Dear Members

Cabinet

A virtual meeting of the Cabinet will be held using Zoom on Thursday 2 July 2020 at 3.00pm to deal with the business as set out on the agenda.

To watch the meeting, please follow the instructions below:-

1 Log on to Zoom at:- https://zoom.us/join
2 Enter meeting ID 820 5950 6222 when prompted
3 Enter Password 921130 when prompted

Or, to listen to the meeting, please call the following telephone number:-
0131 460 1196

Please note that this meeting will be recorded

Members are reminded that contact officers are shown at the top of each report and members are welcome to raise questions etc in advance of the meeting with the appropriate officer.

I. Cameron
Head of Law and Administration
CABINET – 2 JULY 2020
Chair - Councillor P M M Farrington

A G E N D A

1 Minutes of 11 June 2020 as published in Digest No 266 on 12 June 2020
2 Apologies
3 Councillors’ Question Time (if any)
4 Proposals of the Cabinet Members (as follows):-

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Membership

Chair - Councillor P M M Farrington

P M M Farrington  -   Leader
R M Smith        -   Deputy Leader and Resources Portfolio
J M Pert         -   Community and Health Portfolio
J K Price        -   Environment Portfolio
F Beatty         -   Economic Development and Planning Portfolio
C V Trowbridge   -   Leisure Portfolio
CABINET
2 JULY 2020
Covid-19 Pandemic Recovery Planning

1 Purpose of Report

1.1 The purpose of this report is to set out the Council’s proposed approach to recovery from the response to the COVID-19 pandemic and to agree that the existing business objectives of the Council as set out in Corporate Business Plan 2018-2021 will need to be reviewed in light of the consequences of COVID-19.

2 Proposal of Cabinet Member

2.1 That Cabinet agree the proposed framework for planning for the recovery from the consequences of COVID-19.

2.2 That Cabinet agree to a review of the existing priorities of the Council and all the Council’s major strategies and projects to ensure they reflect and respond to the Council’s learning from the COVID-19 pandemic.

3 Key Issues and Reasons for Recommendation

3.1 The Borough Council has worked in partnership with stakeholders and communities to respond to the COVID-19 pandemic. Having dealt with the immediate response to COVID-19 and the Government led lockdown, it is now time to consider how the Borough Council, working with partners, key stakeholders and communities, maintains the resilience of critical services, reintroduce other services (where appropriate) and, critically, plans for longer term recovery of the Borough.
3.2 As part of our approach to recovery it will be necessary to take a strategic look at how the pandemic situation may change life on an ongoing basis for our residents, businesses and the Council as an organisation. In order to plan effectively we will need to have a clear understanding of priorities over the coming months and we may need to consider re-aligning resources to deliver these priorities. It will also be necessary to take a strategic look at how the pandemic situation may change life on an ongoing basis for our residents, businesses and the Council as an organisation over the short, medium and long-term. This will need to be reflected in a review of the Council’s Corporate Business Plan and our associated major strategies and projects.

3.3 As we move towards recovery it may take time to resume service delivery in those limited areas where Government required them to stop such as leisure and we will work with our partners to resume services as the lockdown eases. The focus of services may change and the way we do things will change with a move to more on-line transactions for our customers and more agile working/homeworking for our employees.

3.4 There is still much uncertainty about the pandemic, when and how the lockdown will continue to be eased and ultimately lifted. On 11 May the Government published its recovery strategy from COVID-19 ‘Our Plan to rebuild: The UK Government’s COVID-19 recovery strategy’ and this is being fed into the Council’s response and recovery planning.

3.5 The Council will continue to remain in the response phase for some time to come and this will occur in parallel with the challenges that the recovery will bring.

Reasons for Recommendations

3.6 Effective planning will be essential to aiding the recovery of the Borough and the Council over the coming months.

3.7 The lockdown has changed the way the Council, residents and businesses are operating and this needs to be considered in planning for the future. The Council’s priorities and plans made before the pandemic will need to be reviewed in light of these changes and the impact that COVID-19 has had on the Borough.

4 Relationship to Corporate Priorities

4.1 The Council has a three-year Corporate Business Plan for the period 2018-2021 which sets out how we will deliver economic growth and new houses, support our communities and promote the Borough as a great place in which to live, work and visit. The Plan also focuses on how we will continue to make the Council efficient, effective and financially sustainable.

4.2 The response to and recovery from COVID-19 supports the delivery of all the corporate business objectives set out in the Corporate Business Plan. The objectives will, however, need to be re-visited once the full impact of the pandemic on the borough has been assessed.
Recovery Objectives

5.1 It is proposed that the following objectives should be used to underpin the recovery planning process:

(i) To understand the challenge of recovery across the Borough in the short, medium and long term, identifying impacts, critical areas of activity and key services.

(ii) To maintain public trust and confidence in the effective co-ordination of recovery.

(iii) To ensure that affected communities (of interest, geography, impact and others) are fully involved in the recovery process.

(iv) To mitigate and manage the long-term impacts upon the resident population.

(v) To support the economy, businesses, partners and infrastructure of the Borough to reach a position of stability and functionality in a constructive manner whilst seeking to support access to all opportunities for assistance and growth.

(vi) To support our communities to ensure that the impacts on the community, cultural and sporting life of the Borough are mitigated and opportunities are generated to enhance cultural, sporting and leisure opportunities.

(vii) To mitigate and manage the effects on the Council’s budget and medium-term financial plan.

(viii) To seek to identify and embed the benefits of initiatives and developments that have arisen throughout the response to maximise the reach of new arrangements which replace pre-COVID-19 systems.

(ix) To ensure that critical services are resilient and continue to operate effectively over the coming months alongside plans to clear backlogs in work that have accumulated during the response phase.

(x) To undertake a post incident debriefing and identify lessons learnt.

