



Borough of Oadby & Wigston

Council

11th December 2007

Community Safety and Crime & Disorder Reduction – Staffing Structure

Report of: Chief Executive

Report Number:

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NON-EXEMPT

This report is likely to be considered while the meeting is open to press & public

Summary:

A report to present proposals for the continued maintenance of the Retail Crime Co-ordinator post as a permanent position and for consideration of the Anti-Social Behaviour Co-ordinator as a permanent post.

Recommendations:

- (1) That the post of ASB Co-ordinator be made permanent from 1st April 2008 and the officers employment costs, as set out in the report, be met from the establishment budget.
- (2) That the post of Retail Crime Co-ordinator continues from 1st April 2008 as a permanent post to the establishment and the officers' employment costs continue to be met from the establishment budget.

Level of delegation: Committee/Council

Wards affected: All

Comments of Statutory Officers:

Head of Paid Service: Own Report

Proper Officer for Financial Affairs: The post of ASB Co-ordinator will be an additional cost to the Council (due to the removal of grant funding). The cost of the Retail Crime Co-ordinator is already included in the Council's base budget.

Monitoring Officer: The Fixed Term Employee (prevention of Less Favourable Treatment) Regulations 2002 provide that where an employee has been on a fixed term contract for four years any further extension to the term has to be on a permanent basis unless there is an objective justification otherwise

Appendices Attached:

Impact Assessments:

Health:] A focused, partnership response to anti-social behaviour and the

Environment:] problems it may cause for society in general, has been shown

Community Safety:] to enhance community safety and social wellbeing and also reduce the fear of crime.

Human Rights: Like all legislation drafted post Human Rights Act, provisions of the Anti-Social Behaviour Act do not give rise to breaches of human rights legislation or directives

Equal Opportunities:

Risk Assessment: These posts maintain a strong response to crime, disorder and anti-social behaviour and enhance community safety, social wellbeing and reduce the fear of crime for all residents in the Borough. They both co-ordinate a strong partnership link between the authority and the Police as well as the public, retailers and other organisations. Crime and Disorder objectives and priorities are achieved as a direct result of the work undertaken by these two posts and therefore it will be a detrimental loss to the authority to lose either of these posts. As anti-social behaviour becomes an ever increasing public concern and Government priority it is vital that these two positions are made permanent to validate and confirm the authorities' contribution towards tackling anti-social behaviour and crime and disorder.

Commentary:

1. The Borough Council is in a unique position as it employs staffs who have the exceptional benefit of security clearance at Wigston Police Station. This key partnership working has enabled the ASB Co-ordinator and the Retail Crime Co-ordinator to have hot desks at the station and are able to draw on police resources in respect of incidents, information, records, computers, administrative assistance, training and telephones. At present these benefits considerably strengthen the roles of the ASB Co-ordinator and the Retail Crime Co-ordinator and their contribution towards Crime and Disorder objectives.

2. The ASB Co-ordinator post has previously been approved following a staffing restructure based on the retirement of the Assistant to the Chief Executive. The ASB post has been funded in 07/08 to the sum of £25,000 from Home Office monies. Initial indications led us to believe that this funding would continue but we have recently been informed that it will cease from 31st March 2008.

The ASB Co-ordinator currently fulfils the operational duties previously undertaken by the Community and Housing Safety Officer. The main function of the post is to undertake and promote initiatives that focus on the Crime and Disorder Reduction Partnership (CDRP) crime reduction priorities and to proactively respond to emerging anti-social behaviour and community safety issues. The Co-ordinator will continue to proactively engage with key partners and agencies to achieve on community safety issues and will continue the level of attendance and contribution at the JAG, Community Consultation, Diversionary Activities and other initiatives to promote our CDRP and Corporate objectives. The Co-ordinator also spends 25% of their time with Housing. This partnership involves liaising with the Police and other agencies to obtain information for legal action, taking on and resolving complex anti-social cases involving tenancies and linking housing into wider crime reduction initiatives and emerging issues (such as criminal damage, burglary and domestic violence). The ASB Co-ordinator has become a key link between the Council and the Police and has heightened her values by utilising new community safety devices and developing key links with the Youth Offending Service.

Following the job evaluation exercise the post, with on-costs, will cost £25,000. Housing will contribute 25% (£6,250) towards this salary for the work undertaken by the

Co-ordinator on behalf of Housing. Therefore the post will cost £18,750.

3. The Retail Crime Co-ordinator has been on a fixed term contract, which is reviewed year on year, for three years. In this three year period the Co-ordinator has not only established CROW (Crime Reduction in Oadby and Wigston) into an ongoing, successful and evolving scheme but the post holder has also acquired certain employment rights. It is these new entitlements (redundancy etc) which underpin why this post should now be considered for a permanent position.

The Retail Crime Co-ordinator works part-time (20 hours per week) organising and co-ordinating a scheme of 61 radios within the Borough, to combat shoplifting and other retail crime. Radios are distributed to 36 retailers, 9 pubs, 2 car-park attendants, 4 colleges and schools, 3 charity shops and 7 at Wigston Police System for Officers. The scheme works through training, fraud education, radio contact between members, use of exclusion orders to prevent known shoplifters from entering member premises and other high profile crime reduction initiatives, such as cat bells. Since the inception of the CROW scheme confidence amongst members has resulted in increased reporting of retail crime, increased detections (26%) and a 4% year on year reduction in retail crime in the Borough.

CROW has broadened and doubled its membership in the last three years and recently engaged with schools within the Borough who have joined the scheme to establish the link between shoplifting and truancy. Car-park attendants, libraries and charity shops have also become members of the CROW scheme within the last 12 months. The Retail Co-ordinator continually develops initiatives locally that have been copied in other places nationally (Post Offices, Bingo Halls and Cat bells scheme).

For retention purposes and to encourage longer term initiatives and sustainability it would be beneficial for the Retail Crime Co-ordinator to be in a permanent position from 1st April 2008. The Retail Crime Co-ordinators employment in 2008/09 would cost £14,190 (inclusive of on-costs) but due to the success of the scheme, CROW will be contributing £3,000 towards the salary costs for the Co-ordinator. Therefore for 2008/09 the employment costs will be £11,190 (inclusive of on-costs).

Background Papers referred to in compiling this report: