

Locality Team Structure 2013/14

Council

Date: 11th April 2013

Author: Leader of the Council, Leader of the Opposition Group, Leader of the Minority Group and Chief Executive

Wards: All

Locality Affected: All

Parishes Affected: All

1. Purpose and Reasons

- 1.1 To seek Council's endorsement of the proposed Locality Team priorities and structure for 2013/14.

2. Recommendations

- 2.1 Council is requested to endorse the proposed priorities and structure for the Locality Team for 2013/14 as set out in the report and note that the Programme Director Stronger Together will then proceed to implement these with immediate effect.

3. Detail

- 3.1 At its meeting of 18th March 2013, Special Committee requested that a report be submitted to the Council regarding the proposed Locality Team Structure for the financial year 2013/14 (Special Committee Minute 19(4) 2012/13 refers).
- 3.2 In accordance with previous Council decisions regarding the structure and staffing budget for the Locality Team, this report proposes a structure that secures 7fte (Full Time Equivalent) Locality Leads and maintains the existing complement of Locality Facilitators within the budget previously approved by the Council on 21st February 2013.
- 3.3 As part of the Council's budget proposals for 2013/14, consultation commenced on 4th February 2013 regarding a new Localities team structure in accordance with a proposed reduction in the team staffing budget from £800k to £400k. The consultation proposed the following staffing changes:
- To delete the post of Board Director, Localities
 - To reduce the number of Locality Lead posts by 3 to 4.5fte, and to align those posts to the Council's strategic priority Change Programmes
 - To reduce the number of Locality Facilitator posts from 7 to 5.5fte (including deletion of an existing 0.7 vacancy)
 - To reduce the level of non-staffing funding within the team by £23k
 - To delete the post of Personal Assistant to the Board Director, Localities

Further information on the subject of this report can be obtained from Patrick Weir, Programme Director – Stronger Together, Direct Dial Telephone 07946 595852, pweir@swindon.gov.uk.

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- To delete the temporary Locality Assignment post (as already planned)
 - Options for the leadership of the team
- 3.4 The consultation process generated wide and varied range of responses. These emphasised the importance of Locality working to the Council, including the team's contribution to the Council's strategic priorities and in securing effective local prioritisation, involvement, participation and decision-making.
- 3.5 At its meeting of 21st February 2013, Council resolved that that the proposed staffing budget for the team for 2013/14 be adjusted to "ensure 7 Locality Lead posts remain and that these posts are linked to the existing Localities whilst allowing Locality Leads to also drive the Change Projects" (Council Minute 108, 2012/13 refers).
- 3.6 Consideration has subsequently been given to defining the optimum team structure to meet the following priority objectives that have been identified for the Localities Team through discussions with Group Leaders and the wider consultation process:
- 3.6.1 To make a tangible and measureable contribution to the achievement of the Council's Strategic Priorities and financial challenge,
 - 3.6.2 To ensure responsive and flexible support to Locality Chairs and ward members in identifying and securing local priorities, and
 - 3.6.3 To help make the work of the Council visible and accessible at local level, and easier for residents to influence and get involved.
- 3.7 In parallel, recent discussions with the Head of Commissioning - Children and Adults and the Deputy Director - Public Health have confirmed that the Locality Team will be commissioned through one-off funding to support specified pieces of community-based activity that support the Council's work in Adult Social Care and Public Health.
- 3.8 As a consequence, the proposed structure of 7fte Locality Leads and the existing complement of Locality Facilitators is financially viable within the approved budget and the requirement for additional redundancies in the team for the year 2013/14 can be avoided. Financial sustainability beyond 2013/14 will require securing further funding or reducing staffing costs.
- 3.9 This option ensures the maximum team capacity within budget to progress the Locality agenda, to support the delivery of the Corporate Strategy and provides a basis on which to ensure the alignment of the team's work to Council priorities over the coming months and years.

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Implications

- 3.10 The practicalities of agreeing Locality priorities and levels of support with Councillors at local level will be a matter for discussion over the next few months. Council is asked to note that the team will have significantly reduced capacity in comparison to its structure in the last financial year and this will require rigorous prioritisation and negotiation of expectations.
- 3.11 Following Council endorsement, further consideration will be given to the team's working arrangements to ensure its responsiveness and flexibility, in consultation with Locality Chairs and ward members

4. Alternative Options

- 4.1 Alternative structure options within the approved base budget for the team have been considered. The various alternative combinations reduce the number of Locality Leads and/or Facilitators and would necessitate further redundancies in the team. Reductions in the number of Leads would require that Locality Lead roles serve more than one Locality. The viability of this approach has been tested with Locality Chairs in those areas where a shared resource has been identified as possible, with limited support given the differing requirements of Locality areas.

5. Implications, Diversity Impact Assessment and Risk Management

Financial and Procurement Implications

- 5.1 The staffing structure proposed in this report is within the Locality team staffing budget previously approved by Council.

Legal and Human Rights Implications

- 5.2 Legal and human rights implications have been taken into account in drafting this report. It is considered that the recommendations are compatible with Convention Rights.

All Other Implications (including Staff, Sustainability, Health, Rural, Crime and Disorder)

- 5.3 The proposed staffing arrangements described in this report set out in this report maximise the capacity of the Locality Team within approved budgets to take forward the Council's priorities for Locality working as described in this report. This will also enable the practical staffing arrangements and ways for working for the team to be taken forward in consultation with members, residents, officers and trade unions.

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Links to One Swindon, Strategic Objectives, Plans and Policies

- 5.4 The Locality Team and its work to encourage and develop community capacity, to support Locality Chairs and ward members in identifying and securing local priorities, and in helping make the Council visible and accessible at local level is pivotal to One Swindon and to meet the Councils Strategic Objectives as set out in the Corporate Strategy.

Diversity Impact Assessment

- 5.5 A diversity impact assessment of the proposed changes to the Locality structure has been undertaken. Although the extent of adverse impact is unclear at this time, this will be monitored over coming months and appropriate mitigations of any adverse impact will be established. A copy of the assessment can be obtained from the report author.

6. Consultees

- 6.1 The Board Director Resources (Section 151 Officer) and Director of Law and Democratic Services (Monitoring Officer) are consulted in respect of all reports.

7. Background Papers

- 7.1 None.

8. Appendices

- 8.1 None.