5.2 These objectives are based on those being proposed by the Staffordshire Resilience Forum (SRF) Recovery Co-ordinating Group (RCG) and have been adapted to suit the needs of Stafford Borough Council. The Chief Executive represents the Council on the RCG and will ensure that the Council’s approach to recovery is aligned with that of partners.
Recovery Planning Work Programme

5.3 An overarching analysis will be undertaken to assess the impact of the pandemic on the Borough, our residents, businesses and the Council. This will inform and shape the future thinking of how we need to adapt and change, to re-assess current priorities and plans and form a view of the direction of travel as we move forward. This piece of work will be supported and informed by four work streams – these are inter-related and will inform each other as they are progressed:

(i) **Economic Recovery** – the Council’s recently adopted Economic Growth Strategy and emerging action plan will need to be reviewed in light of the current situation. Economic forecasts published by the Office for Budget Responsibility (OBR) on 14 May suggest that there will be a contraction in the UK economy of up to 35% in the quarter to June 2020 alongside a 10% unemployment rate and an overall contraction in the economy of 12.8% during 2020. However, the pandemic also brings with it economic opportunities. The review of the Council’s Economic Growth Strategy will need to take this and other evidence into account and will include estimating/gaining an understanding of the potential impact on the local economy over the short, medium and long-term, identifying Government support, and considering local support requirements. This will also include a full assessment of the programmes for key major projects including the Garden Settlement, Stafford Station Gateway and the Future High Streets Fund/Stafford Town Centre Framework to reflect the impact of the pandemic on the objectives and delivery timescales for these key projects. Work will need to be done in conjunction with the Stafford Growth, Regeneration and Infrastructure Partnership (SGRIP) which includes key stakeholders such as Staffordshire County Council, the Local Enterprise Partnership, the Town Centre Partnership and the Chamber of Commerce.

(ii) **Financial Recovery** – the Council’s medium-term Financial Strategy will need to be reviewed. We will need to identify savings for Cabinet to consider in due course, dependent upon the net cost of the response phase to the Council and medium-term financial forecasts. The Council will wish to lobby government to cover this unforeseen cost and agree a sustainable model of Local Government Funding.

(iii) **Community Recovery** - this work will include building on the positive response of the community to the pandemic, as well as working with community organisations dealing with the impact that COVID-19 has had on the community e.g. loss of life, anti-social behaviour, domestic violence and unemployment.

(iv) **Organisational Recovery** – this will focus on the changes and challenges we will need to address to return to normal operations. This will comprise:

- Operational recovery; and
- Transformational recovery.
5.4 For operational recovery we will need to plan how we practically return to working at Council sites where necessary for essential services, deal with any backlogs and manage our resources (including employees).

5.5 The transformational element will consider what will characterise our future ways of working. This will build on the existing transformation plans and allow an assessment of what has worked and been successful (e.g. remote working), how services have adapted to change, what may need enhancing (e.g. organisation of workspace and movement of people in buildings, digital transformation of many of our processes) and gaps to be filled. as well as longer term recovery. This work stream will also have a short/medium term focus on operational resilience and will include assessing the practicalities of gradually re-introducing staff to working from Council sites as appropriate. Our existing plans for transformation and their business case will be re-evaluated.

5.6 A great deal of work is underway across the UK to understand the impacts of the COVID-19 pandemic on local areas and to devise recovery plans which seek to address these, with many commentators arguing that the current situation provides an opportunity to look at how we ‘build back better’ as part of a strategic approach to recovery. Local authorities, in partnership with key stakeholders will have a key role to play in imagining a better, sustainable future for Stafford. Work on recovery planning will ensure that we address issues of climate change and resilience moving forwards. The Council will lead this work locally and engage with partners beyond the boundaries of the Borough to ensure our recovery plans are robust, innovative and take the opportunity to respond to a strategic analysis of how life may change in the longer-term as a consequence of the pandemic.

5.7 The recovery process is likely to split into three phases which will form a comprehensive framework for action, with early elements of these already being delivered as part of the Council’s response to the pandemic. Phases 1 and 2, Response and Recovery, will run concurrently and our planning for recovery needs to assume that COVID-19 is endemic in the population.

**PHASE 1: RESPONSE**

- Meet basic needs, especially for the vulnerable e.g. community hub and accommodation
- Implement safe ways of working for staff, including remote working and safe working practices for Streetscene and other staff that not office based.
- Meet critical supply needs e.g. PPE sourcing
- Provide emergency advice and support to local businesses and workers affected by the pandemic
- Maintain essential services in line with the business continuity plan.

**PHASE 2: RECOVERY** (living with COVID-19 - delivered concurrently with the response phase)
Support the recovery of the local economy develop a granular understanding of the impacts and opportunities generated by the pandemic for different demographics and sectors; renew and reshape the Economic Growth Strategy; engage partners and communities in imagining a better future for economic, social, environmental and cultural life of the borough. Work with local businesses to support transition from state support; develop an understanding of new supply and demands trends; capture local community resilience and support its development; support the development of a case for new funding settlement for local government within a reframed financial strategy for the Council; and design and deliver operational and transformational recovery for the Council.

PHASE 3 – REFORM

Rebuild the local economy, environment, society and cultural life of the Borough in line with agreed vision; consider the role of the Council in supporting supply chain development and local suppliers; work with those residents hardest hit to reskill and secure employment; continue to work alongside our communities and partners to support the development of resilience, health and wellbeing, progress delivery of key strategic development projects and programmes to reflect our aspirations for our society, environment and economy.
Recovery Planning Governance

5.8 Cabinet will have oversight of the recovery planning process with the establishment of a Strategic Recovery Board, chaired by the Leader of the Council, supported by relevant Portfolio Holders working alongside officer leads.

5.9 At an officer level, the Chief Executive, supported by the Head of Development, will lead the officer team on the overarching framework and direction of travel for the future.

5.10 In order to develop a comprehensive recovery plan it is proposed that working groups should be set up for each of the four work streams, led by a member of Leadership Team working alongside the relevant Portfolio Holder:

(i) Economic Recovery – Karen Tierney, Head of Development
(ii) Community Recovery – Tracy Redpath, Corporate Business and Partnerships Manager
(iii) Financial Recovery – Bob Kean, Head of Finance
(iv) Organisational Recovery – Neville Raby, Head of HR & Property Services

5.11 Leadership Team, working with Cabinet, will maintain oversight of the working groups. The Lead Officer will be responsible for providing regular updates and reports to Leadership Team and Cabinet and facilitating initial discussions to shape work programmes. It is imperative that all Members are engaged in the recovery planning process. It is proposed that Resources Scrutiny will provide strategic oversight of the recovery planning work, with other Scrutiny Committees looking at specific work areas relevant to their remit.

5.12 The Working Groups will comprise other Heads of Service, Managers and other partners and specialists as required. Terms of Reference have been developed for each group and are appended at Annex 1 of this report. Leadership Team will be asked to nominate officers to each of the groups. Some of the Working Groups may further split into sub-groups as necessary.

