

## Supporting Information and Impact Assessment

Service / Policy:	Community Services /Safe And Attractive
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Section 1: Background Information	
1.	<p><b>What is the proposal / issue?</b></p> <p>The budget reductions proposed will reduce the overall staffing and therefore capacity to deliver statutory services across the Community Services portfolio.</p> <p>The areas where budget will be reduced will include:</p> <ul style="list-style-type: none"> <li>• Food Safety</li> <li>• Licensing</li> <li>• Trading Standards</li> <li>• Private Sector Housing Standards</li> <li>• Environmental &amp; Community Protection</li> <li>• Administration &amp; Finance</li> <li>• Conservation &amp; Design</li> <li>• Commercial Team</li> </ul>
2.	<p><b>What is the current situation?</b></p> <p>Community Services provides a number of statutory and non-statutory services including:</p> <ul style="list-style-type: none"> <li>• Food Safety</li> <li>• Licensing</li> <li>• Trading Standards</li> <li>• Private Sector Housing Standards</li> </ul>

	<ul style="list-style-type: none"> <li>• Environmental &amp; Community Protection</li> <li>• Administration &amp; Finance</li> <li>• Conservation &amp; Design</li> <li>• Commercial Team</li> </ul> <p>The proposal to reduce the capacity within the Community Services will mean that the work undertaken by these teams will be commensurately reduced which will lead the thresholds of services being amended, with those matters assessed as high risk being given priority.</p> <p>Inevitably some matters which are low risk will be signposted to other sources of assistance e.g. web pages and will not receive a direct response from the teams.</p>
3.	<p><b>What options have been considered?</b></p> <p>The majority of this area is staff related costs. There are no opportunities to reduce the budget in this area other than through staff reductions or increasing income.</p>
4.	<p><b>How does this proposal support the ambitions and principles of the Corporate Plan 2015-19?</b></p> <p>Ambitions: Prosperous and Healthy Torbay</p> <p>Principles:</p> <ul style="list-style-type: none"> <li>• Use reducing resources to best effect</li> <li>• Reduce demand through prevention and innovation</li> </ul>
5.	<p><b>Who will be affected by this proposal and who do you need to consult with?</b></p> <p>Staff will be affected by this proposal – they have been consulted with as part of the Human Resources process.</p> <p>Members of the public may be affected by this proposal due to the reduction of the services delivered by Community Services. Please see section 12 for results of the public consultation.</p>
6.	<p><b>How will you propose to consult?</b></p> <p>Staff will be affected by this proposal – they have been consulted with as part of the Human Resources process.</p> <p>Members of the public have been consulted with as part of the Councils Budget Setting Process – online and paper questionnaires were produced providing people with an opportunity to have their say on this proposal.</p>

## Section 2: Implications and Impact Assessment

**7. What are the financial and legal implications?**

The work which the Community Safety Team undertakes is statutory and the Council has a wide range of statutory duties which it has to fulfill under this service area. The level at which many of the statutory activities is prescribed is mandated by legislation.

The budget reductions in this area will result in an overall loss of 9.7 FTE, within which are a number of compulsory redundancies.

Since the proposals were drafted additional income has been sourced to continue to fund a post within the Food Safety Team directly related to the development of a new shellfish development which requires additional environmental health officer support.

**8. What are the risks?**

If the proposals are not implemented then the financial savings target cannot be met.

The restructure which will be implemented as a result of this level of budget savings will further prioritise the statutory activities undertaken within the Communities Team, and the overall result will be a reduction in service in many areas of work activity.

**9. Public Services Value (Social Value) Act 2012**

Not applicable to this proposal

**10. What evidence / data / research have you gathered in relation to this proposal?**

The proposal is based on a detailed knowledge of the service areas affected, the roles and statutory responsibilities of the council and the impact that the reductions in service will have on health, safety and welfare of businesses and the communities in Torbay by the current experienced Management Team for this service area.

In addition to the public consultation a consultation with the teams affected has also been undertaken.

11.

