

Sustainable Communities Scrutiny Committee

Agenda

Date: Thursday, 21st June, 2012
Time: 10.30 am
Venue: Committee Suite 1,2 & 3, Westfields, Middlewich Road,
Sandbach CW11 1HZ

The agenda is divided into 2 parts. Part 1 is taken in the presence of the public and press. Part 2 items will be considered in the absence of the public and press for the reasons indicated on the agenda and at the foot of each report.

PART 1 – MATTERS TO BE CONSIDERED WITH THE PUBLIC AND PRESS PRESENT

1. **Apologies for Absence**

2. **Minutes of Previous Meeting** (Pages 1 - 6)

3. **Declarations of Interests**

To provide an opportunity for Members and Officers to declare any personal and /or prejudicial interests in any item on the agenda.

4. **Declarations of Party Whip**

To provide an opportunity for Members to declare the existence of a party whip in relation to any item on the agenda.

5. **Public Speaking Time/Open**

A total period of 15 minutes is allocated for members of the public to make a statement(s) on any matter that falls within the remit of the Committee.

Individual members of the public may speak for up to 5 minutes, but the Chairman will decide how the period of time allocated for public speaking will be apportioned, where there are a number of speakers

For any apologies or requests for further information, or for a member of the public to make a statement:

Contact: James Morley
Tel: 01270 686465
E-Mail: james.morley@cheshireeast.gov.uk

6. **Equality and Diversity** (Pages 7 - 14)

To consider data from consultation on Equality Objectives and examples of equality issues regarding employment procedures.

7. **CCTV Update** (Pages 15 - 18)

To receive a further update on the CCTV Camera network

8. **Domestic Violence** (Pages 19 - 24)

To receive a report on Domestic Violence in Cheshire East

9. **Work Programme** (Pages 25 - 28)

To give consideration to the Work Programme

10. **Forward Plan** (Pages 29 - 34)

To give consideration to the Forward Plan

CHESHIRE EAST COUNCIL

Minutes of a meeting of the **Sustainable Communities Scrutiny Committee**
held on Thursday, 10th May, 2012 at Committee Suite 1,2 & 3, Westfields,
Middlewich Road, Sandbach CW11 1HZ

PRESENT

Councillor H Murray (Chairman)
Councillor M Grant (Vice-Chairman)

Councillors A Barratt, G Barton, L Brown, P Hayes, J Jackson, M Parsons,
J Wray and F Keegan
Emily Lam – Police Authority

Apologies

Councillors D Hough, W Livesley and G Wait
Councillor R Bailey – Portfolio Holder for Safer and Stronger Communities

OFFICERS PRESENT

Peter Hartwell – Head of Safer Communities
Jan Griffiths – Community Safety Operations Manager
Kevin Melling – Head of Highways and Transport
Abigail Webb – Community Safety Development Manager
Laura Woodrow-Hirst – Antisocial Behaviour Team Leader
Zandra Neeld – Performance and Planning Manager
Julie Davies – HR Strategy and Policy Manager
David Hallam – Principal Conservation and Design Officer
James Morley – Scrutiny Officer

171 MINUTES OF PREVIOUS MEETING

RESOLVED – That subject to the following amendments the minutes of the meeting on 5th April 2012 be approved as a correct record.

(a) That Emily Lam's presence be noted.

(b) That the following be added to minute 166:

- a. The Committee believed that in many cases neighbourhoods should be provided with 80% of CIL funds.
- b. RESOLVED - That the Committee recommend to Council that 80% of Community Infrastructure Levy funds should be passed on to neighbourhoods in most cases.

172 DECLARATIONS OF INTEREST

There were no Members of the Committee present who wished to declare any interests.

173 **DECLARATIONS OF PARTY WHIP**

There were no Members of the Committee present who wished to declare a party whip.

174 **PUBLIC SPEAKING TIME/OPEN**

There were no members of the Public present who wished to address the Committee.

175 **CCTV CAMERAS SURVEY**

The Committee was presented with a list of CCTV cameras which were being obstructed by obstacles such as trees and poor lighting issues. The cameras on the list were rated high, medium or low priority based on antisocial behaviour, community safety and public interest in the need for the camera.

The Community Safety Operations Manager explained that options available to the Council to address tree obstructions were to trim the tree, remove the tree subject to requirements of relevant tree preservation order (TPO); or move the camera. Any work that was possible would have to be conducted by Streetscape or Highways depending on which was responsible for the area. The Head of Safer Communities informed the Committee that a review of camera locations was currently been carried out based on crime and disorder statistics and camera suitability to determine whether cameras were worth keeping or needed to be moved to be most effective. It was expected that review of all 300 cameras in Cheshire East would be completed by October 2012 to feed into the Council's budget process for the following year.

The Committee was pleased that a long term appraisal of cameras was being carried out however there was a need to deal with the short term problems of current cameras locations being obstructed by trees or poor lighting. The Committee believed that the CCTV service needed to develop better relationships with Streetscape, Highways and Planning to put procedures in place to deal with and monitor issues in an effective way. The Committee was informed that some work had begun on this recently and a pilot of the review was being carried out in Sandbach which would be completed in early June 2012.

RESOLVED:

- (a) That the Committee request a report by the Head of Safer Communities on the conclusion of the CCTV camera review be presented to the Committee in September 2012 before the review is finalised in October 2012.
- (b) That the Committee receive a report by the Head of Safer Communities on the progress made to deal with the current obstructions to cameras and a plan for dealing with obstructions in future be presented to the Committee at its next meeting.
- (c) That the Chairman write a letter to the Council's Principal Forestry and Arboricultural Officer to express the Committee's concern about

the high number of obstructions to CCTV cameras caused by trees and request that measures be taken to assist in the removing of obstructions.

176 **CHESHIRE ROAD SAFETY PARTNERSHIP**

The Committee discussed the Cheshire Road Safety Partnership (CRSP) with the Head of Highways and Transport. The CRSP was established as a partnership between the Council, the Police Service and the Fire and Rescue Service which was committed to improving road safety in Cheshire East.

The work of the partnership was based on three priorities; Education, Engineering and Enforcement. Education pertained to the role the Fire and Rescue Service played in educating children and young people about safer road use as pedestrians and cyclists and as future motor vehicle drivers. Engineering pertained to the responsibility of the Council to maintain public highways and ensure safety measures were appropriate and effective. Enforcement pertained to the role of the Police to monitor road use and enforce the law.

Currently the Fire and Rescue Services education programmes had a good up take from schools and a performance framework had been developed which would enable the service to evaluation the effectiveness of the programmes. The Council were conducting route reviews and developing road maintenance programmes to coordinate the work being carried out on the borough's road network. The Police were conducting local forums which helped to identify local issues with roads in Cheshire East to consider were to target enforcement.

