The post reductions may negatively impact on low income households because they are more likely to live in poor living conditions. Not dealing with these problems and increased crime and anti-social behaviour which has an impact on people's health, wellbeing,	There is a risk of actual impact as a result of the job reductions	Risk of impact will be mitigated because we are triaging complaints and increasing self-service so this should reduce increase capacity of other staff to cover this area of work
	People facing barriers to gaining employment, such as low levels of educational attainment	The post reductions may negatively impact on people facing barriers to gaining employment due to poor living	There is a risk of actual impact as a result of the job reductions	Risk of impact will be mitigated because we are triaging complaints and increasing self-service so this should reduce

		conditions not being dealt with and increased crime and anti-social behaviour which has an impact on people's health, wellbeing, school and work attendance. –Marmot review		increase capacity of other staff to cover this area of work
	Looked after children	None		
	People facing multiple deprivation, through a combination of factors such as poor health or poor housing / homelessness	The post reductions may negatively impact on people facing deprivation due to poor living conditions not being dealt with and increased crime and anti-social behaviour which has an impact on people's health, wellbeing, school and work attendance. –Marmot review	There is a risk of actual impact as a result of the proposed post reductions	Risk of impact will be mitigated because we are triaging complaints and increasing self-service so this should reduce increase capacity of other staff to cover this area of work
Businesses				
	Businesses providing current or future jobs in the city	Poor living conditions and health and wellbeing reduce employability	There is a risk of actual impact as a result of the job reductions	Risk of impact will be mitigated because we are triaging complaints and increasing self-service so this should reduce increase capacity of other staff to cover this area of work
Geography				
	Area, wards, neighbourhoods	Whole City		
Community cohesion				
	Community cohesion	. The staff reductions potentially have an actual negative impact because delivery capacity is reduced.	There will be reduced capacity to gather information and respond to tensions within the. Issues will therefore need to be assessed for a targeted	There will capacity across services to gather community intelligence, as well as to prevent and reduce community tensions. Additional training is being

			response. Multi-agency work will continue and joint actions to mitigate or manage tensions will be planned and implemented.	provided to community based staff and partners to enable facilitate difficult debates.
Community safety				
	Community safety	The Staff reduction proposals will have an actual negative impact.	The preventative and early intervention work on housing rating and crime prevention and crime reduction work undertaken will be reduced.	Transformation of working will help improve efficiencies in working
Environment				
	Environment	<p>The proposal will have an impact on the capacity of the authority to regulate housing standards.</p> <p>The contaminated land proposal will cause more litter and debris to build up in the river.</p> <p>There is a risk that the street enforcement budget may not be able to support the Team Manager post. This will affect the delivery of litter and fly tipping enforcement</p>	<p>The reduction in cleaning the Tyne will affect the quality of the river frontage in the City</p> <p>Budget proposals indicate that FPN income is healthy</p>	There may be increased cost from having to arrange adhoc cleansing of washed up debris