

Please Note: this is a draft impact assessment on a budget proposal. Final impact assessments will be published with final budget papers for the full council meetings taking place in February 2013

Budget Proposals 2013/14: Minor Decision: Business Unit: Community Safety

Street Wardens

Combined Impact Assessment: Full assessment (Part 2)

The council and its partners are facing a significant challenge in the savings it needs to make over the next couple of years. This Full Impact Assessment has been developed as a tool to enable business units to fully consider the impact of proposed major decisions on the community. As a council we need to ensure that we are able to deliver the savings that we need to make from the 1st April and be able to justify our decisions through any legal challenge.

This full assessment, combined with the initial review, will evidence that you have fully considered the impact of your proposed changes and carried out appropriate consultation on those changes with the key stakeholders. The Combined Impact Assessment will allow Councillors to make informed decisions as part of the decision-making process regarding the council's budget.

Name: Fran Hughes

Position: Executive Head Community Safety

Business Unit: Community Safety

Department: Community Safety

Date Commenced: November 2012

Date: January 2012 v4

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Summary from Overall Proposal (Updated as required)

Proposal – Outline	Savings 2013/14		Implementation Cost Include brief outline + year incurred	Delivery In place 01/04/13 If earlier or later state date	Risks / impact of proposals <ul style="list-style-type: none"> • Potential risks • Impact on community • Knock on impact to other agencies 	Type of decision*		
	Income £ 000's	Budget reduction £ 000's				Internal	Minor	Major
Reduce the number of Street Wardens by 2 FTE, with the results that Street Wardens will be spread across a wider geographical area		£45,980	None	01/04/2013	<ul style="list-style-type: none"> • Reductions in the visible presence provided by the Street Wardens as less officers will have to cover the same geographical areas covered by the Street Warden programme. • Reductions in the support for the Junior Street Wardens (JSW Crew). • Support to be provided to those most vulnerable in the community. • Reduced resource across the wider service area including Anti Social Behaviour (ASB) investigation, victim support and envirocrime investigation. Will increase workload in other areas. • A reduced ability to support 		x	

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	Income £ 000's	Budget reduction £ 000's				Internal	Minor	Major
					community development at the same level			

Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	Clearly set out the purpose of the proposal	<p><i>Outline exactly what the proposal is / whether there is any change including reasons for the change. List the key objectives of the proposal/strategy.</i></p> <p>Reduce the number of Street Wardens employed by the Council from 7 to 5. (There is an additional Street Warden employed by the Torquay BID rather than the council that operates in Torquay Town Centre).</p> <p>Torbay Council currently employs 6 Street Wardens and 1 Senior Street Warden to cover the areas of Watcombe, Hele, Torre, Queen Elizabeth Drive, Paignton. The Wardens role is multi-faceted and includes:-</p> <ul style="list-style-type: none"> • A visible presence in communities; • Supporting community activities and events; • Undertaking various regulatory interventions (e.g. deterring dog fouling, litter and ASB); • Coordinating the Junior Street Warden Programme (JSW Crew); • Providing support to the most vulnerable in our communities; • Facilitating community events; • Supporting partners to deliver high community confidence;

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		<p>The key purpose of the role is as follows:</p> <p>To provide a visible, semi-official presence within the areas covered by the Street Warden scheme. Providing a link between local residents and other key agencies to promote community safety and engagement, tackle anti social behaviour and environmental problems, therefore creating a greater feeling of security, confidence and empowerment amongst residents</p> <p>More details can be found at: www.torbay.gov.uk/index/yourservices/communityprotection/policingandsafety/streetwardens/htm</p> <p>The Street wardens will still expected to cover the same geographical areas but will have less time to spend there. There will still be a Street Warden in all the existing areas, but the resilience of the scheme and the ability for the wardens to participate in all of the activities that they currently support will be reduced.</p>
2.	<p>Who is intended to benefit / who will be affected?</p>	<p><i>Who are the key stakeholders / which individuals / specific groups may benefit from the proposal or who will be most affected?</i></p> <p>The Wards of Torre, Hele, Watcombe and Blatchcome will be affected – the street wardens currently patrol Watcombe, Hele, Foxhole/QED, Torre/Town Centre</p> <p>There will be less of a visible Street Warden presence in each area, as the Wardens will have to cover wider areas to accommodate the staff losses.</p> <p>However, 2 Street Warden posts are currently vacant – the posts have been vacant for approx 3 months.</p> <p>PCSOs still operate in Torbay and will continue to operate in the affected areas.</p> <p>We will have to reduce the amount of support for JSW Crew, community development including initiatives such as the Preventative Community Team in Watcombe and Hele.</p>

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No	Question	Details
3.	What is the intended outcome?	<p><i>It is important to identify the specific outcomes that this proposal intends to deliver.</i></p> <p>Reduction in the overall resource allocated to Street Wardens which are a discretionary area of work for the Council.</p> <p>The reduction will result in less Street Warden cover being provided in all of the areas street wardens currently staff. Although there will still be one Street Warden allocated to each area, at times of Officer holiday/sickness, etc, the cover will be lost. The new proposals will provide a reduced level of service to all wards, equally.</p>

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Section 2: Equalities, Consultation and Engagement

Torbay Council has a moral obligation as well as a duty under the Equality Act 2010 to eliminate discrimination, promote good relations and advance equality of opportunity between people who share a protected characteristic and people who do not.

