



**Corporate Policy and
Resources Committee**

Thursday 17th January 2024

Subject: Additional Enforcement Resources

Report by:	Director of Change Management, ICT & Regulatory Services
Contact Officer:	Andy Gray Housing & Environmental Enforcement Manager andy.gray@west-lindsey.gov.uk
Purpose / Summary:	To present proposals for additional community safety resources to committee and seek their approval,

RECOMMENDATION(S):

Committee are asked to:

- a) Approve the appointment of two additional enforcement officers for a two-year fixed-term period.
- b) Approve funding via the draw down of £89,000 from the Communities at Risk Reserve and £89,000 from General Fund Balances.

FINANCIAL IMPLICATIONS:

The Officer recommended course of action is to employ two fixed term posts for a period of two years.

The salary + oncosts for this would be £164,000 when an allowance is made for future expected pay increases.

In addition to the £164,000 staff cost budget further budget is requested of £14,000 to fund a vehicle and uniform. This brings total anticipated costs to £178,000 for a period of two years.

One of these posts will be largely dedicated to Communities at Risk and it is therefore recommended that 50% of cost is funded from the Communities at Risk Reserve.

It is expected that the second post will be dedicated to providing assurance and comfort to the surrounding communities of RAF Scampton. It is therefore expected that 50% will be funded from Home Office Grant. Should Home Office Grant not be received the post will be funded from General Fund Reserves. The recommendation is based on Home Office grants not being received.

FIN REF: FIN/90/24/MT/SL

STAFFING IMPLICATIONS:

The Officer recommended decision is to recruit two fixed-term two year posts on Grade 6 salary scales. The post will be a replication of the existing enforcement officer post and has been job evaluated.

HR REF: N/A

LEGAL IMPLICATIONS:

There are a variety of

1. The post fulfils a number of statutory and non-statutory obligations including: Abandoned vehicles
2. Anti-social behaviour
3. Fly-tipping
4. Illegal waste offences
5. Early presentation of waste
6. Monitoring of Public Space Protection Orders (PSPOs)
7. Fixed penalty offences (i.e., Littering, dog fouling, graffiti)
8. Enhanced patrols in hotspot areas

Any legal action, fines or sanctions arising as a result of these duties will be undertaken in line with the Council's Enforcement policies.

SECTION 17 CRIME AND DISORDER CONSIDERATIONS:

The role directly impacts upon the Council's ability to enforce its legal obligations and provides a direct resource to address specific areas of concern across the district in relation to crime and anti-social behaviour as well as other environmental related crime issues.

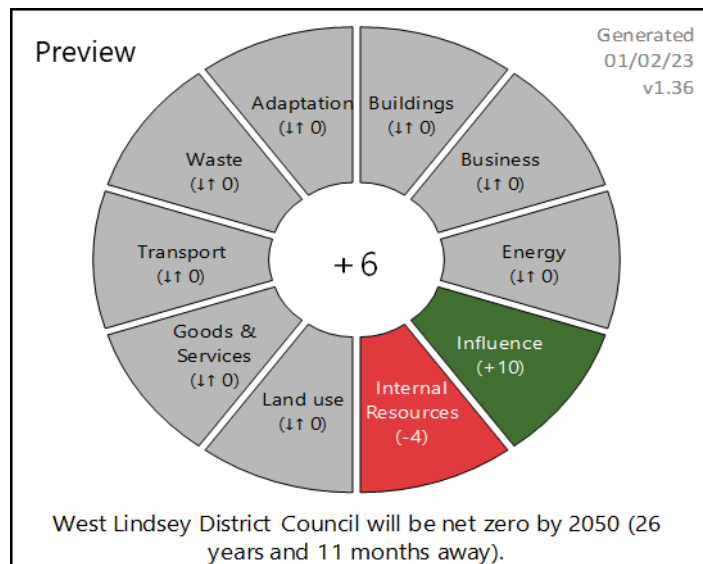
There are parts of West Lindsey which are some of the most deprived areas in the County and as such suffer from some of the highest levels of anti-social behaviour and environmental crime. In the Council's state of the district report the level of crime is cited as low and stable, however there are pockets which have greater levels when looked at more closely.

The Council has also made specific commitments to deal with environmental crime, which is a key issue for local Councillors.

Tackling environmental crime and ASB is a key objective in the Corporate Plan for the Council.

CLIMATE RELATED RISKS AND OPPORTUNITIES:

Effectively tackling issues such as early presentation of waste and fly-tipping contributes directly to the Council's Corporate Plan objectives in these areas.



The Enforcement Officer post/s will have a positive influencing role to play in regard to the overall approach to dealing with ASB and environmental crime through its work with partners and more frequent engagement with our residents.

Internally, the role does contribute to an increased number of vehicles miles driven and potentially within the fleet, given the nature of its requirements.