5.13 Consideration will be given to how the recovery work is performance managed and the resourcing required to support this work, which will need to be undertaken in parallel with the ongoing response to the pandemic and maintaining service delivery.
### 6 Implications

#### 6.1 Financial

<table>
<thead>
<tr>
<th>Legal</th>
<th>None</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Resources</td>
<td>Human Resources implications will present in more detail from the Organisational work stream as well as the Financial work stream groups as they progress. No specific implications in respect of this report at this time.</td>
</tr>
<tr>
<td>Human Rights Act</td>
<td>Nil</td>
</tr>
<tr>
<td>Data Protection</td>
<td>Nil</td>
</tr>
<tr>
<td>Risk Management</td>
<td>COVID-19 presents a number of risks for the Council and the District. The Strategic Risk Register has been reviewed and used to inform the recovery planning process.</td>
</tr>
</tbody>
</table>

#### 6.2 Community Impact Assessment Recommendations

| Previous Consideration | Nil |
| Background Papers | Nil |
ANNEX 1: RECOVERY WORKING GROUP TERMS OF REFERENCE

1. Economic Recovery Work Stream – Terms of Reference

Purpose

To assess the economic implications for the Borough of the COVID-19 pandemic over the short, medium and long term and review the Borough’s Economic Growth Strategy to take these into account; coordinate work to ensure that businesses affected by the pandemic are able to recover trading models or develop new trading models as soon as possible; support residents affected economically by the pandemic; and act as the lead partnership to develop and deliver an economic recovery plan for Stafford Borough which mitigates the impact of the pandemic and captures the economic opportunities created by it.

Terms of Reference

1. To undertake a comprehensive impact assessment identifying:

   • Impacts of the COVID-19 pandemic on the local economy that are already present, identify work already underway to address these, and options for further measures
   • Possible or future impacts of the COVID-19 pandemic on the local economy, identify work already underway to address these and options for future measures
   • Impacts on the current programme of major projects and the delivery plan for the Economic Growth Strategy
   • Any unknowns and the information required to answer these and establish how this information will be obtained
   • Engagement with the local business and residential community in securing feedback on the impacts and measures to address these

2. To develop a short, medium and long-term economic recovery plan for Stafford Borough which delivers the vision set out in the Economic Growth Strategy for Stafford Borough

3. To monitor and review the recovery plan as part of an ongoing process
Membership

Internal Stafford Borough Council

Cabinet Member for Economic Development and Planning
Chief Executive
Head of Development
Economic Growth and Strategic Projects Manager
Planning Policy Manager
Head of Finance
Press and Communications Manager

External

- Stafford Growth, Regeneration and Infrastructure Partnership (SGRIP)

Meeting frequency

Fortnightly or as required
2. **Community Resilience and Recovery Work Stream – Terms of Reference**

**Purpose**
The purpose of the working group is to plan and co-ordinate the detailed work involved in providing a way forward in which to build upon, and sustain, the ward-based model of support that was implemented as part of the response phase to COVID-19.

**Terms of Reference**
To review the Community HUB model of support, in particular:

1. How the community hub has functioned and identify what worked well and what did not

2. Identify what we have learnt about our wards, including the behaviour/thoughts of residents and how community groups and parish councils have operated and want to operate in order to:
   a. Continue to build the existing database of community support and include on ward level map
   b. Identify the level and type of demand at ward level and match to existing groups and networks
   c. Identify any gaps in support and how these can be met
   d. Look at how the level of support can be extended, strengthened and sustained for the future

3. To work in partnership with our communities, parish councils and voluntary groups to look at:
   - What impact of COVID-19 has had on daily life and what they have had to do to adapt
   - How they are coping and adapting to new norms of behaviour and how this will translate in the intervening phase of a prolonged period of living with the Coronavirus until a vaccination has been found
   - How they see and imagine the future in terms of social, cultural environmental and economic outcomes and how will this shape the places they live and work
   - What structures, activities, resources, decision making processes will need to be in place to make this happen
   - Planning for next steps including communications and engagement
Core Membership
Cabinet Member for Communities and Health
Corporate Business and Partnership Manager
Communications and Press Manager
Partnerships and Community Safety Leads
Health and Housing Leads

Consultees/Sub groups
Community Wellbeing Partnership
Community and Parish Representatives
Staffordshire Office of the Women’s Institute
Staffordshire Council Of Voluntary Youth Services

Frequency of Meetings
Fortnightly until the end of August then monthly.
3. **Financial Recovery Work Stream – Terms of Reference**

**Purpose**
The purpose of the Working Group is to co-ordinate the detailed work involved in providing a Financial Recovery Plan and growth/savings options for consideration by Leadership Team, Cabinet and Council.

**Terms of Reference**

1. To review the short, medium and long-term financial resilience of the Council. In particular to consider the:
   - Financial impact as reflected in the Monthly returns to MHCLG of additional costs and loss of income
   - The refreshed Council’s Medium Term Financial Plan

2. To formulate as appropriate an Interim Financial Management strategy.

3. To evaluate the financial impact of ongoing response initiatives but in particular the Economic/Community and Organisational/Transformation Recovery work stream action plans.

4. To oversee the Service Review process. The aim of the service review process will be to:
   - Identify options for re-allocating resources to support the delivery of Council priorities; and response and recovery to COVID-19
   - Identify future options (growth/savings) for consideration by Cabinet as part of the medium-term direction for the council;
   - Identify opportunities to improve the interface with customers;
   - Identify opportunities to improve efficiency in service delivery;
   - Identify commercial opportunities; and
   - Identify options for enhancing service quality/the range of services provided.

**Membership**
Deputy Leader and Resources Portfolio Holder
Chief Executive
Head of Finance
Corporate Business and Partnership Manager
Head of Human Resources and Property Services
Head of Development

**Frequency of Meetings**
Fortnightly or more frequent as required
4. **Organisational Recovery Working Group – Draft Terms of Reference**

**Purpose**

The Council needs to analyse the impact of the pandemic on the Borough, its residents, businesses and the Council itself. This will inform and shape the future thinking of how we need to adapt and change, to re-assess current priorities and plans and form of view of the direction of travel as we move forward. This work will be supported and informed by four specific workstreams. This Working Group to be referred to as Organisational Recovery will focus on the changes and challenges we will need to address to be able to return to what is determined as the “new normal” operations. This will comprise two key strands:

- Operational recovery; and
- Transformational recovery.