Members of the Committee asked questions and the following points arose:

- The safer routes to school review was separate from the routes review which was concentrated on key and strategic routes in Cheshire East such as the A50 and A34.
- The decisions on where road safety measures were needed were guided by accident statistics.
- Highways had been working closely with Local Area Partnerships (LAPs) to identify priorities for highway maintenance and 20mph zones.
- The routes review would take into account all road users including cyclists. Ensuring safety throughout cycle routes and adding cycle lanes to roads was part of the engineering programme.

RESOLVED – That the report be noted

177 **ANTISOCIAL NEIGHBOURS IN PRIVATE AND LET HOUSING**

The Committee received a report from the Community Safety Development Manager and the Antisocial Behaviour Team Leader on policy and procedures for dealing with antisocial neighbours in private and let accommodation.

Residents in Private own or rent housing did not have the same access to preventative measure with regards to assistance with antisocial behaviour (ASB) and neighbour disputes as those who were part of a Registered Social Landlord (RSL) scheme. In many cases this had led to feuds and disputes becoming unresolved and escalating as residents were unable to afford access to legal aid at their own cost. In order to assist those in private housing who could not afford legal aid to deal with disputes, the Antisocial Behaviour Team used a one off grant from the Home Office to commission the services of the Manchester City Council's mediation service. The ASB Team bought support for 54 cases of residents in private housing needing early intervention and mediation. Once there had been 54 cases or the deadline of 31st March 2013 was passed the Council would be unable to offer support to residents in private housing as the ASB team was too small to offer the support itself. The RSLs have their own processes for dealing with antisocial behaviour in social housing.

The main service that was offered to private housing residents was mediation which was designed to help residents resolve their disputes themselves before any issues escalated into antisocial activity between neighbours. If mediation didn't work the ASB team had various options including involving the Police and private landlords.

The Committee ask questions and the following points arose:

- Police dispatchers had access to the Council's case information and background to help inform officers who were dealing with incidents.
- The ASB team couldn't attribute any successes directly to their mediation work however case studies and reduced repeat offence rates could demonstrate the impact of the service. This would help to justify the value of the service and contribute to securing additional funding.
- Three out of the four posts in the ASB team had recently been mainstream funded due to a cut to grants. One part time post was still being funded by the Police however it was unsure whether this would continue past 31 March 2013. The Head of Safer Communities would look into the possibility of mainstreaming this post if funding was lost as he had no doubt about the value of the ASB teams work.
- The Committee was pleased with the work of the ASB team and would support it in securing additional funding for its support of residents.

RESOLVED:

- (a) That the report be noted.
- (b) That the Committee request the Antisocial Behaviour (ASB) team return to the Committee in September 2012 to provide evidence of

positive outcomes due to early intervention and proposed budget requirements for 2013/14.

178 **EQUALITY AND DIVERSITY**

The Committee agreed to defer this item on Equality and Diversity until the next meeting.

179 **HERITAGE CRIME INITIATIVE**

The Committee received a report on the Cheshire East Heritage Crime Initiative from the Principal Conservation and Design Officer. The Committee was asked to support the officer's recommendations for the implementation of the Heritage Crime Initiative (HCI) in Cheshire East and Cheshire East Council become a member of the Alliance to Reduce Crime against Heritage (ARCH) and a signatory to the Memorandum of Understanding (MoU) with English Heritage, Cheshire Police, the Crown Prosecution Service and other associated organisations.

Heritage contributed significantly to tourism and community identity. Heritage related tourism generated £255.8 million in Cheshire in 2009. Heritage was a finite resource that could not be replaced which made heritage crime an important issue to address. The majority of crimes in Cheshire East which were illustrated in Appendix 2 involved the theft of materials such as lead from churches. Theft of materials resulted in damage to buildings and high costs of repair as well as increased cost of insurance premiums or insurers refusing to offer any insurance at all.

The principle of the MoU and the wider HCI was to develop an agreed approach to recording crime, preventing crime and taking action against those responsible, across the country. The intention of HCI was that communities, civic societies and heritage interest groups would become active in detecting and potentially preventing heritage crime.

Members of the Committee expressed concerns about the level of impact the initiative may have on preventing heritage crime. The Committee wanted to see a more proactive approach to preventing opportunities for crime and deterring criminals rather than simply reporting crimes. However the Committee was content that some effort was being made to tackle the issue and hoped that further initiatives in future would assist in the prevention, not just detection, of heritage crime.

RESOLVED:

- (a) The report be noted.
- (b) The recommendations of the Principal Conservation and Design Officer be supported by the Committee.

180 **WORK PROGRAMME**

The Committee gave consideration to the Work Programme

RESOLVED – That the Work Programme be updated

The meeting commenced at 10.30 am and concluded at 1.20 pm

Councillor H Murray (Chairman)

CHESHIRE EAST COUNCIL

REPORT TO: Sustainable Communities Scrutiny Committee

Date of Meeting	10 th May 2012
Report of:	Strategic Director of Places & Organisational Capacity and Head of HR & Organisational Development
Subject/Title:	Equalities and Diversity
Portfolio Holder:	Councillor Brown

1.0 Report Summary

- 1.1 At its meeting on 1st March 2012, the Committee received a report on the requirements of the Equality Act 2010 to develop equality objectives for the Council and publish other key information. The draft objectives were noted and officers were asked to return to the Committee with the data from the consultation and also to provide examples of equality issues regarding employment procedures. This report contains information on these two issues.

2.0 Recommendation

- 2.1 Committee is requested to:
- 2.2 Note the information contained within the report

3.0 Wards Affected

- 3.1 Not applicable

4.0 Local Ward Members

- 4.1 Not applicable

5.0 Policy Implications including - Climate Change - Health

- 5.1 None

6.0 Financial Implications

- 6.1 None

7.0 Legal implications (authorised by the Borough Solicitor)

- 7.1 Failure to comply with equalities duties has formed the basis for successful judicial reviews of budget and service provision decisions.

8.0 Risk Management

8.1 None

9.0 Background

9.1 The statutory Public Sector Equality Duty came into force on 5 April 2011 as part of the 2010 Equality Act. The Equality Duty has three aims. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it.

9.2 The 2010 Act lists the characteristics that are protected by the Act. These are:

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

9.3 Having due regard means consciously thinking about the three aims of the Equality Duty as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached by the Council – such as in:

- how it acts as an employer
- how it develops, evaluates and reviews policy
- how it designs, delivers and evaluates services
- how it commissions and procures from others.

9.4 The Specific Duties came into force on 10 September 2011; these cover the publication of information and the setting of equality objectives.

