



Havering
LONDON BOROUGH

**CRIME AND DISORDER OVERVIEW AND SCRUTINY
COMMITTEE
5 October 2021**

Subject Heading:	Update on the Enforcement & Community Safety Structure Review 2020
SLT Lead:	Barry Francis Interim Director of Neighbourhoods
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Policy context:	The report provides an update on the previous Enforcement & Safety Review Report presented to the Committee
Financial summary:	There are no direct financial implications arising from this report.

The subject matter of this report deals with the following Council Objectives

Communities making Havering	[x]
Places making Havering	[x]
Opportunities making Havering	[]
Connections making Havering	[]

SUMMARY

The report provides a brief update on work undertaken in relation to the Enforcement & Community Safety Review as presented at the last meeting.

It also clarifies the position regarding the apparent £86k disparity in the service budget from 2020 to 2021.

RECOMMENDATIONS

That the Crime and Disorder Overview and Scrutiny Sub-Committee;

- note the contents of the report

REPORT DETAIL

- 1. Steps to assess and consider modifications to the structure implemented in 2020.**
 - 1.1 The previous report on the Council's review of Enforcement and Community Safety contained comprehensive details of the operational roles, structure and financial implications related to this service and was produced by the Interim Head of Service at the time.
 - 1.2 Since this time, a new, permanent Head of Service has been appointed, who has been working with the Assistant Director of Civil Protection to review the findings of the report and to consider the efficiency and effectiveness of the new structure that was implemented in 2020.
 - 1.3 This work is ongoing, but it has been identified that modifications to the structure are required, to improve the ability of the service to meet the increasing response demands for environmental and other crime across the Borough, which have escalated since the Step 4 of the Government's Roadmap out of Lockdown on 19th July.
 - 1.4 A review of the structure is therefore currently being considered that will take account of the new pressures on the service and how best to address these. It will also have regard to a wider Council plan that is under development that will improve coordination of enforcement activity across the Neighbourhoods Directorate and other services within the Council.
- 2. Improvements currently underway**
 - 2.1 Whilst this work is in progress, a new training regime has been introduced within the service, particularly to upskill staff in Environmental Enforcement who were transferred into the service in 2020 from Housing, where they previously undertook roles as Community Wardens. The training aims to increase confidence in identifying and managing environmental crimes and includes both a structured programme of technical training, plus peer mentoring and coaching with more experienced colleagues.
 - 2.2 A new Enforcement Plan has also been introduced for staff to refer to, which highlights key environmental crimes occurring in the Borough and sets out expectations of individuals in addressing these.

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2.3 In addition, the Assistant Director is working closely with the three Heads of Service from Civil Protection to identify where collaboration is possible and relevant across the services. This includes ensuring that any duplication is minimised and that expertise and resources can be shared for issues such as noise (and statutory noise) and other statutory nuisance. There is also cross support for work linked to Covid and Outbreak Control.

2.4 The Head of Service and Managers have additionally built solid working relationships with new colleagues in Metropolitan Police to identify new opportunities to work collaboratively to tackle local crimes. This has led to a series of joint operations across a range of initiatives in Havering and planning for multi-agency Days of Action in hotspots in the Borough.

3. Financial Disparity between figures quoted for the service in 2020 and 2021

3.1 At the previous Crime and Disorder Sub Group meeting in July, Members raised a question as to there being an £86k disparity between the two reports.

3.2 This query has been investigated and the difference in budget is due to staff vacancies being held. This was to reduce pressure on budgets to end of year 2020/21. It is however intended to re-appoint to these posts as soon as the revisions to the new structure are agreed.

4. Summary

4.1 A further update report will be presented to the Committee soon as a proposal has been developed for improvements to the current Enforcement and Community Safety Structure.