**Terms of Reference**

**Operational Recovery**

For operational recovery we will need to:

1. Assess current working arrangements to consider what is working effectively under current remote/home working arrangements – what do we need to do to maintain arrangements over the longer term

2. Agree those services that can effectively continue remotely and those that require access to Council sites as soon as possible and what hybrid arrangements will be required to maximise performance (where **Essential** to do so) in the short to medium term

3. Assess backlogs, review priorities and agree programme of stabilisation

4. Assess impact of current arrangements on resources including impact on employees and our contracting partners

5. Assess impact on Members to ensure that democratic and governance processes continue effectively

6. Consider the future delivery of services – what have we stopped doing and is it still needed? Consider the following:

   - Identify opportunities to improve the interface with customers;
   - Identify opportunities to improve efficiency in service delivery;
   - Identify commercial opportunities: and
   - Identify options for enhancing service quality / the range of services provided.
Transformational Recovery

For transformational recovery we will need to:

1. Review Transformation Plans, priorities and target completion dates
2. Agree a revised vision for Council Transformation to facilitate revised operational and strategic priorities
3. Agree what “Business as Usual” will look like moving forward acknowledging that it is likely to be a “new normal”. This will build on the existing transformation plans and allow an assessment of what has worked, what needs enhancing, gaps to be filled, employee views and input etc.
4. Identify and embed the benefits of initiatives, developments, revised ways of working that have arisen throughout the response to COVID-19 and maximise the new arrangements which replace pre-COVID-19 systems
5. Agree short and longer-term recovery priorities taking account of operational resilience and capacity.
6. Consider the physical practicalities of gradually re-introducing staff to working from Council sites as established by the Operational Recovery Group.
7. Consider the impact of change on the Council workforce encompassing health and safety, general health and well-being

Ensure we continue to use the newly established Engagement and Communication Groups as appropriate.

Core Sub-Groups to be established to focus on individual elements of activity

Membership

Deputy Leader and Resources Portfolio Holder
Chief Executive
Head of Human Resources and Property Services
Corporate Business and Partnership Manager
Head of Operations
Group HR and Payroll Manager

Frequency of Meetings

To be agreed
SUBMISSION BY COUNCILLOR F BEATTY
ECONOMIC DEVELOPMENT AND PLANNING PORTFOLIO

CABINET
2 JULY 2020
Doxey Parish Neighbourhood Area Application

1 Purpose of Report

1.1 This report seeks Cabinet approval to designate Doxey Parish as a Neighbourhood Area for the purpose of producing a Neighbourhood Plan within the remit of the Town and Country Planning Act 1990 as amended by the Localism Act 2011 and further following such designation, to publish details of the same.

2 Proposal of Cabinet Member

2.1 To designate Doxey Parish as a Neighbourhood Area (please refer to the APPENDIX).

2.2 Once so designated to authorise the publishing of the information set out below (sub-paragraphs (a) to (c)) on the Council’s website and in such other manner so as to ensure that the designation is brought to the attention of people who live, work or carry on business in the neighbourhood area:

(a) the name of the neighbourhood area;

(b) a map which identifies the area; and

(c) the name of the relevant body who applied for the designation.
3 Key Issues and Reasons for Recommendation


3.2 Neighbourhood plans must be prepared in general conformity with the adopted Local Plan. Neighbourhood plans cannot reduce the level of growth outlined in the strategic policies of an adopted Local Plan, but they will take precedence over non-strategic policies.

4 Relationship to Corporate Business Objectives

4.1 From the Corporate Business Plan 2018-2021 the following Corporate Business Objectives are relevant for the preparation of Neighbourhood Plans:

Corporate Business Objective 1 ‘To deliver sustainable economic and housing growth to provide income and jobs.’

Corporate Business Objective 2 ‘To improve the quality of life of local people by providing a safe, clean, attractive place to live and work and encouraging people to be engaged in developing strong communities that promote health and wellbeing.’

5 Report Detail

5.1 The main driver of the amendments introduced into the Town and Country Planning Act 1990 (hereafter “the 1990 Act”) by the Localism Act 2011 was to encourage a more collaborative approach to plan making, with the Council and the community working more closely together.

5.2 The Borough Council has responded positively to the Localism agenda and has been proactive in embracing the new approach to plan making by incorporating Neighbourhood Planning into the Local Plan and providing advice to Parish Councils interested in the Neighbourhood Planning process. The process for producing a Neighbourhood Plan is set out below:

**Step 1: Getting started** - Formal designation of the ‘Neighbourhood Area’.
**Step 2: Identifying the Issues**
**Step 3: Develop a vision and objectives**
**Step 4: Generate options**
**Step 5: Draft your Neighbourhood plan**
**Step 6: Consultation and submission**
**Step 7: Independent examination**
**Step 8: Referendum and adoption**
Neighbourhood areas and relevant bodies

5.3 The Neighbourhood Planning (General) Regulations 2012 as amended originally came into force on 6 April 2012 (hereafter “the 2012 Regulations”). These Regulations together with the 1990 Act provide the procedure for the development of Neighbourhood Plans.

5.4 Where the application is received from a Parish Council for the designation of a Neighbourhood Area and that area covers all of the Parish Council area (and such area does not extend into any area outside of the Parish boundary or has already been designated) then, as a result of Regulation 5A of the 2012 Regulations and Section 61G of the 1990 Act, the Council has to designate the Neighbourhood Area proposed. Once the proposed area has been designated then, in accordance with Regulation 7 of the 2012 Regulations, certain details¹ regarding the designation have to be published on the Council’s website and in other ways so that the relevant information is brought to the attention of all persons living or working or carrying on a business in the proposed area.

5.5 This report seeks authority to designate the proposed neighbourhood area put forward in the application and once designated to seek authority to publicise the designation of the neighbourhood area. The name of the neighbourhood area, a map which identifies the area and the name of the relevant body who applied for the designation must all be published.

5.6 Doxey Parish Council wishes to designate the whole of the Parish administrative area as a neighbourhood area; following a letter and map sent to the Borough Council dated 14th April 2020 (please refer to the APPENDIX).

6 Implications

6.1 The cost associated with preparing a Neighbourhood Plan depends on the level of detail in each Neighbourhood Plan and any evidence needed to support the plan. The cost of producing a Neighbourhood Plan lies with the relevant Parish Council. There are several requirements under the Town and Country Planning Act 1990 as amended by the Localism Act and further, contained within the 2012 Regulations which result in a resource and cost implication for Stafford Borough Council. The bulk of which comes from the requirements to arrange an examination and referendum for the Neighbourhood Plan, and publishing the Neighbourhood Plan.