9.5 The Council must publish the information that it deems necessary to demonstrate its compliance with the general equality duty by 31 January 2012 and at least annually thereafter (schools and pupil referral units must do this by 6 April 2012 and at least annually thereafter). This information must include information relating to people who share a relevant protected characteristic who are the

Council's employees or those affected by the Council's policies and practices. Workforce information has been published on the Council's website in order to meet this requirement.

- 9.6 Draft equality objectives were also published on the website with comments invited. These draft objectives were subsequently reported to this Committee and then, together with the results of the consultation, considered by Cabinet on 2nd April when the objectives, as appended, were finalised and subsequently published.

10.0 Consultation on Equality Objectives

- 10.1 Comments were invited through the website on the draft objectives during January and February. Two responses were received. One was from a member of staff and the other from a local resident. The responses are summarised as follows:

Respondent One – was concerned that the objectives were insufficiently SMART and therefore may not assist the authority in meeting its duty to advance equality of opportunity. Additionally, suggested a specific amendment of “ensuring the workforce feels valued, respected and is reflective of the diverse communities it serves” as being more tangible.

Respondent Two – again, there were concerns that the objectives were insufficiently SMART. This response focussed on:

Data & Analysis – suggested that there was already a considerable source of data available and questioned our need to better understand inequalities within the Borough. Also suggested that our aim should be to improve services for all rather than just hard to reach communities

Workforce Profiling – suggested that there is no evidence to suggest that a workforce reflective of the diversity of the Borough will result in improved service delivery

Engagement & Consultation – concern that our objectives were focussing on hard to reach communities

Embed Equalities throughout the Council – suggested a simpler statement

- 10.2 As a result of these comments, amendments were made to the draft objectives and these are highlighted on the appendix. In particular:

Hard to reach communities - reference was removed as our approach was intended to apply to all communities

Data and needs analysis – additional statements were added to better reflect our intentions

Engagement and consultation – the objective was strengthened by the addition of specific actionable statements

Workforce – an additional statement was added on developing a culture where staff understand their role and expected behaviours. This

will be actioned by the development of a compulsory equalities training module and through the behaviours framework adopted for personal development reviews

- 10.3 The general comments on the need for the objectives to be SMART is accepted and a corporate action plan is currently being developed which will focus on how these objectives are to be delivered. This will sit alongside the departmental action plans which detail how each directorate is taking action on specific service issues. These plans will be monitored by the Corporate Equality Group and periodic reports will be presented to Corporate Management Team.

11.0 Equality and Employment

- 11.1 Cheshire East Council's policy on equality is that no employee will be disadvantaged on the basis of their protected groups which are gender or transgender, marital status or civil partnership, racial group, religion or belief, sexual orientation, age, disability, pregnancy or maternity, social or economic status or caring responsibility.
- 11.2 This means that policies and procedures need to be flexible and may need adjusting to cater for the specific needs of an individual, including the provision of information in alternative formats where necessary.
- 11.3 Discrimination of individuals and employees in the protected groups can have a significant and detrimental impact and can be evident in a number of circumstances:
- Recruitment – being overlooked or treated less favourably on the basis of their protected group during the appointment process or in opportunities for promotion, e.g. on the basis of their age, whether young or old, maternity reasons, race, colour, religion or sexual preference.
 - Learning and development - being denied access to learning opportunities on the basis of a factor of their protected group, e.g. a training course that clashes with a religious festival or event
 - Lesbian, gay and transgender employees – may be bullied or harassed in the workplace as a result of homophobia, transphobia or stereotyping. This can result in low morale, anxiety/depression and poor performance.
 - Disability – individuals may be denied access to employment opportunities where the working environment is inaccessible or where the manager is unwilling to make reasonable adjustments.
 - Unfair treatment – for example not allowing traditional dress, related to an employee's religion to be worn in the workplace.
 - Lack of knowledge of religious traditions and norms leading to a misinterpretation of behaviour and may result in a belief that an

employee is unwilling to take part in or conform with a workplace culture.

- Lack of flexibility in allowing time off for employees with caring responsibilities.

11.4 In order to ensure that the Council's policy on equality is upheld and that none of the above issues arise in the workplace, a number of equality objectives have been agreed which include a complete review of the recruitment and selection processes. This review will also, include an analysis of the Council's recruitment data to help identify any protected groups that the Council is failing to attract and recruit. One of the objectives of the review is to identify barriers to employment and recommend positive measures that can be put in place to attract and recruit employees from all parts of the community.

11.5 A recent analysis of the workforce suggests that employees from the protected groups are indeed under represented in the Council's workforce, although there are some gaps in the data held about individual employees. An equality audit is currently underway and along with further development of the oracle system a key aim over the next year is to improve the quality of the workforce data held by the Council for both analysis, monitoring and to introduce more positive equality measures.

11.6 In the development of a suite of new HR policies and procedures as part of the review of terms and conditions, consideration of equalities implications and where necessary the completion of Equality Impact Assessments was of paramount importance. A number of additional policies were also introduced to support employees with some particular issues that may be related to one or more protected characteristic, for example:

Gender Reassignment

Dignity at Work (Harassment and Bullying)

Improved Flexible Working options and Time off provisions

Stress Management

Maternity and breastfeeding

Retirement – removal of the default retirement age

11.5 In addition to this, through the Council's Corporate Workforce Planning process, managers are required to put together workforce development plans that will both enable and assist them in having the right mix of skills, knowledge and experience in their service to ensure effective future service delivery. As part of this process and due to the Council's ageing workforce, consideration is being given to how older employees can be assisted to remain fully productive in the workplace in order to secure the retention of the knowledge, skills and experience of this valuable pool of employees. At the other end of the age range spectrum, the Council has a well developed Apprenticeship Scheme and National Graduate development Programme that has been

successful in attracting and employing younger talent in the organisation.

- 11.6 A key to ensuring the Council's commitment to equality and diversity is to embed these principles throughout all of its processes and to improve knowledge and understanding around equality issues for both managers and employees. In response to this, the Council's performance and appraisal process has been developed to embed these important and valuable principles and a new online e learning module on Equality and Diversity will be made available and mandatory for to all employees to complete during 2012/13.

12.0 Access to Information

The background papers relating to this report can be inspected by contacting the report writers:

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Designation: Performance Manager
Tel No: 01270 686633
Email: zandra.neeld@cheshireeast.gov.uk

Name: Joy Crumbley
Designation: Senior Personnel Officer
Tel No: 01270 686312
Email: joy.crumbley@cheshireeast.gov.uk

Equality Objectives

Our Equality Objectives have been based on available equalities information through research, consultation and engagement and service-level Equality Impact Assessments. Our equality objectives identify specific internal and external targets that will enable the council to improve the collection of equality information, and address the most persistent areas of inequalities faced by both employees and residents. Where possible our objectives are SMART (specific, measurable, achievable, realistic and timed) or identify key milestones for improvement.

