

## Community Safety Wardens Savings Options Implications Notes

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| <b>Budget Title / Ref:</b>  | <b>Community Safety Wardens Option 1</b> – withdraw the Community Safety Warden Service completely.   |
| <b>Savings (£):</b><br><b>Financial Year:</b><br><b>Comment:</b>              | £355,000<br>2015/16<br>Community Safety Wardens provide a reassuring presence in our communities 7 days a week and are a visible representation of the Council in our communities. In 2013/14 the Community Safety Warden Service deployed for 3968 patrols, covering 6828 hours of deployment, words of advice were offered to persons acting contrary to acceptable standards of behaviour on 260 occasions, 159 formal verbal warnings were given on 101 separate occasions, 153 items of alcohol were seized and 21 fixed penalty notices for littering and dog fouling were issued.<br><br>The service conducted 5282 targeted visits to locations for incidents such as Anti Social Behaviour etc. 633 environmental issues were reported to other local authority services. A Warden represents the local authority at every PACT meeting in the county borough and reports back all local authority community related issues. Often in responding to Anti Social Behaviour and enviro-crime matters reported by Elected Members and members of the public, the CSW service responds promptly and reassuringly in advance of Gwent Police. |
| <b><u>Cost to Implement</u></b>   |   |
| <b>Staff Costs:</b><br><br><b>Resource Costs:</b><br><b>Additional Costs:</b> | Redeployment/redundancy of 9 ftes. Full redundancy costs would be approximately £82,000. In cases of redeployment should the employee be redeployed to a lower grade than that of their substantive role protection of salary applies for an 18 month period, up to a maximum of 2 grades.<br>None<br>None  |
| <b><u>Timeframe to Implement</u></b>  |   |
| <b>Consultation:</b><br><br><b>Statutory Process:</b>                         | No statutory consultation. Seek views of key partner agencies e.g. Gwent Police, Police and Crime Commissioners Office due to implications for increased crime and disorder. Staff and Union consultation<br>Not applicable, however reciprocal duty under the Police Reform and Social Responsibility Act to jointly plan community safety activities.   |
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| <b><u>Risks of Implementation</u></b>                         |  |
| <b>Not Achieving -</b>  |  |
| <b>Savings:<br/>Timeframe:</b>                                | Low<br>The timing of any savings will need to be considered in the light of any funding requirement associated with redeployment and redundancy processes.   |
| <b><u>HR Implications:</u></b>                                |  |
| <b>Redundancy:<br/>Redeployment:<br/>Redirected Resource:</b> | 9 ftes<br>As above.<br>Local authority representation at Gwent Police and Partners engagement events e.g. ' PACT would need to come from elsewhere No safety support to local authority events e.g. Armed Forces Days, Big Cheese etc.   |
| <b><u>Other Options/Issues:</u></b>                           | As the Community Safety Wardens currently attend every PACT Meeting in the County Borough alternative arrangements would need to be made if representation by Council officers was to continue. Other costs as a result of increased Crime, Disorder, Anti Social Behaviour. An increase in fear of crime, communities may feel less safe. Public safety and security at local authority organised events would need to be resourced either by increased stewarding or purchase of third party SIA accredited manpower. Residents' complaints not meeting the threshold of Gwent Police would not be dealt with. |

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| <b>Budget Title / Ref:</b>                           | <b>Community Safety Wardens Option 2 – Reduce Community Safety Warden cover by withdrawing service on Sundays</b>  |
| <b>Savings (£):<br/>Financial Year:<br/>Comment:</b> | £40,000<br>2015/16<br>Reducing the Community Safety Warden Service by not operating on a Sunday, for example, is estimated to result in an annual revenue saving of approximately £40,000 less any potential redundancy costs. 1 to 2 fte. staff might be subject to Council redeployment processes with another option being the reduction of hours across all existing staff. The Community Safety Warden Service currently operates 7 days per week. Patrol hours could be reduced, typically there are less incidents encountered on a Sunday. Ceasing operations on one day per week would mean no response to calls into the Control Room and no ability to conduct joint weekend operations with Gwent Police. During summer months street disorder can be greater on the weekend. Sunday shifts are often engaged in community reassurance work particularly home visits to residents who may have issues with anti-social behaviour but who are in work on weekdays. There would be a need to consider with staff and unions how best to achieve any reduction in hours. The Service currently supports a number of high profile events that occur over weekends, this supporting role could no longer be achieved within a 6 day |