6.2. The costs of each neighbourhood plan will vary, depending on what the plan seeks to address. Referendum costs will vary depending on whether the referendum is linked to an election or held as a stand-alone exercise.

¹(a) the name of the neighbourhood area;
(b) a map which identifies the area; and
(c) the name of the relevant body who applied for the designation
6.3 The Minister for Planning provides funding of £20,000 per scheme for local planning authorities. A number of changes have been announced to provide greater support to those places encouraging neighbourhood planning including for non-parished areas as part of the process.

6.4 The costs incurred in arranging an independent Examination and Referendum are supported by grant aid from the Ministry of Housing, Communities and Local Government (MHCLG). Local Planning Authorities can claim £20,000 once they have set a date for a referendum following a successful examination where a neighbourhood plan has not previously been made for that area, to cover the costs incurred by the Council.

<table>
<thead>
<tr>
<th>6.5 Financial</th>
<th>The costs incurred in arranging an independent Examination and Referendum are supported by grant aid from the Ministry of Housing, Communities and Local Government (MHCLG). £20,000 can be claimed once a referendum date has been set. It is expected that this grant will cover the full costs of supporting the Examination and Referendum. However, it should be noted that as the Council can only claim once an examination has been successful and a referendum date is set, there is a risk that if the examination were to be unsuccessful and not progressed, the Council would be liable to fund these costs.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legal</td>
<td>The procedure relating to Neighbourhood planning is contained within the Town and Country Planning Act 1990 and the Neighbourhood Planning (General) Regulations 2012 as amended. The process starts in the case of the submission of an application for an area designation by a qualifying body. A Parish Council is a qualifying body and in the event of application by a Parish Council which covers all of the Parish and not beyond the parish area then the Council as the local planning authority has to designate the area proposed an application and thereafter publish the Area Designation together with a plan of the area of the area and the name of the body / organisation proposing the designation. The Council is committed to meeting its obligations pursuant to the law and will support Doxey Parish Council in meeting its requirements.</td>
</tr>
<tr>
<td>Human Resources</td>
<td>Supporting the Parish Council in progressing the Neighbourhood Plan will require staff resources to be allocated.</td>
</tr>
<tr>
<td><strong>Human Rights Act and Equality Act 2010</strong></td>
<td>This proposal is for the designation of the Doxey Parish Neighbourhood Area and publication thereafter and no issues arise at this time.</td>
</tr>
<tr>
<td><strong>Data Protection</strong></td>
<td>Nil</td>
</tr>
<tr>
<td><strong>Risk Management</strong></td>
<td>The risk issues contained in this report are not strategic and therefore should not be included in the Strategic Risk Register.</td>
</tr>
</tbody>
</table>

| **6.6 Community Impact Assessment Recommendations** | The Borough Council considers the effect of its actions on all sections of our community and has addressed all of the following Equality Strands in the production of this report, as appropriate:-

- Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity,
- race, religion or belief, sex, sexual orientation. |

| **Previous Consideration** | Nil |
| **Background Papers** | File available in Development |
Dear Alex,

Town and Country Planning Act 1990
The Neighbourhood Planning (General) Regulations 2012, as amended
Application for designation of a Neighbourhood Area

I am writing to request a designation of a Neighbourhood Area under Section 61 of the above act.

On Thursday 12th March 2020 at Doxey Parish Council’s Full Council meeting it was resolved to apply for designation of the whole of Doxey Parish area as a Neighbourhood Area for the purposes of preparing a Doxey Neighbourhood Plan. Doxey Parish Council considers that it is appropriate and desirable to designate the whole of the Parish as a Neighbourhood Area as this allows the Parish Council to consider the needs and requirements for the Parish as a whole.

Doxey Parish Council is a “relevant body” within the terms of Section 61G (2)(a) of the Town and Country Planning Act 1990.
Regulation 5A relates to the designation of the whole of the area of a parish council, and states that:

“5A.—(1) This regulation applies where—
(a) a local planning authority receive an area application from a parish council;
(b) the area specified in the application consists of the whole of the parish council’s area; and
(c) if any part of the specified area is part of a neighbourhood area, none of that neighbourhood area extends outside the parish council’s area.
(2) The local planning authority must exercise their powers under section 61G of the 1990 Act to designate the specified area as a neighbourhood area.
(3) Where this regulation applies, regulations 6 and 6A do not apply.”

This makes clear that the local planning authority must exercise their powers under section 61G to designate the neighbourhood area. You will note that the publicity requirements for neighbourhood areas do not apply in this instance, and the designation is not discretionary.

Please find enclosed a copy of the plan showing the boundary of the proposed Neighbourhood Area (the Parish boundary).

I look forward to hearing from you.

If you have any queries, please do not hesitate to contact me.

Kind regards,

Lisa Horritt
Clerk to Doxey Parish Council

Enc Map of Doxey Parish
<table>
<thead>
<tr>
<th>Contact Officer:</th>
<th>Victoria Cooper</th>
</tr>
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<tbody>
<tr>
<td>Telephone No:</td>
<td>01785 619385</td>
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<tr>
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<tr>
<td>Report Track:</td>
<td>Cabinet 02/07/2020 (Only)</td>
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<td>Key Decision:</td>
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SUBMISSION BY COUNCILLOR J M PERT
COMMUNITY PORTFOLIO

CABINET
2 JULY 2020
Community Wellbeing Partnership - Update

1 Purpose of Report

1.1 To update members on the work that has been undertaken by the Community Wellbeing Partnership (CWP).

2 Proposal of Cabinet Member

2.1 That contents of the report be noted.

3 Key Issues and Reasons for Recommendation

3.1 The Council receives Locality Deal Funding (LDF) from the Staffordshire Commissioner (SC) on an annual basis to support the reduction of crime and anti-social behaviour in the Borough. The Council receive 80% of the funding up front and the remainder of the funding following the submission of an interim evaluation after 6 months.

3.2 There are certain stipulations that come with this funding that the Council has to adhere to which are to work in partnership with statutory responsible authorities:

- Formulate a partnership plan that is published on the website.
- Complete and submit two comprehensive evaluations to the SC per year (one interim at 6 months and one at the end of the year).
- To fully engage and support SPACE activity, taking advice and guidance from the team at the office of the Staffordshire Commissioner to ensure effective delivery of the programme.
3.3 During the past 12 months we have revised the CWP plan this is now on the website. We have commissioned services that provide preventative and early help support for domestic abuse, anti-social behaviour, criminal exploitation, mental health and substance misuse.