The equality objectives listed below have been developed at service level and have informed our business planning process. Although the main objective headings may not change over the next 4 years the specific actions listed beneath each objective will be reviewed annually in line with the business planning cycle to ensure they remain reflective of current developments and circumstances.

The Council has identified four equality objectives that address our main priorities for improving our understanding of and response to inequalities across all our services including our new Public Health responsibility which will shortly come into effect. All have been designed with the intention of achieving the following shared outcomes:

- Narrowing the gap between our communities
- Providing access to services for all our communities
- Understanding and reflecting the needs of all our communities
- Fostering good relations with all our communities and partners
- Ensuring our workforce is representative of the communities it serves

1 Improve Data and Needs Analysis

Where possible we will collect robust data in our interactions with customers and communities to generate detailed equality information ensuring our services are well balanced and proportionate. We aim to ensure that 100% of data is collected where appropriate for the listed equality protected characteristics over the next 4 years. This will enable us to improve access to services for all as we:

- Capture protected characteristic information at service level where appropriate, which is subjected to annual customer trend analysis
- Develop a robust council wide data set, which is reviewed annually and published on Centranet and used in the Equality Impact Assessments process across the organisation
- Produce directorate equality action plans that are reviewed annually to address data gaps and issues identified in Equality Impact Assessments
- Place the needs of our customers at the heart of our service and business planning processes
- Design and implement policies and procedures that meet the needs of all our communities

2 To Better Reflect Our Communities through our Workforce Profile and Training

We will aim to reflect the diversity of the Borough within our workforce with the aim to improve service delivery by reflecting the needs of everyone in the Borough. We aim to achieve a 5% shift in gaps on our employment profile from 2011-2012 over the

next 3 years. This will be delivered through staff and Member recruitment and development by:

- Improving workforce planning data to incorporate listed equality protected characteristic information
- Including equality awareness training in corporate staff and Member induction processes
- Introducing general equality awareness raising with all staff using an e-learning package
- Introducing targeted equality training for specific processes ie: staff recruitment and disciplinary

3 To Ensure Community Engagement and Consultation is Effective

Our organisation will improve its understanding of communities within our area, and their perceptions of ourselves, partners and our services. This will be achieved through effective and meaningful consultation and engagement activities. The aim is to foster strong relations allowing customers the opportunity to influence services by:

- Building relationships that enable effective engagement and consultation to be undertaken
- Sharing resources for consultation and engagement activities with our partners and the community and voluntary sector where appropriate
- Reducing the consultation burden through targeted consultation and engagement with our hard to reach communities where appropriate
- Sharing consultation and engagement outcomes and learning between services and partners by publishing results within a shared forum
- Demonstrating how we foster good relations within our communities by achieving excellent status in the Equality Framework for Local Government

4 Embed Equalities throughout the Council

Equality and inclusion will be considered at all levels within the Council to ensure that there is a clear and concise link between strategic thinking and service delivery. We aim to ensure we understand and address the needs of all our communities in all functions by:

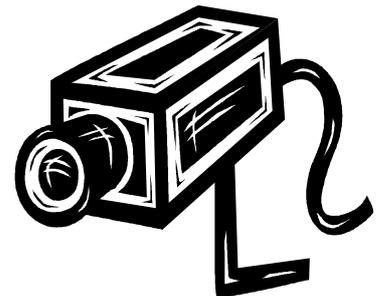
- Giving due equality and inclusion consideration to all our decisions taken at both Officer and Member level
- Completing and regularly reviewing Equality Impact Assessments for all our systems, processes and policies including the business plan, service plans and corporate action plans
- Ensuring all commissioned services give equality and inclusion the same importance as the Council
- Developing a culture where staff understand their role in relation to equalities and behaviour in a way that illustrates this understanding

CCTV CAMERA TREE OBSCURATION PLAN

Trees are living organisms and are constantly growing and changing. The relationship between CCTV cameras and trees in urban areas requires careful management. Trees adjacent to CCTV cameras or within the field of view being covered must be controlled to ensure that public security is not compromised.



Trees can obstruct essential Council monitored CCTV surveillance. In order for cameras to be utilised to their full potential tree management should include regular inspections and programmed maintenance work. Once agreed this management approach needs to be gradually phased into operation and should reduce the numbers of individual camera footage problems and requests for tree work.



CCTV CAMERA TREE OBSCURATION **PLAN**

The purpose of any CCTV tree maintenance programme is to preserve the health and appearance of the Borough's tree inventory, but also to ensure that trees do not constitute a hindrance to its work safeguarding the public or property. The current tree work is prioritised based on the level of obscuration the tree presents to public safety.

CCTV needs an ongoing cyclic maintenance programme where the Operators revisit known tree problem camera images every two years. Trees will then be pruned as required as a result of this exercise.

All tree work must be undertaken adhering to BS 3998 Tree Work 2010.

HIGH PRIORITY TREES, BRANCHES, BUSHES OBSCURATION

CAM. NO.	TOWN	LOCATION - STREET, ROAD, AVENUE ETC.	VENUE, AREA ETC. WHERE THE LINE OF SIGHT IS OBSCURED	IMAGE NO.	TREE NO.	RESPONSIBLE	TPO CON ETC.	COSTS	ACTION BY
2	MACC	Yorkshire Bank , Market Place.	Towards Barclays, Library, Police station, Post Office parcels, Town Hall.	1	1	HIGHWAYS	YES		CE Forestry and Arboricultural team will visit site, assess situation and produce a pruning specification. Confirm spec. and contractual arrangements with Highways - end of June. Submit application to CE Heritage and Design, then to North Area Planning Committee.
				1	2	HIGHWAYS	YES		
				1	3	HIGHWAYS	YES		
				2	4	HIGHWAYS	YES		
				2	5	HIGHWAYS	YES		
9	MACC	Mill Street.	Towards Wetherspoons.	3	6	HIGHWAYS	YES		
				3	7	HIGHWAYS	YES		
16	MACC	Waters Green.	Towards Gas Rd, Nag's Head P.H.	4	8	HIGHWAYS	YES		CE F&A team will contact Streetscape and revisit old agreement.
43	KNUTS	Kings St, Knutsford.	Towards the main street and shops, located in the Church grounds.	5	9	STREETSCAPE	YES		
83	AEDGE	Macclesfield Rd.	The parade of shops in the dip, CEBC car park.	6	10	PRIVATE	NO		
110	CREWE	Asda Car Park.	Rear of the Vic P.H.	7	11				
				7	12				
111	CREWE	Asda Car Park.	Vicinity of camera.	8	13				
				8	14				
112	CREWE	Tower Way.	Telephone kiosk on Tower Way allow views of TK and one next to bus stand.	9	15				
				9	16				
				9	17				
			Delamere St towards pubs.	10	18				
				10	19				
167	NANT	Swine Market.	Between the Spice Parlour and camera.	11	20				
170	NANT	Gregory's Car Park.	On car park.	12	21				
			Water-Lode.	13	22				
				14	23				
201	ALSA	Civic/library/Lawton Rd.	Various including Post Office, Banks, Civic centre etc..	15	24				
				16	25				
				16	26				
				17	27				
207	CONG	Mill St.	Shops towards Peacocks.	18	28				
208	CONG	High St.	Pedestrian shopping area.	19	29				
210	CONG	Lawton St.	Sizzlers.	20	30				
219	MIDD	Southway.	Covers light and pathway.	21	31				
220	MIDD	Wheelock St.	Dinos take away.	22	32				