**What are key findings from the consultation you have carried out?**

Public consultation on the budget proposals started on 6<sup>th</sup> November 2015 and closed on the 4<sup>th</sup> January 2016. The proposals were communicated to the Torbay community via local newspaper (Herald Express & Western Morning News), local radio, Twitter and Facebook and were detailed on the Torbay Council website. Emails were sent to key stakeholders and a range of opportunities were provided for people to contribute to the consultation, including a Budget Event held in Paignton. People were also able to send representations via email and post to Torbay Council.

Responses for this proposal were as follows:

**Q) To reduce the overall staffing levels and therefore potentially the ability to deliver existing statutory service across the Community Services portfolio:**

**This proposal is expected to save an additional £292,000.**

The areas where it is proposed that budgets will be reduced include:

- Food Safety
- Licensing
- Trading Standards
- Private Sector Housing Standards
- Environmental Protection
- Administration and Finance
- Conservation and Design
- Commercial Team

Do you support this proposal?	Number	Percent
Yes	344	48.3%
No	335	47.1%
No answer	32	4.5%
<b>Total</b>	<b>711</b>	<b>100%</b>

<b>12.</b>	<p><b>Amendments to Proposal / Mitigating Actions</b></p> <p>The impact of the financial reductions on the staffing structure has been amended in light of the consultation. The changes are:</p> <ul style="list-style-type: none"> <li>• Additional income has been realised to support the Food Safety Team. The deletion of a post in this area will no longer be required;</li> <li>• The Trading Standards budget can be reduced without the need to delete a post;</li> <li>• It has been possible to retain a presence in the Torquay Town Centre through a front line worker, which will assist in demand management.</li> </ul>
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### Equality Impacts

<b>13</b>	<b>Identify the potential positive and negative impacts on specific groups</b>			
		<b>Positive Impact</b>	<b>Negative Impact &amp; Mitigating Actions</b>	<b>Neutral Impact</b>
	Older or younger people		There will be an overall reduction in service but the provision of statutory services will take account of vulnerability in directing resources.	
	People with caring Responsibilities		There will be an overall reduction in service but the provision of statutory services will take account of vulnerability in directing resources.	
	People with a disability		There will be an overall reduction in service but the provision of statutory services will take account of vulnerability in directing	

		resources.	
Women or men		There will be an overall reduction in service but the provision of statutory services will take account of vulnerability in directing resources.	
People who are black or from a minority ethnic background (BME) <i>(Please note Gypsies / Roma are within this community)</i>		There will be an overall reduction in service but the provision of statutory services will take account of vulnerability in directing resources.	
Religion or belief (including lack of belief)		There will be an overall reduction in service but the provision of statutory services will take account of vulnerability in directing resources.	
People who are lesbian, gay or bisexual		There will be an overall reduction in service but the provision of statutory services will take account of vulnerability in directing resources.	
People who are transgendered		There will be an overall reduction in service but the provision of statutory services will take account of vulnerability in directing resources.	
People who are in a marriage or civil partnership		There will be an overall reduction in service but the provision of statutory services will take account of vulnerability in directing resources.	
Women who are pregnant / on maternity leave		There will be an overall reduction in service but the provision of statutory services will take account of vulnerability in directing resources.	

	Socio-economic impacts (Including impact on child poverty issues and deprivation)		There will be an overall reduction in service but the provision of statutory services will take account of vulnerability in directing resources.	
	Public Health impacts (How will your proposal impact on the general health of the population of Torbay)		There will be an overall reduction in service but the provision of statutory services will take account of vulnerability in directing resources.	
<b>14</b>	<b>Cumulative Impacts – Council wide</b> (proposed changes elsewhere which might worsen the impacts identified above)	The Communities Team provides a wide range of universal services to the public. Wherever there are changes to service thresholds elsewhere in the council then there is the potential for this to “cost shunt” to the Communities Team.		
<b>15</b>	<b>Cumulative Impacts – Other public services</b> (proposed changes elsewhere which might worsen the impacts identified above)	The Communities Team provides a wide range of universal services to the public. Wherever there are changes to service thresholds elsewhere in the public sector then there is the potential for this to “cost shunt” to the Communities Team.		