



**PUBLIC PROTECTION AND
COMMUNITIES SCRUTINY
COMMITTEE
12 JUNE 2018**

PRESENT: COUNCILLOR N H PEPPER (CHAIRMAN)

Councillors A N Stokes (Vice-Chairman), W J Aron, K J Clarke, C R Oxby, L Wootten, Mrs C J Lawton, R Wootten and M A Whittington

Councillors: R D Butroid, Mrs S Woolley and C N Worth attended the meeting as observers

Officers in attendance:-

John Cook (Acting Assistant Chief Fire Officer), Chief Superintendent Chris Davison (County Officer Public Protection), Bev Finnegan (Programme Manager), Nicole Hilton (Chief Community Engagement Officer), Pete Moore (Executive Director, Finance and Public Protection), Simon Evans (Health Scrutiny Officer) and Rachel Wilson (Democratic Services Officer) and Simon York (Area Manager – Planning, Prevention and Protection)

1 APOLOGIES FOR ABSENCE/REPLACEMENT MEMBERS

Apologies for absence were received from Councillor C J T H Brewis.

An apology for absence was also received from Councillor B Young, Executive Councillor for Community Safety and People Management.

2 DECLARATION OF MEMBERS' INTERESTS

There were no declarations of interest at this point in the meeting.

3 MINUTES OF THE MEETING HELD ON 13 MARCH 2018

During consideration of the minutes, it was noted that the resolution in relation to minute number 54 (Citizens Advice Lincolnshire) indicated that the Committee supported the recommendations to the Executive as set out in the report. However, Councillor K J Clarke wished it to be recorded that he did not support them.

It was also noted that Councillor C R Oxby had submitted his apologies but they had been missed off the minutes.

RESOLVED

That the minutes of the meeting held on 13 March 2018 be signed by the Chairman as a correct record, subject to the points highlighted above.

4 ANNOUNCEMENTS BY THE CHAIRMAN, EXECUTIVE COUNCILLORS AND LEAD OFFICERS

The Chairman reported that he had attended a multi-agency emergency planning training exercise at Waddington on 11 April 2018 and had been interested to see the deployment of the drone.

The Chairman also informed the Committee that this would be last meeting of the Committee attended by Assistant Chief Fire Officer John Cook as he was due to retire on 6 July 2018 after 30 years of service.

5 FIRE AND RESCUE - PEER CHALLENGE ACTION PLAN

Lincolnshire Fire and Rescue (LFR) undertook a Local Government Association and National Fire Chiefs Council Fire Peer Challenge over the period 26 – 29 September 2017. Members were advised that the report presented highlighted the key outcomes and findings from that Peer Challenge process. It was reported that feedback from the Peer Challenge was generally positive. An action plan was developed to address those 'areas for consideration' identified in the report. The report updated members on the progress made against the action plan to date.

Members were informed that the Action Plan comprised of 25 actions and had been updated with progress to June 2018. While good progress had been achieved, those planned completion dates which had not been met had a new agreed target date entered beneath. It was noted that of the 25 actions, 12 were complete, work had commenced on a further 12 and action against one had yet to commence. Officers continued to work hard complete all actions.

It was also noted that at the time the action plan was drafted, there was an announcement by the Home Office of its intent to introduce a formal inspection process, however, it was not anticipated that Lincolnshire would be within the first tranche of inspections. It was believed that undergoing Fire Peer Challenge had put the authority in a good place in terms of preparing for a formal inspection. However, the additional burden of inspection preparation and limited available resources for implementing some of the actions in the plan would be a factor, despite this progress continued to be made.

Members were guided through the action plan and provided with the opportunity to ask questions to the officers present in relation to the information contained within the report and some of the points raised during discussion included the following:

- Action 8 - It was commented that it was good to see that fire fighters in training were able to ride in fire engines ahead of completing all course modules.
- Action 23 – it was queried whether there were any lone workers who were at risk from working with machinery. Members were advised that there were a

number of employees who worked alone primarily maintaining fire hydrants, but highways standards were complied with. It was also noted that community safety advocates went into people's homes alone and there were processes in place to provide them with support. Work was ongoing with the County Council through the health and wellbeing team.