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CHESHIRE EAST COUNCIL

REPORT TO: Sustainable Communities Scrutiny Committee

Date of Meeting:**Report of:**

Integrated Safeguarding Unit/Domestic Abuse

Subject/Title:

Prevention, Protection, Provision – reducing the human and service cost of domestic abuse in Cheshire East

Portfolio Holder:

Cllr Rachel Bailey

1.0 Report Summary

- 1.1 This report outlines the scale and impact of domestic abuse in Cheshire East and the Council's lead role in promoting and providing co-ordinated and holistic responses to safeguard families. It also highlights the fragility of funding arrangements for core services and the significant gap in perpetrator provision to address the cause of the problem.

2.0 Recommendation

- 2.1 That Councillors promote a strategic cross-cutting and multi-agency approach which encourages partnerships, partner agencies and communities to:
- prioritise the issue in their strategies, action planning and performance management
 - commit long term resources in a collaborative way which maximises contributions including those of local communities
 - address the cause as well as the symptoms of domestic abuse by taking a 'whole family' early intervention approach which provides both challenge and support to those who abuse

The work to develop a comprehensive commissioning strategy will take place in this financial year, resulting in commissioning activity in the financial year 2013-14 and implementation in April 2014

3.0 Reasons for Recommendation

- 3.1 Scale and nature of the Problem (see Appendix A for more detail)

Repeated British Crime Surveys show that domestic abuse remains underreported (1/4 of the worst incidents come to police attention).

In Cheshire East there are annually some **reported**:

- **5000** police domestic incidents (**35%** of which are affected by alcohol)
- **400** high risk cases affecting **550 children** of which **1/4** are repeats and **10%** are multiple repeats

- **250** lower risk cases receiving specialist community support
- **150** women in refuge

Domestic abuse is frequently associated with other parental factors which compromise children's safety and wellbeing and predispose them to future vulnerability. **25%** high risk victims and perpetrators experience **mental ill-health** and **1/3** perpetrators misuse **alcohol and drugs**. These are not causes of domestic abuse but exacerbating or resulting factors which increase the frequency and seriousness of harm.

This trio of factors is identified nationally and locally as contributing to serious harm, crime and disorder and significantly impacts the resources of the Council and partner agencies across Children, Adult and Family Services, Community Safety and the criminal justice sector, health, housing, benefits....

3.2 Council led Solutions

Best practice requires a partnership response in which the Council plays a lead role. Cheshire (East) has a strong reputation nationally for effective partnership working and has a strong base for improving responses. In particular the Local Authority leads this work by:

- a. employing a Council manager to ensure council resources are deployed in the most effective way across the range of council services impacted and to act as manager of the Domestic Abuse Partnership as part of the Integrated Safeguarding Unit
- b. employing the partnership funded staff of the Domestic Abuse Family Safety Unit (safety and support for those at highest risk, winners of the Councils' Team Aspire for Excellence Award Nov 2012)
- c. co-ordinating Multi-Agency Risk Assessment Conferencing which is a process for information sharing and action planning for the highest risk case (funding via Safer Cheshire East Partnership)
- d. providing target hardening measures which enable victims to remain safely in their homes rather than face the upheaval of a move to refuge or other place of safety
- e. commissioning refuge and outreach service, co-ordination of children's change programmes and therapeutic work
- f. delivering prevention and support work in schools (Safeguarding Children in Education and Settings)
- g. training practitioners to identify, protect and support at the earliest possible stage to prevent long term harm
- h. commissioning a trial 'whole family' project as part of the early intervention/troubled families strategy (Crewe Women's Aid)
- i. developing a Council Employer's Policy on domestic abuse which provides managers and employees with clear expectations of the Council's preventive and responsive roles
- j. leading on Domestic Homicide Reviews which are a Home Office requirement

4.0 Wards Affected

- 4.1 All wards are affected but there is huge variance in reported high risk domestic abuse across Local Area Partnerships as data for 2011-12 shows:

LAP	No. High Risk Cases	Rate of victimisation per 1000 population - cases adjusted by LAP population
Macclesfield	100	1.5
Congleton	78	1
Wilmslow	33	1
Nantwich	15	0.5
Knutsford	14	0.5
Poynton	6	0.2

The level of victimisation in Crewe is x 10 that of Poynton. While underreporting in more affluent areas may be a factor the demand on local resources in the Crewe and Macclesfield LAPs places pressures on local services. We are fortunate to have increased specialist provision in the south of the Borough as Crewe Women's Aid continues to provide services despite losing its council Supporting People contract and works collaboratively with the two newly commissioned providers – Arch and Barnardo's.

5.0 Local Ward Members

- 5.1 All

6.0 Policy Implications including - Climate Change - Health

6.1 HEALTH

Domestic abuse causes demand on both primary and acute health services and mental health services (GPs, Accident and Emergency, health visiting, midwifery, Child and Adolescent Mental Health Service, Community Mental Health Services, Drug and Alcohol Services).

Operational work is strong as evidenced by a recent visit of the National Steering Group on high risk cases to determine the local best practice which makes Cheshire (East) one of the highest reporting areas from health professionals.

Areas for improvement are the intersection of domestic abuse, mental health and substance misuse where more integrated policy and procedures could enable further preventative work.

7.0 Financial Implications

- 7.1 The Audit Commission estimates the cost of one high risk case p.a. to be £20,000 shared across the criminal justice sector, housing, health, children's and adults services.

An MMU study on the cost effectiveness of the Domestic Abuse Family Safety Unit, which delivers services for this group, showed savings of £13 for every £1 spent. These savings are in preventing repeats and long term harm.

The Council contributes some 2/3 of the funding for the Family Safety Unit's work (Safer Cheshire East Partnership, Children, Families and Adults) with the remaining funding coming from the PCT, the government, Drug Action Team, strategic and local police.

Refuge and Floating Support (community outreach) services are funded through Supporting People which has been required to make savings in its budget. For 2012/13 the Cheshire East Supporting People budget has been reduced by £1.25m, this was agreed at Full Council in February 2012.