HEALTH IMPLICATIONS:

A safe and clean district has a direct impact on the health of residents and this role directly contributes to that regarding the work areas that it covers.

The functions that this role directly respond to such as fly-tipping, ASB and early presentation of waste are key, high-profile responsibilities that the Council has in this regard.

Equality and Diversity including Human Rights :

The application of any enforcement activity carried out should these proposals be approved will be done in line with the relevant Council policies. These policies make provision for each individuals specific circumstances and any mitigating reasons presented would be taken into account and considered in line with these policies.

DATA PROTECTION IMPLICATIONS:

None noted.

Title and Location of any Background Papers used in the preparation of this report :

WLDC Environmental Crime Commitment 2023-2024

<https://www.west-lindsey.gov.uk/sites/default/files/2023-04/WLDC%20Environmental%20Crime%20Commitment%202023.pdf>

WLDC Environmental Crime Policy February 2023

<https://www.west-lindsey.gov.uk/sites/default/files/2023-04/Environmental%20Crime%20Policy%202023.pdf>

RISKS ASSESSMENT

Financial : There is not an allocated budget for these proposals, therefore the Communities at Risk reserve has been identified as the budget source.

Reputational : the developments at RAF Scampton have placed significant focus on the council and its activities and it is intended to provide reassurance to the local communities through the provision of these additional resources. If the Council does not do this there is a risk that it will not be able to manage any additional issues that may arise. Likewise, there may be a perception from the community that we are not responding to the matter accordingly, regardless of the level of issues that come about.

1. Introduction

- 1.1. The theme of community safety and enforcement is one of the priorities of the Council and the administration have requested consideration be given to increase resource in this area. This paper seeks to put in place that resource and outline where it can be utilised to bring about additional benefits to the Council.
- 1.2. This priority is recognised within the Executive Business Plan where additional resources have been requested to specifically work towards a reduction in environmental related crime such as fly-tipping and littering. This objective then requests that proposals are developed for additional enforcement relating to Anti-Social Behaviour (ASB) and fly-tipping.
- 1.3. This report requests Members considers two additional posts to carry out enforcement activity. The cost of these two posts is estimated to be £164,000, to support these resources a further budget of £14,000 is requested to provide equipment, uniform and a vehicle.
- 1.4. The roles would operate within the existing community safety team and primarily be focussed on supplementing the work that this team does regarding anti-social behaviour, abandoned vehicles, fly-tipping, early presentation of waste and other fixed penalty offences across the whole of the district.
- 1.5. The roles are fixed term posts and funding is being sought from a combination of earmarked reserves and General Fund Balances. If external grant funding is received this will replace the draw down from General Fund Balances.

2. Context

- 2.1. The existing community safety team consists of 2.5 full time equivalent officers who cover the work areas cited in 1.2 and deal with all ASB type queries and complaints that come into the Council.
- 2.2. A clearly identified priority is for the Council across its whole area is to be more proactive and visible in its enforcement role and to ensure that we are utilising the powers we have available to deal with issues that are causing concerns in the community. There is also a concern that the reducing policing resource including PCSOs across the district will lead to more complaints coming directly to the Council, which we will need to respond to and deal with.
- 2.3. The Executive Business Plan commits to an action that officers would “create a proposal for an additional community safety enforcement resource in relation to ASB, which includes partnership with the Police”. This formed part of broader actions agreed in relation to ASB and fly-tipping enforcement.

- 2.4. The proposed roles will mirror the existing Enforcement Officer role job description and be managed by the existing Senior Licensing and Community Safety Officer.

3. Additional Community Safety Capacity

- 3.1. Whilst it is felt that current arrangements in place for community safety are effective, additional resources would enable the Council to be more proactive and have a more visible presence in its communities. The additional capacity will also enable the council to develop more proactive pieces of work in line with current trends and feedback from the local communities and Councillors.
- 3.2. Internal discussions with Councillors have identified that there is still a desire to enhance the work that the Council undertakes on lower-level enforcement matters such as dog fouling, dog control and littering. Whilst there is an agreed approach currently, this work is not prioritised and there is no specific resource that patrols for solely these offences. On that basis it is proposed that the “Civil Enforcement” approach, agreed within the Council’s Environmental Crime Commitment be revisited considering the agreed increases to fixed penalties for littering, graffiti and fly-tipping. A report will be brought to Management Team in the future on this matter, which will update on the progress of the enforcement officers should the proposals within this paper be agreed. This will then progress accordingly to the relevant Committees.