The **Equalities, Consultation and Engagement** section ensures that, as a council, we take into account the Public Sector Equality Duty at an early stage and provide evidence to ensure that we fully consider the impact of our decisions/proposals on the Torbay community.

Evidence, Consultation and Engagement

No	Question	Details
4.	Have you considered the available evidence?	<p><i>Consider data and research already available locally and nationally. Your assessment should be under-pinned by up-to-date and reliable information about the different groups the proposal is likely to affect. For instance, population profile, satisfaction data, deprivation statistics and how this helps to build a picture around your proposal.</i></p> <p>Street Wardens are deployed in the most deprived areas of Torbay. 15% (21,000) of the population live in areas in the top 10% most deprived in England (2010).</p>
5.	How have you consulted on the proposal?	<p><i>Have you carried out any consultation on your proposal and if so how? Focus groups / survey / events? Remember that it may be important to also consult on any alternative options. Also include who you have consulted with and if applicable which specific groups you have consulted with (i.e. groups who may be specifically affected by your proposal, specific equality or hard to reach groups).</i></p> <p>This proposal forms part of the public budget consultation online/paper survey which will run throughout January.</p> <p>Furttther consultation will take place with key stakeholders.</p>
6.	Outline the key findings	<p><i>Include feedback on your proposal including where you have consulted on any alternative options. Also include response rates, number of attendees to events / focus groups, outline of specific interest groups consulted. Use bullet points to summarise the key conclusions.</i></p>

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No	Question	Details
		TBC – once consultation has begun
7.	What amendments may be required as a result of the consultation?	<i>Has feedback from the consultation and engagement process identified any changes required to the proposal? Have you had to alter your decision and look at alternative options?</i> TBC – once consultation has begun

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Positive and Negative Equality Impacts

No	Question	Details		
8.	Identify the potential positive and negative impacts on specific groups	<i>It is not enough to state that a proposal will affect everyone equally. There should be more in-depth consideration of available evidence to see if particular groups are more likely to be affected than others – use the table below. You should also consider workforce issues. If you consider there to be no positive or negative impacts use the ‘neutral’ column to explain why.</i>		
		Positive Impact	Negative Impact	Neutral Impact
	All groups in society generally		There will be a reduced Street Warden capability in all affected areas, which are in the top 10 most deprived areas in the country.	The Council will ensure the equality of the remaining scheme to avoid discrimination.
	Older or younger people		There will be less opportunities for younger people as the JSW Crew Scheme is reduced. Less support for elderly clients as wardens often identify and work with those most vulnerable in the community.	The Council will ensure the equality of the remaining scheme to avoid discrimination.
	People with caring responsibilities		There will be a reduced Street Warden capability in all affected areas, which are in the top 10 most deprived areas in the country.	The Council will ensure the equality of the remaining scheme to avoid discrimination.
	People with a disability		There will be a reduced Street Warden capability in all affected areas, which are in the top 10 most deprived areas in the country.	The Council will ensure the equality of the remaining scheme to avoid discrimination.
	Women or men		There will be a reduced Street Warden capability in all affected areas, which	The Council will ensure the equality of

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No	Question	Details	
			are in the top 10 most deprived areas in the country. the remaining scheme to avoid discrimination.
	People who are black or from a minority ethnic background (BME)		There will be a reduced Street Warden capability in all affected areas, which are in the top 10 most deprived areas in the country. The Council will ensure the equality of the remaining scheme to avoid discrimination.
	Religion and Belief		There will be a reduced Street Warden capability in all affected areas, which are in the top 10 most deprived areas in the country. The Council will ensure the equality of the remaining scheme to avoid discrimination.
	People who are lesbian, gay or bisexual		There will be a reduced Street Warden capability in all affected areas, which are in the top 10 most deprived areas in the country. The Council will ensure the equality of the remaining scheme to avoid discrimination.
	People who are transgendered		There will be a reduced Street Warden capability in all affected areas, which are in the top 10 most deprived areas in the country. The Council will ensure the equality of the remaining scheme to avoid discrimination.
	People who are in a marriage or civil partnership		There will be a reduced Street Warden capability in all affected areas, which are in the top 10 most deprived areas in the country. The Council will ensure the equality of the remaining scheme to avoid discrimination.
	Women who are pregnant / on maternity leave		There will be a reduced Street Warden capability in all affected areas, which are in the top 10 most deprived areas in the country. The Council will ensure the equality of the remaining scheme to avoid discrimination.