- Action 19 – in terms of recruitment and retention, it was queried whether there was equality in terms of gender. Members were advised that there were no particular issues around gender, although there were not as many women who wanted to join the fire service. It was noted that there was now plenty of flexibility in terms of working hours. The only barrier in terms of recruitment was people's desire to do the job. Recruitment from all parts of the community was encouraged at any opportunity. It was also noted that in terms of retention there was no particular issue in losing staff from a gender point of view. Issues were mostly around work for the retained duty fire fighters as for rural fire stations there was very little rural employment, and retained fire fighters had to live or work within 5 minutes of the station. If they moved for work it was unlikely they would be able to continue as a retained fire fighter. However, it was noted that female retained fire fighters were more likely to stay with the fire service than male retained officers.
- The Executive Councillor for Culture and Emergency Services commented that there continued to be regular numbers of female fire fighters at the recent pass out parades he had attended.
- It was highlighted that there were a number of acronyms within the report and in future it would be useful if a glossary was included. Officers agreed to take note of this for the future.
- It was clarified that the 'Bardney Four' referred to a decision by Rase at Bardney to release four members of staff to cover Bardney fire station. Due to work constraints it had not been possible for these staff to attend training, and so a training programme had been developed which could be delivered in the work place during work hours. It was noted that the Fire Service would like to deliver more training programmes in this way but they were very resource intensive.
- Queries were raised in terms how the health, safety and welfare of staff was managed but members were advised that the next item on the agenda would explain this in more detail. It was noted that a huge amount of work had been carried out into this area.
- It was queried how the Fire Service was working within neighbourhood teams and the STP. It was noted that in terms of carrying out the home safety checks, officers were working directly with the teams, and it was about reporting and sharing information to try and support with a more holistic approach. This had been a very successful way of multi-agency working so far. It was noted that this had been led by the NHS, but there had been some difficulties engaging with the NHS. Some teams were working really well but some were still in the development phase. It was expected that things would move forward in the next 12 months.
- Members were advised that for a whole time fire fighter, the training period was 12 continuous weeks, and for a retained fire fighter it was 35 days over a number of months.

- In terms of the bad behaviour that had been directed towards fire fighters from members of the public, it was queried whether this was an issue experienced in Lincolnshire and how they coped with it. Members advised that fortunately this was not a major issue in Lincolnshire, and occurrences were rare. There had only been a number of really minor incidents.
- It was noted that there had been a serious event 12 months ago in Spalding, and Fire and Rescue were working with the Police to debrief those involved. Some additional training had been put together on what to do if conflict occurred.
- The community safety advocates had also recently attended a self-defence course with the Police.
- Members congratulated the Assistant Chief Fire Officer on achieving 30 years of service and wished him all the best for his future.
- With regard to the reference to the future need for a strategic plan for collaboration between partners, it was queried whether this was considered to be the start of regionalisation of services. Members were advised that the strategy that had been created was more focused on activities which could be shared such as training with the Police, as well as the improved sharing of information. The aim would be to have more locally based delivery priorities.
- Members congratulated Fire and Rescue on the findings of the Fire Peer Challenge Report, as it recognised that issues were being addressed in a robust and professional manner.
- The report set out that there was a good working relationship with the East Midlands Ambulance Service (EMAS), and it was queried whether there were any potential difficulties with this, as Fire and Rescue had good response times. It was acknowledged that on occasion there were frustrations, particularly in relation to co-responding. However, it was noted that EMAS was working hard to try and resolve this.
- It was queried why whole time firefighters were referred to as either technicians or operators. Members were advised that the difference was not about ability, as all were trained to the same standard. The difference was about some having specialised capabilities, as it did not make sense to train the whole work force with skill sets that would be rarely used. Therefore, some would undergo training for specialised capabilities which would take a lot of maintenance and training. It was recognised that there were some frustrations within the workforce around this.
- It was noted that the number of home safety checks completed by whole time fire fighters was low. However, it was noted that they did visit the vulnerable, and the number of visits carried out had increased. It was also noted that retained fire fighters tended to have day jobs as well so generally would not carry out home safety checks. Resources were concentrated on the most vulnerable people. It was noted that it was a challenge to maintain the correct level of training for the whole retained firefighter workforce.
- It was noted that the availability of vehicles for home safety checks had improved and a review of the fleet was planned.

RESOLVED

That the progress made against the action plan be noted.

6 FIRE AND RESCUE - WELLBEING AND INCLUSION

Consideration was given to a report which highlighted the key elements of the recently agreed Wellbeing and Inclusion Framework, which formed part of Lincolnshire Fire and Rescue's People Strategy. It set out the roles and responsibilities and provided a clear structure to support the achievement of that vision.