3.4 This report provides members with an update of the full year evaluation for 2019-20

4 Relationship to Corporate Priorities

4.1 Community Safety interlinks with all corporate priorities but primarily sits within business objectives 2 and 3.

5 Report Detail

5.1 Safer Communities Partnerships (SCP) are an important feature of the network of partnerships that help to tackle crime and disorder. The Police Reform and Social Responsibility Act 2011 has created a flexible framework for partnership working. This includes two inter-related duties to co-operate which set out a clear aim for partnership working across partners involved in community safety and criminal justice. The community safety duty specifies that a Police Crime Commissioner and the responsible authorities on a SCP must co-operate and take account of one another’s priorities.

5.2 There are five ‘responsible authorities’ that must work together by law to reduce crime in the local authority area and these are the Local Authority; Police; Fire and Rescue; Probation and Clinical Commissioning Groups. These responsible authorities are under a statutory obligation to work together to tackle crime, disorder and antisocial behaviour; alcohol and substance misuse, reduce reoffending and tackle any other behaviour which has a negative effect on the local environment.

5.3 The Staffordshire Commissioner implemented his ‘Safer, Fairer, United Strategies during his first term. The strategy now focuses on Five priority areas: Early Intervention; Supporting Victims and Witnesses, Managing Offenders, Public Confidence and Modern Policing. The Council receives Locality Deal Funding from the Staffordshire Commissioner (SC) on an annual basis to support the reduction of crime and anti-social behaviour in the Borough. The funding has certain stipulations, (outlined in paragraph 3.2), and if the locality deal funding evaluation satisfies the requirements of the SC then the Council receives the full amount of funding, which it has done since the first full allocation made in 2014.
5.4 Priority areas for 2019/20 were identified through the evidence outlined in the Community Safety Strategic Assessment that was produced by the county council. Evidence from the strategic assessment has formed the basis of the Community Wellbeing Strategy 2020 - 2024. The strategic assessment identified the following issues for the Borough in 19/20:

- Drugs, alcohol and mental health
- Domestic Abuse
- Anti-social behaviour and exploitation

The CWP agreed the issues identified above as priority areas and that it would continue its focus on prevention and early intervention. This means that it will continue the work with schools, support the sanctuary scheme and commission diversionary activities for those at risk of committing anti-social behaviour.

5.5 During 2019/20 the Community Wellbeing Partnership (CWP) was allocated a total sum of £72,041.45 by the SC. The first payment of 80% was paid in July and the remaining 20% paid in December. The CWP agreed the following areas of focus for this year 19/20 with LDF and council monies:

- Supporting Schools Programme
- Anti-social behaviour and criminal exploitation
- Domestic Abuse
- Drugs, Alcohol and Mental Health

5.6 A comprehensive full-term evaluation was submitted to the SC in April and a summary of progress and outcomes is contained below:

A. Supporting Schools Programme

This is a long term preventative programme for schools which is focused upon reducing crime and victimisation amongst young people; reducing the numbers of incidents and crimes in school and wider community and promoting a safer school environment. It is recognised that by tackling issues at an early age and adopting a preventative and holistic model of support that this should deliver financial savings in the longer term. This is particularly important as academic evidence suggests that there is a ubiquitous relationship between childhood and adult disadvantage due to issues of social deprivation. If some of the issues can be prevented then this could not only improve educational attainment but also reduce socioeconomic disparities in the future. Outcomes that were identified as part of this priority were:

- Reduce the prevalence of crime and victimisation amongst young people; reduce numbers of incidents and crimes in school and wider community.
- Reduce the impact of stigmatisation and victimisation amongst young people.
• Improve the health, wellbeing and emotional resilience of children and young people.
• Provide a safe and secure school community which enhances the learning environment.
• Ensure that young people remain in education actively learning and achieving their full potential
• Engage young people, challenge unacceptable behaviour and support them to develop respect for themselves and the wider community

This is a very ambitious programme and one that relies on effective commitment and partnership working. Outcomes that have been achieved to date are:

• In addition to high schools the programme has now been rolled out to primary schools
• Since Entrust have been commissioned to co-ordinate the programme there has been increased networking between agencies to better understand their role and the offer they can make to supporting the programme. There is 1 agency meeting per school term.
• Stone cluster of schools have set up a PSHE network to work on Ways to Wellbeing as a result of the supporting schools network.
• Mid Trent MAT schools are working together on their PSHE curriculum and polices to ensure a consistent approach across the schools
• Supporting Schools is now an agenda item on the Pastoral Leaders Team (PLT) meeting which sits under and reports back to the District Inclusion Panel (DIP).
• The schools have noted that the programme has been extensive and far reaching and there has been increases in reporting across the board, in a positive way.
• Students feedback indicated that they are more aware of the topics and issues identified in the programme.
• School Staff understand the issues within their communities due to the sharing of data
• Consistent messages and resources are being delivered into schools across the borough.
• Swatch cards had been produced and distributed to schools, for young people, parents and carers, advising about internet safety and how individuals can protect themselves from cyber bullying or malicious communications.
• Success and progress has been shared at Countywide partnership meetings
B. Anti-social Behaviour and Criminal Exploitation - Early Intervention Programme

This priority is concentrated on a proactive, prevention and early intervention approach to dealing with crime and anti-social behaviour (ASB) in areas identified through the strategic assessment. Additional work conducted by Staffordshire police in relation to Serious Organised Crime/Organised Crime Gangs (SOC/OCG) supported this work and profile building. During 2018/19 there were approximately 3,440 ASB incidents reported to the police in Stafford which is a decrease of 1% on the previous year. Modern Slavery is becoming a more recognised form of exploitation and Stafford Borough have identified this through the criminal exploitation of young people who are acting as ‘drug runners’. The high harm this poses to victims and the related impact this specific exploitation is having on the drug supply markets within the Borough is rightly acknowledged by the CSP as an area they can and should have an impact on. National research suggests that a range of risk factors contribute to displays of anti-social behaviour such as poor attendance at school and being excluded from school. Outcomes identified as part of this priority were:

- Young people will be identified at an early stage and will be engaged in the prevention programme.
- Fewer young people will be drawn into OCG’s and exploited.
- Reduction in recorded crime and anti-social behaviour as issues will be identified and addressed before they have chance to escalate.
- Residents feeling confident and not fearful of crime and ASB – measured through Feeling the Difference Survey.