The total contribution of the Council to provide specialist support for adult and child victims is approximately £1m and domestic abuse is a key factor in the work of statutory services to safeguard children and young people.

There are minimal resources expended on service provision to those who perpetrate abuse, outside of criminal justice interventions (police, CPS, 2 dedicated Specialist Courts in Crewe and Macclesfield, Probation Community Domestic Violence Programme and other forms of supervision).

Example from the Munro Review of Child Protection:

A large and complex family was made up of mum and two different fathers who between them had seven children.

*The family was causing significant problems in the community and was constantly at risk of sanctions. As a result of their behaviour they were drawing in considerable local resources relating to child protection, domestic violence, truanting, offending problems and as a result were costing around £160,000 a year. **The vast majority of the money (80 per cent) was on reactive spend and not addressing the underlying causes of the behaviour** (Department for Communities and Local Government, 2012).*

8.0 Legal implications (authorised by the Borough Solicitor)

- 8.1 none

9.0 Risk Management

- 9.1 Financial – current budgets are subject to regular scrutiny through existing council procedures

Capacity – increasing demand alongside diminishing resources. There is a need to prioritise victim safety in the short term while investing in preventive whole family work at an earlier stage. This will be addressed through focused and committed partnership work which seeks gradually to shift capacity from the high risk end to earlier identification and addressing of the key issues.

Strategic influence – the current partnership arrangements are not securely enough linked to the key Boards which are driving change. A proposal to make the Domestic Abuse Partnership a subgroup of the Local Safeguarding Children and Adults Boards is being considered. This will ensure accountability and integration into the work of these linked boards.

10.0 Background

10.1.1 Current policy and practice in addressing domestic abuse (and sexual violence) is based on national good practice and local need. We are particularly informed by the government's Violence Women and Girls Action Plan which commends prevention, provision, protection, performance and partnership.

11.0 Access to Information

The background papers relating to this report can be inspected by contacting the report writer:

Name: Judith Gibson
Designation: Domestic Abuse Manager, Cheshire East Integrated Safeguarding Unit
And Cheshire East Domestic Abuse Partnership
Tel No: 07818 002157
Email: judith.gibson@cheshireeast.gov.uk

APPENDIX A

1. Police data – the full spreadsheet on incidents in the four local authority areas 2011-12 and a Cheshire East summary



DA Pack 11-12
Partner.xls



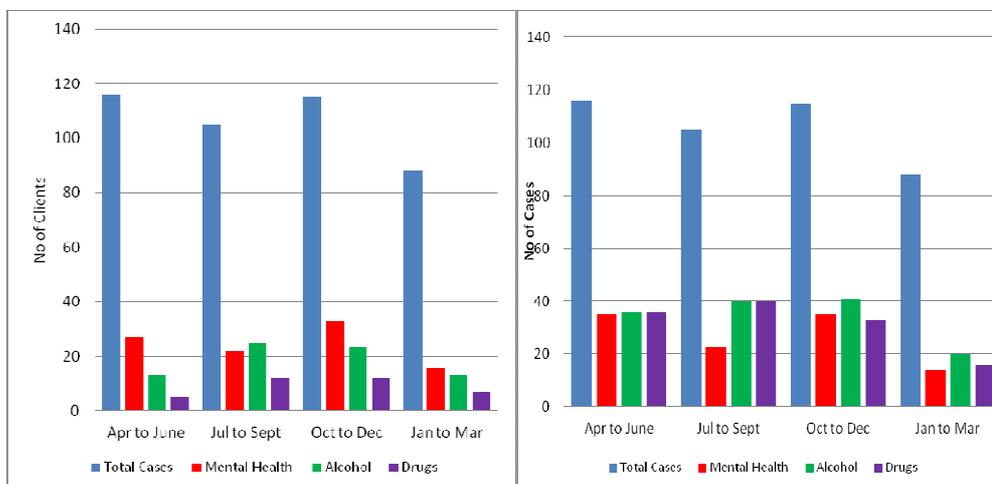
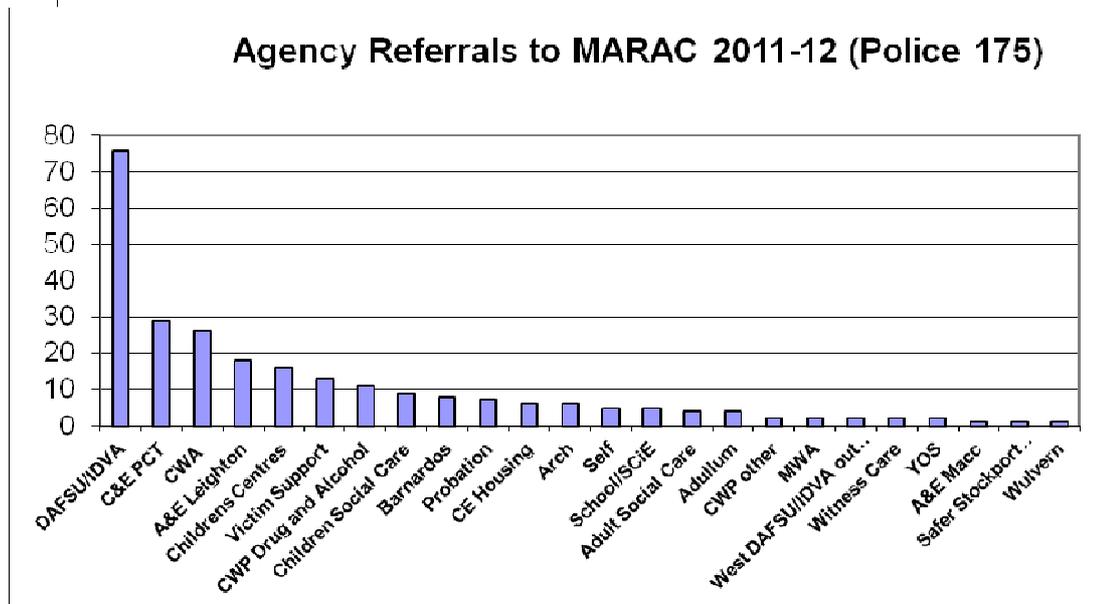
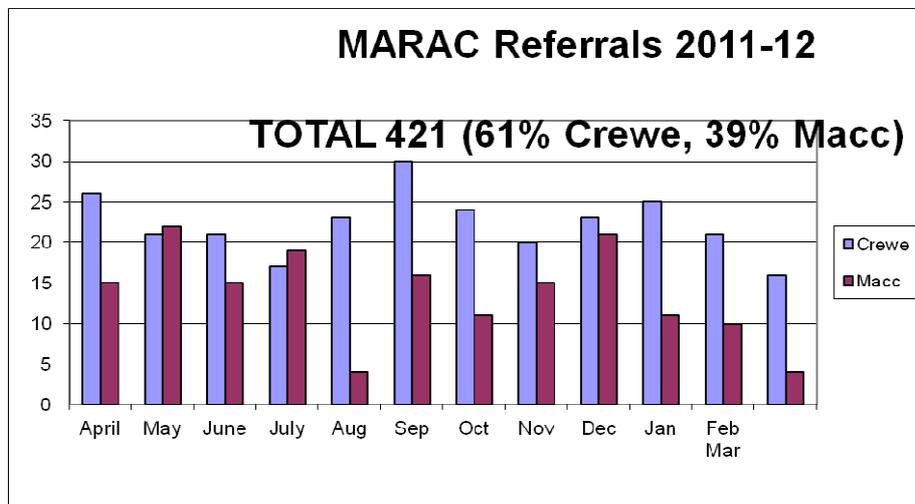
Police DI and DAI
2011 to 2012 summary