Members were informed that the importance that Lincolnshire Fire and Rescue placed on staff wellbeing had long been recognised and could be clearly to a positive Service culture and improved community outcomes. Over the last 12 months there had been increased national interest within the sector on the wellbeing and inclusivity of staff, which had resulted in a number of initiatives to help improve staff wellbeing including promotion of the MIND blue Light Programme and the development of the NJC Inclusive Fire Service Group (IFSG) work.

It was acknowledged that Lincolnshire Fire and Rescue already had a number of mechanisms in place to support staff, but it was important that a coherent approach to delivering these initiatives to improve wellbeing and inclusion within the workforces was maintained.

Members were provided with the opportunity to ask questions to the officers present in relation to the information contained within the report and some of the points raised during discussion included the following:

- It was commented that the idea of having wellbeing champions was excellent and was about communication and training.
- It was queried whether there were officers who had suffered post traumatic stress disorder. Members were advised that there had been post incident debriefs in position for many years. However, in the past there may have been more focus on the period just after the incident rather than issues which may materialise 6 months, or a number of years later.
- There was support for the introduction of a more structured approach, and it was suggested it may be useful for the Committee to see the effects of it in 12 months' time, and have an update report brought back to the Committee.
- It was noted that the resources of support service Oscarkilo were included as part of the assurance process.
- It was queried whether the public would consider a diverse workforce to be a priority for Fire and Rescue. However, members were advised that this was a huge issue nationally and was a very important issue for the Service. It was important that the fire service represented its local community. From a retained duty system perspective, if there was a shortage of fire fighters then diversity issues would not be taken into consideration, when considering applications. It was more of a consideration for whole time applications, as it was important to make it possible for everyone to access.

- There was further support for the introduction of wellbeing champions, as one of the biggest barriers was people realising they have a problem and then having the confidence to seek help.
- It was noted that all managers received training in relation to confidentiality. There would also be ongoing training for managers in supporting mental health issues. The support mechanisms would be fully qualified professionals.

RESOLVED

That the comments made in relation to the report be noted.

7 ENGAGEMENT AND CONSULTATION ACTIVITY REVIEW 2017/18

Consideration was given to a report which outlined the engagement and consultation activity for 2017/18. It was reported that the Community Engagement Team provided support and advice to officers across service areas and to elected members on the planning and delivery of engagement (including consultation) activities. The support and advice provided was designed to help services ensure that engagement activities were of a high standard, avoided duplication and contributed to improving community confidence in the Council. The report was informed by a review of council-wide consultation and engagement activity where the Community Engagement Team provided advice and support, including a summary of service evaluations.

Officers advised that this report would be one of a series of presentations that would be received by the Committee in relation to Community Engagement. The report to this meeting would focus on the core business of the team. It was noted that it was a corporate team and represented the whole of the consultation and engagement agenda for the council.

Members were provided with an opportunity to ask questions to the officers present in relation to the information contained within the report and some of the points raised during discussion included the following:

- The Executive Councillor for Community Engagement and NHS Liaison paid tribute to the Community Engagement Team for their ability to adapt to different situations.
- It was reported that in the previous year there had been 65 engagement activities carried out.
- It was acknowledged that it was important that there was honesty at the start of any consultation or engagement activity about what people could actually influence and not leading them to believe they had influence over things they did not otherwise it would be a very 'noisy' consultation. There was a need to be open and transparent about what was being consulted on and what the public could influence.
- Members commented that they were fully supportive of engagement and consultation, and was confirmed that managing expectations was an important aspect of engagement.

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- It was important to give people good information during consultation and engagement activity and the County Council had to be a trusted resource of information.

RESOLVED

That the comments made in relation to the Engagement and Consultation Activity Review 2017-18 be noted.

8 INTEGRATED COMMUNITIES STRATEGY GREEN PAPER
CONSULTATION RESPONSE

Consideration was given to a report which provided the Committee with an opportunity to consider a draft response to the Government Consultation on the Integrated Communities Strategy Green Paper which the Committee had asked the Community Engagement Team to coordinate on behalf of Lincolnshire County Council.

It was reported that the Ministry of Housing, Community and Local Government had released its vision for building strong integrated communities where people, whatever their background – live, work, learn and socialise together, based on shared rights, responsibilities and opportunities in 2018. The green paper set out an ambitious programme of actions which they proposed to take across government to deliver this vision at the local and national level.