4. Funding Sources

- 4.1. If Committee decide to create two fixed term posts for a period of two years, a total budget of £164,000 for staff costs is being sought. This cost is higher than shown in Table 7.1. to allow for anticipated pay increases. In addition to the £164,000 staff cost budget, a further budget is requested of £14,000 to fund a vehicle and uniform. This brings total anticipated costs to £178,000 for a period of two years.
- 4.2. Officers are recommending that these costs are funded from reserves, 50% of costs funded from General Fund Balances and 50% funded from the Communities at Risk reserve.
- 4.3. The paragraph above details that in part the Communities at Risk reserve be used to fund the posts. The posts will be a resource that can be utilised across the whole of the district, however it is expected that they will pay particular attention to areas where the data suggests greater intervention may be required. For example the South West Ward in Gainsborough ranks at number 1 in the County in relation to neighbourhood policing resources and is the primary area within which the Council deals with ASB and waste related issues. Likewise, the Council has Public Space Protection Orders (PSPOs) in Hemswell and across the District (for dog fouling) and these additional resources will enable an enhanced focus to be put onto these.

4.4. This does not mean that additional resources will all be consumed within these areas and the deployment of the resources will be regularly reviewed to ensure that key local issues across the District are being addressed and aided by the use of the vehicle access proposed in this report.

4.5. At RAF Scampton, Government have announced that the site could house up to 2,000 asylum seekers, causing concerns within local communities and potentially leading to an increase of community safety related issues. These additional roles will help to ensure that the Council has the capacity to deal with any issues that arise from these proposals, whilst at the same time provide capacity to continue to deliver an enhancement to the existing community safety functions.

5. Specific Functions

5.1. The new roles will specifically enhance the Council's ability to respond to and deal with the following:

- Abandoned vehicles
- Anti-social behaviour
- Fly-tipping
- Illegal waste offences
- Early presentation of waste
- Monitoring of Public Space Protection Orders (PSPOs)
- Fixed penalty offences (i.e., Littering, dog fouling, graffiti)
- Enhanced patrols in hotspot areas

6. Intended Outcomes

6.1. Enhanced capacity within this work area would deliver the following additional outcomes

- Greater ability to respond to district wide concerns
- Increased capacity to be responsive to ASB and environmental crime issues.
- Increased capacity to deliver outputs from the Council's Environmental Crime Commitment such as issuing of additional fixed penalties and educational campaigns.
- Increased capacity to carry out additional targeted patrols
- Enhanced community safety presence in key areas around the district.
- Increased ability to be more mobile around the district using additional vehicle.
- Ability to respond to and proactively deal with any concerns arising from developments at RAF Scampton.

6.2. The additional roles will also be able to demonstrate, through their activities a clear contribution to delivering:

- The Corporate Plan
- The Environmental Crime Commitment

- The SWW Action Plan (to be presented to Councillors in 2024)
- Specific actions within the revised Private Rented Sector housing approach relating to ASB

6.3. More specifically, it is expected that the additional roles will lead to the following:

- An increase in the number of fixed penalties issued for dog fouling, littering, fly-tipping and early presentation of waste.
- An increase in the number of out of hours proactive patrols undertaken.
- An increase in the number of cases resolved formally and informally.

6.4. Councillors should note that the additional resources and proactive work are likely to result in an increase in the number of cases opened and complaints received within the work area.

7. Options Appraisal

7.1. There are a broad range of resourcing issues that have been considered to meet the requirement for enforcement resource. The following options are proposed for the additional resources required. All options have been presented as fixed term, given the uncertainty in regard to the time that asylum seekers will be present at RAF Scampton.

7.2. Officers are recommending that Option 4 is approved.

Option	FTE	Band	Contract Length	Staffing Budget Required (inc. on costs from 1 st Feb 2023) before pay rise allowance
1	1	6	1 year	£37.8k
2	2	6	1 year	£75.6k
3	1	6	2 years	£76.7k
4	2	6	2 years	£153.4k
5	1	6	Permanent	£40k pa
6	Do Nothing			

Option	Pros	Cons
1	-Minimal financial commitment	-Short term -Does not enable as many outputs to be delivered -May be difficult to recruit staff due to the contract period
2	-Increased FTE available to address issues in short term. -Makes provision for any work that may arise from RAF Scampton.	-Short term -May be difficult to recruit staff due to the contract period
3	-Increased time to deliver more outputs	-May be difficult to recruit staff due to the contract period
4	-Additional resource and capacity to deliver outputs -Longer contracts may attract more applicants -Makes provision for any work that may arise from RAF Scampton.	-Increased budget commitment -May be difficult to recruit staff due to the contract period
5	-Permanent commitment -Meets the demands of new administration in regard to additional enforcement resource	-Significant budget commitment -RAF Scampton work may not require a permanent commitment or may be funded from elsewhere
6	-No financial commitment -Enables times for further review of resources in line with administration to be considered	-Does not provide any additional capacity -Does not respond directly to the situation at RAF Scampton

END