2. Report to Subregional Health and Wellbeing Commission on Domestic Abuse and Alcohol



REPORT ON
ALCOHOL AND DOME

3. Multi-Agency Risk Assessment Conferencing (High Risk clients – approximately top 10%)



Linked Factors (mental health, alcohol and drugs) – victim and perpetrator

CHESHIRE EAST COUNCIL

REPORT TO: SUSTAINABLE COMMUNITIES SCRUTINY COMMITTEE

Date of Meeting: 21 June 2012
Report of: Borough Solicitor
Subject/Title: Work Programme update

1.0 Report Summary

- 1.1 To review items in the 2012 Work Programme, to consider the efficacy of existing items listed in the schedule attached, together with any other items suggested by Committee Members.

2.0 Recommendations

- 2.1 That the work programme be received and noted.

3.0 Reasons for Recommendations

- 3.1 It is good practice to agree and review the Work Programme to enable effective management of the Committee's business.

4.0 Wards Affected

- 4.1 All

5.0 Local Ward Members

- 5.1 Not applicable.

6.0 Policy Implications including - Climate change - Health

- 6.1 Not known at this stage.

7.0 Financial Implications for Transition Costs

- 7.1 None identified at the moment.

8.0 Legal Implications (Authorised by the Borough Solicitor)

- 8.1 None.

9.0 Risk Management

9.1 There are no identifiable risks.

10.0 Background and Options

10.1 In reviewing the work programme, Members must pay close attention to the Corporate Plan and Sustainable Communities Strategy.

10.2 The schedule attached, has been updated in line with the Committees recommendations on 10 May 2012. Following this meeting the document will be updated so that all the appropriate targets will be included within the schedule.

10.3 In reviewing the work programme, Members must have regard to the general criteria which should be applied to all potential items, including Task and Finish reviews, when considering whether any Scrutiny activity is appropriate. Matters should be assessed against the following criteria:

- Does the issue fall within a corporate priority
- Is the issue of key interest to the public
- Does the matter relate to a poor or declining performing service for which there is no obvious explanation
- Is there a pattern of budgetary overspends
- Is it a matter raised by external audit management letters and or audit reports?
- Is there a high level of dissatisfaction with the service

10.4 If during the assessment process any of the following emerge, then the topic should be rejected:

- The topic is already being addressed elsewhere
- The matter is subjudice
- Scrutiny cannot add value or is unlikely to be able to conclude an investigation within the specified timescale

11.0 Access to Information

The background papers relating to this report can be inspected by contacting the report writer:

Name: James Morley
Designation: Scrutiny Officer
Tel No: 01270 686465
Email: james.morley@cheshireeast.gov.uk

Sustainable Communities Scrutiny Committee Work Programme – 11 June 2012

Issue	Description/Comments	Officer	Suggested by	Portfolio	Corporate Priority	Current Position	Date
CCTV Update	To receive a further report on the CCTV Camera survey.	Peter Hartwell	Chairman	Communities & Regulatory Services	Nurture Strong Communities	On Target	21 June 2012
Equality and Diversity	To receive a report on the data collected from consultations	Juliet Blackburn Zandra Neeld	Chairman	Strategic Communities	Nurture Strong Communities	On Target Deferred from 10 May 2012	21 June 2012
Domestic Violence	To receive a report of Domestic Violence in Cheshire East	Judith Gibson	Committee	Health and Adult Social Care	Nurture Strong Communities	On Target	21 June 2012
Libraries Strategy	To give consideration to the proposed Libraries Strategy	Paul Bayley	Committee	Strategic Communities	Nurture Strong Communities	On Target	26 July 2012
Section 106	To receive a report on s106 project plan for improvements to processes	Rachel Bolton	Committee	Communities & Regulatory Services	Nurture Strong Communities	On Target	26 July 2012
Police and Crime Commissioner	To receive a briefing on the arrangements for PCCs and Crime Panels under the Police Reform Act 2011	Stephen Pickup – Police Auth.	Committee	Communities & Regulatory Services	Nurture Strong Communities	On Target	26 July 2012
Armed Forces Community Covenant	TO receive a report on the development of the Community Covenant	Zandra Neeld	Scrutiny Chairmen's Group	Strategic Communities	Nurture Strong Communities	On Target	26 July 2012

Possible Items to Monitor or consider at future Meetings

- Think Drive Survive site visits - July
- Voluntary Sector Grants
- Performance Management
- Budget Monitoring
- Risk Management – Information, research & Business intelligence – Partnerships - Community Safety

Sustainable Communities Scrutiny Committee Work Programme – 11 June 2012

- Customer Service Charter
- Customer Service complaints information
- Customer Relationship Management Programme – Paul Bayley
- CIL – Charging Schedule and Neighbourhood funding levels
- CCTV Camera Review – September/October
- Antisocial Behaviour in Private Housing – September
- Cheshire Road Safety Partnership (results of routes review) - October

Dates of Future Committee Meetings

21 June 2012, 26 July 2012, 13 September 2012, 25 October 2012, 22 November 2012, 20 December 2012, 17 January 2013, 14 March 2013 and 25 April 2013.

Dates of Future Cabinet Meetings

25 June 2012, 23 July 2012, 20 August 2012, 17 September 2012, 15 October 2012, 12 November 2012, 10 December 2012, 7 January 2013, 4 February 2013, 4 March 2013, 2 April 2013 and 29 April 2013.

Dates of Future Council Meetings

19 July 2012, 11 October 2012, 13 December 2012, 21 February 2013 and 18 April 2013.



FORWARD PLAN 1 JUNE 2012 - 30 SEPTEMBER 2012

This Plan sets out the key decisions which the Executive expect to take over the next four months. The Plan is rolled forward every month. It will next be published in mid June and will then contain all key decisions expected to be taken between 1 July and 31 October 2012. Key decisions are defined in the Councils Constitution.