This programme works with the district inclusion panel to identify those young people who are at risk. The Right Stuff Boxing Project deliver the programme and has enabled those at risk of exclusion from school to be engaged in positive diversionary activity, which supports their mental and physical wellbeing. The project works to understand the underlying issues of the young people and to prevent issues occurring in the future. Support will be provided by agencies to those young people at risk of criminal exploitation.

Outcomes achieved (case studies available on request):

- 54 young people engaged on this intervention project
- Between September and December 2019 16 of these achieved their Preliminary National Boxing Award and 3 passed Boxing Tutor qualifications
- Feedback from schools indicates that attendance has improved
- Young people report increased self esteem and self respect
- There has been a positive change in the young peoples behaviour
C. Youth Net

Youth net provide early and direct intervention with young people to reduce the risk of their involvement in ASB and being criminally or sexually exploited. Through a support network, diversionary activities, signposting and ongoing support are provided to engage the young people.

Youth ASB was rising in and around the town centre of Stafford, complaints from visitors and businesses were becoming more frequent with the community trigger also being activated. British Transport Police were also reporting issues and through conversations at the Partnership Hub a picture of exploitation was beginning to build with information from childrens services, Youth Offending Service (YOS) and Youth Offending Team (YOT). The number of enforcement notices and dispersal notices being issued were rising. Through the issues identified through the Strategic Assessment and the additional work that had been carried out by Staffordshire Police in relation to Serious Organised Crime/Organised crime gangs the CWP identified there was a need for an early intervention project. There was a high volume of youth ASB incidents with Stafford town centre and one location was ranked 1st for the number of repeat ASB in Staffordshire.

This work was carried out with input from schools, local support teams, voluntary sector partners, youth justice, Police, County Council and health. This project diverts young people away from the town centre into positive activities, already established within their own locality.

Total number of young people engaged with has been 1545, of which:

- Male – 1065
- Female – 480

3 Sessions delivered a week
20 Hours spent on detached youth work per week
Supported by a core of 5 youth workers with the addition of 5 wider team members to aid the linking into the other Youth Net projects.

Support has been provided for young people who were sleeping on the street, sofa surfing or at risk of becoming homeless.

Conversations have covered a diverse range of topics including school and education, relationships, home life, alcohol use, drugs and drug use either of their own or other young people, family issues, friendships, social media and the impacts of negative use, bullying, faith, social and leisure activity opportunities, homelessness, pregnancy, anger management.
Youth net are:

- Continuing to develop relationships with business managers, staff and security staff. Many businesses in Stafford are positive about young people and even when having trouble there is a level of understanding of why young people are in trouble.

- Building good foundations with young people developing relationships and building trust. On the whole young people are very willing to accept us and recognise the branding of the team and they were open to wider team members as a result.

They have:

- Supported young people in getting home late at night, when transport has failed
- Supported young people when they have been drunk and vulnerable.
- Worked with Street Pastors when we have needed to hand young people on particularly on a Saturday night.
- Reassured a young people who have been victims of crime
- Provided hot drinks and food for young people when they have stated they have not eaten
- Provided mental health support
- Had conversations with young people about prevalence of drugs and drug culture. – Young people feel they have no options other than being involved or on the edge of the drug scene
- Identified young people vulnerable to county lines situations
- Supported the police mobile unit at community sessions
- Connected 3 young people to further training
- Provided diversionary activities on a regular basis
- Planned for a restorative project between town centre business and the young people

The police report reduced ASB since youth net have significantly developed and enhanced relationships with YP

There has been a significant drop in calls reporting youth related ASB within the town centre. There is increased confidence around the town centre from businesses as the young people have become more engaged in positive activities.
D. Domestic Abuse

Domestic Abuse is recognised as an under-reported issue, with much abuse hidden. Stafford Borough has seen a significant upward trend in Domestic Abuse incidents since May 2014. Whilst this is not necessarily a negative trend, it has an impact on the CWP’s ability to manage the issue from a resourcing perspective. The CWP identified the following solutions/opportunities to the issue:

- Preventative support to be delivered to young people in respect of healthy relationships
- Enabling victims of domestic abuse and their families to remain in their own property feeling confident about their security.

Staffordshire Women’s Aid (SWA) have been commissioned to provide schools with the resources to deliver Healthy relationships to young people through the supporting schools programme. The aims of the education sessions are to enable young people to:

- Identify different emotions and respond to them
- Identify the characteristics of a healthy, respectful relationship
- Identify the characteristics of an unhealthy, respectful relationship
- Have the knowledge to seek appropriate help and intervention
- Have a better understanding of the rights and responsibilities of young people, agencies and communities
- Have a better understanding of equality and diversity
- Have increased confidence and social skills
- Increase their sense of self-identity

Theam Security deliver the Sanctuary Scheme which is designed to:

- Create a safe and secure environment through the provision of security measures as identified by the police and other relevant agencies
- To reduce potential homelessness caused by domestic violence and a potential reduction in repeat victimisation
- To reduce repeat incidents of domestic violence

Outcomes from 1 April to 31 March 2020 35 individuals have been supported by the sanctuary scheme

E. Drugs, Alcohol and Mental Health

Stafford Borough CSP recognises the impact that substance misuse and mental health are both factors that affect individuals, their families and indirectly the wider health of communities and businesses. Alcohol and drugs are drivers for those involved in ASB, domestic abuse, violence and acquisitive crime. Mental ill-health and substance misuse impacts upon local services and is recognised as a cross-cutting theme.
Suicides and alcohol-related admissions are statistically higher for Stafford Borough than England. Just under a fifth of violence with injury crimes are recorded as alcohol-related although the actual proportion is probably much higher.

In 2018-19 in Stafford there were around 730 calls to the Police relating primarily to Mental Health, and 520 Missing Persons incidents – rates of Mental Health calls are the second-highest in the force area (5.5 compared to 4.9 per 1,000) while Missing Persons reports are well below the force average (3.9 per 1,000 compared to 4.8). Alcohol and mental health hospital admission rates are both high for hotspot areas identified within the Strategic Assessment with rates of both alcohol related admissions and mental health admissions high in a number of wards. This suggests that there are concerns within the residential community and not solely alcohol misuse associated to the night time economy.

Drugs and alcohol remain priority issues, however evidence suggests the nature of the challenge is changing; this is supported by information provided by drug expert witnesses and Staffordshire Police (i.e. New psychoactive substances or legal highs, exploitation of drugs markets, etc).