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|                                       | contract.  |
| <b><u>Cost to Implement</u></b>       |  |
| <b>Staff Costs:</b>                   | Redeployment/redundancy of up to 2 ftes. Redundancy costs would be between £1,600 and £39,000. In cases of redeployment should the employee be redeployed to a lower grade than that of their substantive role protection of salary applies for an 18 month period, up to a maximum of 2 grades. |
| <b>Resource Costs:</b>                | None   |
| <b>Additional Costs:</b>              | None   |
| <b><u>Timeframe to Implement</u></b>  |  |
| <b>Consultation:</b>                  | Staff and Union consultation.  |
| <b>Statutory Process:</b>             | Not applicable   |
| <b><u>Risks of Implementation</u></b> |  |
| <b>Not Achieving -</b>                |  |
| <b>Savings:</b>                       | Low  |
| <b>Timeframe:</b>                     | The timing of any savings will need to be considered in the light of any funding requirement associated with redeployment and redundancy processes.  |
| <b><u>HR Implications:</u></b>        |  |
| <b>Redundancy:</b>                    | 1 to 2 ftes  |
| <b>Redeployment:</b>                  | As above.  |
| <b>Redirected Resource:</b>           |  |
| <b><u>Other Options/Issues:</u></b>   |  |

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| <b>Budget Title / Ref:</b> | <b>Community Safety Wardens Option 3 - Reduce Community Safety Warden Service by altering shift patterns.</b>  |
| <b>Savings (£):</b>        | £40,000  |
| <b>Financial Year:</b>     | 2015/16  |
| <b>Comment:</b>            | There are currently 9 full time equivalent Community Safety Wardens. Current shift patterns are 7:30 to 16:00 and 13:30 to 22:00. Cutting the service to the late shift only, for example, would remove cover in the earlier part of the day. This would involve a reduction in hours of existing staff and/or a reduction in posts with 1-2 ftes subject to redundancy/redeployment. Earlier shifts tend to be involved in the community engagement element of the role, visiting residents to discuss complaints, and in tackling enviro-crime issues and in community events with |

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|                                       | partners. There would need to be a reduction in these aspects of the service. Primarily this would affect the reassurance/visibility aspect of the service as it would be more likely to become a purely response service for reported incidents. Environmental monitoring of defect issues while on patrol e.g. fly tipping, graffiti, and vandalism would reduce. |
| <b><u>Cost to Implement</u></b>       |   |
| <b>Staff Costs:</b>                   | Redeployment/redundancy of 1 to 2 ftes. Redundancy costs would be between £1,600 and £39,000. In cases of redeployment should the employee be redeployed to a lower grade than that of their substantive role protection of salary applies for an 18 month period, up to a maximum of 2 grades.   |
| <b>Resource Costs:</b>                | As above.   |
| <b>Additional Costs:</b>              | None  |
| <b><u>Timeframe to Implement</u></b>  |   |
| <b>Consultation:</b>                  | Staff and Union consultation.   |
| <b>Statutory Process:</b>             | Not applicable  |
| <b><u>Risks of Implementation</u></b> |   |
| <b>Not Achieving -</b>                |   |
| <b>Savings:</b>                       | Low   |
| <b>Timeframe:</b>                     | The timing of any savings will need to be considered in the light of any funding requirement associated with redeployment and redundancy processes.   |
| <b><u>HR Implications:</u></b>        |   |
| <b>Redundancy:</b>                    | 1 to 2 ftes   |
| <b>Redeployment:</b>                  | As above.   |
| <b>Redirected Resource:</b>           |   |
| <b><u>Other Options/Issues:</u></b>   |   |