Reports relevant to key decisions, and any listed background documents may be viewed at any of the Councils Offices/Information Centres 6 days before the decision is to be made. Copies of, or extracts from these documents may be obtained on the payment of a reasonable fee from the following address:-

Democratic Services Team
Cheshire East Council ,
c/o Westfields, Middlewich Road, Sandbach Cheshire CW11 1HZ
Telephone: 01270 686463

However, it is not possible to make available for viewing or to supply copies of reports or documents, the publication of which is restricted due to confidentiality of the information contained.

A decision notice for each key decision is published within 6 days of it having been made. This is open for public inspection on the Council's Website, Council Information Centres and Council Offices.

The law and the Council's Constitution provides for urgent key decisions to be made. A decision notice will be published for these in exactly the same way.

Forward Plan 1 June 2012 to 30 September 2012

Key Decision	Decisions to be Taken	Decision Maker	Expected Date of Decision	Proposed Consultation	Relevant Scrutiny Committee	How to make representation to the decision made
CE12/13-1 Managing Workforce Change	To consider the current position of the Council's severance scheme and future options.	Cabinet	28 May 2012	N/A	Corporate	Paul Bradshaw, Head of HR and Organisational Development
CE12/13-5 South Macclesfield Development Area	To consider the overall vision and delivery strategy for the site, and a procurement process to select development partners and professional services consultants.	Cabinet	28 May 2012	With a wide range of stakeholders including local businesses, landowners and local residents through interactive exhibitions, market testing and public meetings throughout the coming year.	Corporate; Environment and Prosperity	John Nicholson, Strategic Director (Places and Organisational Capacity)
CE11/12-39 Cheshire Shared Services Legal Entity	To consider the actions necessary to set up a Separate Legal Entity (SLE) for the ICT, HR and Finance and Occupational Health Shared Services, in shadow operation from 1 April 2012 prior to transfer to a SLE proper from 1 April 2013.	Cabinet	25 Jun 2012	With Chester West and Chester Council.	Corporate	Lisa Quinn, Director of Finance and Business Services

Key Decision	Decisions to be Taken	Decision Maker	Expected Date of Decision	Proposed Consultation	Relevant Scrutiny Committee	How to make representation to the decision made
CE11/12-44 Review of the Interim Planning Policy on the Release of Housing Land	To approve and to recommend to Council the interim planning policy on the release of housing land.	Cabinet, Council	25 Jun 2012	With housing stakeholders, Parish Councils, Housing Market Partnership and the Local Plan database using the website, post and email.	Environment and Prosperity	John Nicholson, Strategic Director (Places and Organisational Capacity)
CE12/13-2 Shadow and Health and Wellbeing Board Revised Terms of Reference	To consider revised recommended terms of reference for the Shadow Board and for when it becomes statutory in April 2013.	Cabinet	25 Jun 2012	Through the commissioning groups.	Health and Wellbeing	Lorraine Butcher, Strategic Director (Children, Families and Adults)
CE12/13-6 SEMMMS Scheme Update	To authorise Officers to approve the major scheme business case in order to access DfT funding. To review the mitigation strategy, authorise the next stage of public consultation, and to delegate the lead on delivering the scheme to Stockport MBC on behalf of the 3 promoting authorities.	Cabinet	25 Jun 2012	With residents, landowners, the general public and key stakeholders through public meetings and the Council's website.	Environment and Prosperity	John Nicholson, Strategic Director (Places and Organisational Capacity)

Key Decision	Decisions to be Taken	Decision Maker	Expected Date of Decision	Proposed Consultation	Relevant Scrutiny Committee	How to make representation to the decision made
CE11/12-21 Cheshire Homechoice - Allocation Policy Review	To approve the allocation policy for adoption.	Cabinet	23 Jul 2012	Partner housing providers, Homechoice officers, housing benefits, Police and community safety, tenants and residents.	Environment and Prosperity 21st February 2012	John Nicholson, Strategic Director (Places and Organisational Capacity)
CE11/12-30 Strategic Tenancy Strategy	In accordance with the Localism Act to publish a Tenancy Strategy setting out the broad objectives to be taken into consideration by Social Landlords when producing their own policies, and on the granting and reissuing of tenancies.	Cabinet	23 Jul 2012	Registered Providers and their Board Members, Stakeholders. Further guidance awaited from DCLG.	Environment and Prosperity	John Nicholson, Strategic Director (Places and Organisational Capacity)
CE11/12-42 Review of Discretionary Rate Relief Policy	To amend policy so applicants for discretionary rate relief must also apply for small business rate relief if appropriate, award top-up relief to those qualifying for mandatory rural settlement relief and to remove any legacy authority protection.	Cabinet	23 Jul 2012	N/A	Corporate	Lisa Quinn, Director of Finance and Business Services
CE11/12-29 Crewe Green Link Road Highway Scheme - Revised Area of CPO	To consider an amended area for the compulsory purchase of land associated with this scheme.	Cabinet	20 Aug 2012	Affected land owners and developers.	Environment and Prosperity	John Nicholson, Strategic Director (Places and Organisational Capacity)

Key Decision	Decisions to be Taken	Decision Maker	Expected Date of Decision	Proposed Consultation	Relevant Scrutiny Committee	How to make representation to the decision made
CE11/12-41 Future Operation of the Old Town Hall, Macclesfield	To decide upon the future running and preferred operating model for the Old Town Hall.	Cabinet	20 Aug 2012	With Macclesfield Charter Trustees and Macclesfield Forum.	Environment and Prosperity	John Nicholson, Strategic Director (Places and Organisational Capacity)
CE12/13-4 Health and Wellbeing Strategy	To consider and review the draft health and wellbeing strategy.	Cabinet	12 Nov 2012	Extensive community consultation.	Health and Wellbeing	Lorraine Butcher, Strategic Director (Children, Families and Adults)
CE11/12-45 Cheshire East Local Plan Core Strategy	To approve and to recommend to Council the publication draft of the Cheshire East Core Strategy.	Cabinet, Council	12 Nov 2012	With housing, business and environment stakeholders, infrastructure providers, Parish Councils and local communities through the website, email post and general publicity.	Environment and Prosperity	John Nicholson, Strategic Director (Places and Organisational Capacity)

Key Decision	Decisions to be Taken	Decision Maker	Expected Date of Decision	Proposed Consultation	Relevant Scrutiny Committee	How to make representation to the decision made
CE12/13-3 Business Planning Process 2013/16 Business Plan	To approve the business plan for 2013/16 incorporating the Council's priorities, budget, policy proposals and capital programme.	Cabinet	4 Feb 2013	Members, a range of stakeholders including PCT's, Parish Councils, social care representatives, businesses, trades unions, the schools forum and the public by meetings and the website.	Corporate	Lisa Quinn, Director of Finance and Business Services