Evidence suggests that cannabis, legal highs, cocaine, crack cocaine and heroin are common in the Borough. The use of Monkey Dust is an emerging problem.

Alcohol is a clearly still a key contributor to many aspects of community safety and is of wider concern than purely crime and disorder. The true influence of alcohol is likely to be greater than police figures would suggest. This assertion is based on A&E attendance data and the Crime Survey for England and Wales.

ASB continues to be an issue for residents in the Borough, however long term trends are stable and the local rate is lower than the Staffordshire rate.

There is also a strong correlation between deprivation and community safety for some crime types in Stafford Borough. The maps in the Stafford Borough Community Safety Strategic Assessment 2018 show the links between the priority wards and hot spots and levels of deprivation and how these align with work along key community safety priorities, again reinforcing the need for early prevention work in these areas.

Data from Public Health England shows for every £1 spent on prevention work £2.50 is saved. However, with pressures increasing on statutory budgets leaving a major gap in prevention work, alongside services’
The CWP commissioned Re-Solv to provide prevention and early intervention outreach support to children, families and communities.

In the 12 months from 31 March to 1 April 2020 Re-solv have directly reached

- 578 adults (across 43 sessions delivered in target/hotspot areas)
- 1638 young people (across 47 sessions delivered in target/hotspot areas)
- Recruited 75 community champions to support this work
- 60 people have benefitted from immediate support/signposting from partner agency referrals
- 12,500 resources have been delivered in the borough, including the new mental health guide via various community groups

These figures have exceeded the targets set for the year, this is because the demand for the work was above what was initially expected.

Feedback from young people who attended sessions:

- 91% now feel able to make better decisions about drugs in general
- 85% feel the session has enabled them to feel more confident to make their own decisions and say ‘no’ to peer pressure
- 85% now feel they know where to go for help – if they or a friend needed it

Following specific work around nitrous oxide, feedback indicated:

- 40% had tried nitrous oxide
- Only 20% knew there were risks attached
- 100% said they now feel better informed/supported
- 100% now know how to get support

Quote from parents, teachers and community members:

- ‘I think this information is so important as these kids are not having a typical education and are way more exposed to life of drugs than their mainstream peers (talking about non-school attenders)’
- ‘This education is so important, we don’t have the time to educate ourselves due to our busy lives and we feel our children know more than we do’
- ‘Wow, I had no idea how much had change in the world of drugs’

The degree of engagement from community members is pleasing. The project has really developed momentum over the last year, and there appears to have been a clear in-community need for the project.
F. Hate Crime

Hate crime has been widely acknowledged as being on the rise nationally and locally and Communities Against Crimes of Hate (CACH) have experienced this year on year since 2011. With the resultant press coverage given to hate crime it has helped people identify that what they are experiencing is hate crime and also increased their confidence in reporting and seeking help for it thus further increasing reports.

In the last 9 years CACH has seen demand on its service increase exponentially both from the support to victims side of things and also in training and education as community groups, schools and other professional agencies such as housing providers realise that hate crime is more common place and that they need to be aware of it and know how to respond accordingly.

CACH have supported 80 individuals living in Stafford Borough in 19/20. This is an 100% increase from 18/19 and 166% increase from 2015/16 (when CACH became a full time service).

The motivation of the incidents were:

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<th>Type</th>
<th>Number</th>
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<tbody>
<tr>
<td>Race</td>
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<tr>
<td>Sexual Orientation</td>
<td>10</td>
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Total 82 (real figure 80)
*2 individuals felt targeted for more than one reason

The types of incidents individuals suffered were:

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<th>Type</th>
<th>Number</th>
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<tbody>
<tr>
<td>Verbal</td>
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<td>Threat</td>
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<td>Damage/Graffiti</td>
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<tr>
<td>Incitement</td>
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</table>

Total 82 (real figure 80)
*1 individual reported experiencing more than one type of incident

CACH have delivered education sessions to 668 young people living or being educated in Stafford Borough in 19/20
A repeat victim of racist hate crime felt that she was not being listened to or taken seriously by her landlord. When she was referred to CACH she said ‘I suddenly feel like someone is listening to me and understanding the concerns I have bringing my children up around this.’

We have received positive feedback from partners about the services and support CACH provide.

5.7 The CWP will continue to work in partnership on the delivery of the commissioned services and will report back to members on an annual basis.

We are writing the report during the covid response and are pleased to report that we have been able to adapt our delivery of commissioned services in such a way that we have been able to continue to support our communities. Partnerships meetings are going ahead virtually and our continued work will form part of the community recovery work stream. We anticipate a change in demand and increases in certain areas, data is being closely monitored and we are working with partners to ensure we can address these issues effectively and efficiently.
### 6 Implications

#### 6.1 Financial

The allocation of funding to the Council, as responsible authority for community safety, is at risk if there is no evidence of a current partnership plan on the website and also if the evaluation does not meet the SC requirements. This year the Strategic Assessment re-fresh was provided free of charge.

#### Legal

The Safer Communities Partnership is a statutory body (under the Crime and Disorder Act 1998 with further regulation being provided by the Police Reform Act 2002 and the Police and Justice Act 2006) required by law to work with Police; Fire and Rescue; Probation and Clinical Commissioning Groups to tackle crime and anti-social behaviour in the Borough.

Section 17 of the Crime and Disorder Act 1998 puts a statutory duty on local authorities to tackle crime and disorder as part of their core or 'mainstream' work and requires them to consider the impact of their services in reducing crime and disorder.

<table>
<thead>
<tr>
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<tr>
<td>Data Protection</td>
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<tr>
<td>Risk Management</td>
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### 6.2 Community Impact Assessment Recommendations

The Borough Council considers the effect of its actions on all sections of our community and has addressed all of the following Equality Strands in the production of this report, as appropriate:

- Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

The priority areas have been identified through a robust evidence base. Any services that are being commissioned will be inclusive. The ASB team will work closely with agencies who support individuals, using appropriate referral mechanisms and the Partnership Hub.

Safeguarding concerns will be escalated to appropriate personnel. If referrals do not meet thresholds for safeguarding, then a referral will be made to the multi agency Partnership Hub for discussion and signposting.

Powers within the Crime and ASB Act 2014 will be used in order to tackle ASB and disorder within the borough. Low crime and ASB rates will make the borough more appealing to live, work and visit. Ensure that reductions in crime and anti-social behaviour are communicated effectively.

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**Previous Consideration** - Nil

**Background Papers** – File available in Corporate Business and Partnerships