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No	Question	Details	
			the country.
9.	<p>Is there scope for your proposal to eliminate discrimination, promote equality of opportunity and/or foster good relations?</p>	<p><i>The council is committed to ensuring that we meet the diverse needs of our community. As part of the Equality Act there is a <u>general duty as well as our moral obligation</u> where we are required to have ‘due regard’ to eliminating unlawful discrimination, advancing equality of opportunity and foster good relations between people who share a protected characteristic and people who do not. Outline how your proposal meets the general duty.</i></p> <p>The Street Warden Scheme will remain focused on Torbay’s most deprived communities and all of the current areas served by the Street Warden Scheme will continue to get a service. This service will be targeted towards the most vulnerable in each area.</p>	

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Section 3: Steps required to manage the potential impacts identified

No	Action	Details
10.	Summarise any positive impacts and how they will be realised most effectively?	<p><i>Outline any positive impacts that you have identified relating to equalities and how these impacts will be realised most effectively. What ways can the positive impacts be maximised? Use the action plan on page 6 to outline actions, responsible officers and timescales</i></p> <p>In the development of this proposal, we have tried to balance the reality of a significant cut in Central Government funding to protect the most vulnerable members of our community as far as possible. The proposal recognises the need for additional support in the current Street Warden areas, and will retain a Street Warden service in all these areas. However, there will be times when continuity of service cannot be maintained due to less staff resources. We will however work closely with the Police, who provide PCSOs in the same areas to ensure that we effectively coordinate our activities to ensure that we do not duplicate activity, but we compliment each other's role and we effectively work together to support and safeguard our communities.</p>
11.	Summarise any negative impacts and how these will be managed?	<p><i>Outline any negative impacts that you have identified relating to equalities and how these impacts will be managed / monitored so that they are reduced / eliminated or mitigated. What ways can the negative impact be minimised? Use the action plan on page 6 to outline actions, responsible officers and timescales.</i></p> <p>The budget proposal maintains a Street Warden in all the geographical areas currently covered by the Street Wardens. We will be working with the communities affected, through the Community Partnerships and other community representatives to work up a business plan for each of the areas for the coming year. The business plan will detail our commitment to each area, through negotiation and based on each communities requirements.</p>

Section 4: Course of Action

No	Action	Details
12.	State a course of action [please refer to action	<p><i>Clearly identify an option and justify reasons for this decision. The following four outcomes are possible from an assessment (and more than one may apply to a single proposal). Please select from the 4 outcomes below and justify reasons for your decision - If '3' please provide full justification :</i></p>

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<p>plan on page 9]</p>	<p>Where: -</p> <p>Outcome 1: No major change required - EIA has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken.</p> <p>Outcome 2: Adjustments to remove barriers – Action to remove the barriers identified in relation to equalities have been taken or actions identified to better promote equality.</p> <p>Outcome 3: Continue with proposal - Despite having identified some <u>potential</u> for adverse impact / missed opportunities in relation to equalities or to promote equality. Full justification required, especially in relation to equalities, in line with the duty to have ‘due regard’.</p> <p>The following mechanisms and action plan have been put in place to ensure all impacts are monitored – please refer to Section 5.</p> <p>Outcome 4: Stop and rethink – EIA has identified actual or potential unlawful discrimination in relation to equalities or adverse impact has been identified.</p>
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Section 5: Monitoring and Action Plan

No	Action	Details
13.	Outline plans to monitor the actual impact of your proposals	<p><i>The full impact of decisions will only be known once it is introduced. Identify arrangements for reviewing the actual impact of proposals once they have been implemented. Please also use the action plan below.</i></p> <p>The Street Wardens will still be working in the specified geographic locations. They will report any significant changes, community tensions or increased vulnerability in their areas. The Partnership Tasking process will also monitor trends in crime, hate crime and community tension and prioritise these for actions, if thresholds are met. The newly established Vulnerability Group will also deal with individual cases of vulnerability where this is identified, through a multiagency approach.</p>

Please use the action plan below to summarise all of the key actions, responsible officers and timescales as a result of this impact assessment

Action plan

Please detail below any actions you need to take: -

No.	Action	Reason for action / contingency	Resources	Responsibility	Deadline date
1	Consult with members of the public as part of the budget consultation. Further consultation to take place with key stakeholders.		Officer time	Policy and Performance Team/ Community Safety Business Unit	From January 2013 – included as part of the public budget consultation
2	Maintain the Partnership Tasking process to ensure that trends are identified quickly.	Partnership working will ensure that risks and vulnerability are identified quickly and a multiagency approach displayed where necessary.	Officer time	Community Safety Business Unit	Ongoing

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3	Work with Police PCSOs to effectively coordinate activities, avoid duplication and work together to support and safeguard vulnerable communities.	Partnership working will ensure that the most vulnerable receive an appropriate level of resources.	Officer time	Community Safety Business Unit	Ongoing
4	Work with community partnerships and other community representatives in each area to determine the business plan for the street wardens for the coming year.	To ensure resources are targeted at the areas of highest need and importance to the community	Officer time	Community Safety Business Unit	End March 2013

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