

Integrated Impact Assessment (IIA)

Informing our approach to fairness

| | |
|------------------------------------|---|
| Name of proposal | Public Safety and Regulation |
| Date of original assessment | August 2016 |
| Lead officer | Stephen Savage |
| Assessment team | Michael Murphy, Stephen Savage, Craig Mordue, Ed Foster, Jonathan Brown |
| Review date | September 2017 |

Version control

| | |
|-------------------------|-----------------|
| Version | 2 |
| Date | 3 February 2017 |
| Replaces version | 1 |

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'. We have reviewed this assessment following a period of consultation and will continue to review it as we implement the proposal.

Section A: Current service

1. What does the service do?

The Public Safety and Regulation division includes community safety, 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 and 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 and 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.

Community Safety have a statutory duty to carry out Domestic Homicide Reviews, to carry out a Strategic Assessment and to develop a Partnership Plan and a Reducing Reoffending Plan

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 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.

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 | 81 | |

Section B: Change proposal

1. What is the proposal to change the service?

- a) 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.
- b) 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 look at requests for service and assess the scale of risk from the complaint in terms of nuisance and risk to health. Priority will be given to those complaints that have the highest risk. We will filter out those complaints that we as a council have no statutory duty or responsibility to investigate and will advise complainant accordingly and will sign post customers to self-help or other appropriate organisations.
- c) 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.
- d) The Animal Health budget will be reduced by £18,000.
- e) We have reviewed staffing arrangements in Safe Newcastle and will be reducing costs by £50,000 . The impact of this reduction in staffing will be mitigated by three new HRA funded posts to take forward Safe Neighbourhoods work and a new Home Office funded Community Engagement Coordinator to lead on work around community cohesion and counter extremism.
- f) 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 work | 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. |
| 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 |
|---------|-------------------|--------------|------------|------------------|
| 2017/18 | £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 |
|---------|--------------|---------------------|------------|
| 2017/18 | 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?

| | No. FTEs | % workforce |
|---------|----------|-------------|
| 2017/18 | 2 | 2.5% |

| 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 vulnerable in some of the most deprived areas of the City where there are significant health inequalities. The Community Safety team deliver work around domestic and sexual violence, hate crime and community tensions. They also lead on work around community tensions and lead on dealing with Channel Panel | 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) | | | |
| | People's sexual orientation | | | |
| | People of different races | | | |
| | People who have different religions or beliefs | | | |

| | | | | |
|---|--|---|--|---|
| | | | referrals. The removal of the post will remove capacity | |
| 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 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 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 |

| | | | | |
|---------------------------|---|---|---|--|
| | 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 response. Multi-agency work will continue and joint actions to mitigate or manage tensions will be planned and implemented. | There will capacity across services to gather community intelligence, as well as to prevent and reduce community tensions. This will be mitigated by new Home Office funded Community Engagement Coordinator to lead on work around community cohesion and counter extremism |
| 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. This will in part be mitigated by the new HRA funded posts, delivering work around Safe Neighbourhoods in HRA areas. |
| 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> | <p>There may be increased cost from having to arrange adhoc cleansing of washed up river debris. We are working with the steering group that manages the clean Tyne project to see if alternative commercial funds such as the landfill levy may be used to fund this important area of work.</p> <p>There are no proposals to reduce enforcement activity in relation to waste and litter offences. As part of the mitigation to ensure underprivileged and hotspot areas are not blighted by waste and litter issues a pilot project on the use of refuse enforcement cameras is being introduced alongside further enforcement staff to monitor and deal with these issues. This will increase early intervention and prevention of waste crime offences. Cameras will be located on a risk basis to ensure that high risk</p> |

| | | | | |
|--|--|--|--|--|
| | | | | <p>areas with historic problems are prioritised. As part of the review of the waste management service we have looked at the challenge this poses in terms of enforcement.</p> <p>The 12 month trial project, will see the introduction of 10 additional community safety cameras which will be deployed in areas with high levels of recorded crime, including, but not limited to, waste crime. Their use will be judged proportionate and necessary and based on information from police, cleansing and environmental health. The incidence of waste crime will be a major factor in determining the deployment of the cameras.</p> |
|--|--|--|--|--|