It was reported that, after being tasked by the Public Protection and Communities Scrutiny Committee to co-ordinate a council-wide response to the green paper from a Lincolnshire perspective, the Community Engagement Team invited comment by e-mail from all heads of service (or equivalent). A response was received from each director area and those responses were compiled into one unified draft consultation submission. Members were advised that the response had been submitted on 8 June 2018. The scrutiny committee members had also been asked to contribute.

Members were provided with the opportunity to ask questions to the officers present in relation to the information contained within the report and some of the points raised during discussion included the following:

- It was commented that South Kesteven District Council had held a working group for members where the proposed response was discussed. It was queried why this approach was not taken by the County Council. Members were advised that the draft response was circulated by e-mail to all members who were asked to respond. Comments regarding holding working groups for these situations would be taken on board by officers.
- It was clarified that the Join the Dots events were organised through the Engagement Team and would be held in each district. The aim was to bring communities and local organisations together to work out what the local issues were and how they could be improved. However, it was emphasised that this was not just about negatives, but also about what good things were taking place. These events could generate positivity and resilience in communities.

Officers agreed to circulate the details of the remaining events with the Committee.

- It was queried whether hate crime was a problem across Lincolnshire. Members were advised that it was a concern in Lincolnshire, as it was throughout the country, and it was not seen as a greater risk than in any other part of the country.
- Thanks were recorded for Paul Drury, Community Engagement Officer, who had helped the working group at South Kesteven District Council formulate their responses to the consultation questions.

RESOLVED

1. That the comments made in relation to the County Council's response to the Integrated Communities Strategy Green paper be noted.
2. That the draft Integrated Communities Strategy Green Paper consultation response be endorsed.
3. That the details of the Join the Dots community events be circulated to the members of the Committee.

9 PUBLIC PROTECTION AND COMMUNITIES SCRUTINY COMMITTEE WORK PROGRAMME

Consideration was given to a report which enabled the Committee to comment on the content of its work programme for the coming year to ensure that scrutiny activity is focused where it can be of greatest benefit.

Members were advised that pages 109 – 111 of the agenda pack contained the full work programme for the next 2 -3 meetings.

RESOLVED

That the work programme as presented be agreed.

SITTING AS THE CRIME AND DISORDER SCRUTINY COMMITTEE

10 A SUMMARY OF THE REVIEW OF THE LINCOLNSHIRE COMMUNITY SAFETY PARTNERSHIP

Consideration was given to a report which provided an overview of the review of the Lincolnshire Community Safety Partnership (LCSP), the subsequent changes to the partnership structure and priority areas and how Lincolnshire County Council was supporting the work of the Partnership.

It was reported that the strategic assessment had been carried out by members of the County Council's Community Safety Team between May and September 2017. The assessment of the LCSP structures and processes involved a quantitative

analysis of LCSP minutes and agendas from 2016/17; LCSP website views and other LCSP publicity; Strategic Management Board (SMB) membership, meetings, delivery plans and risk registers; and analysis products produced for SMBs. The overall findings of this element of the review illustrated a desire for the partnership to continue the good work it was doing, whilst improving and refining the structures and processes that controlled its activity. Members were advised that the key recommendations were:

- The partnership should be renamed the 'Safer Lincolnshire Partnership' (SLP) and all partnership should sit under the Safer Lincolnshire Partnership title.
- The purpose, functions and responsibilities of the LCSP should be split between two groups with different memberships: the Safer Lincolnshire Partnership Overview and Scrutiny Board (SLP-OSB) and the Safer Lincolnshire Partnership Strategy Board (SLP-SB). The SLP-OSB would include representatives from each of the 7 district councils, the county council and the Office of the Police and Crime Commissioner (OPCC). Partner agencies would be represented on the SLP-SB by strategic leads.
- A Core Priority Group (CPG) would also be established for each core priority, and the work of each CPG would be directed by the SLP-SB.

Following consideration of the evidence and recommendations, each agency in the partnership was invited to participate in the priority setting process using the Management of Risk in Law Enforcement (MoRiLE) methodology. Results were amalgamated, scored and analysed and from this work four core priorities were identified by the Partnership and subsequently scrutinised and signed-off by the SLP OSB:

- Anti-social Behaviour
- Domestic Abuse
- Reducing Offending
- Serious and Organised Crime

Members were provided with the opportunity to ask questions to the officers present in relation to the information contained within the report and some of the points raised during discussion included the following;

- There would be more tightly focused outcomes.
- Serious and organised crime needed to be split into two main areas as it covered a vast array of offences.
- It was confirmed that the Partnership did monitor national trends. It was commented that in the last few weeks, there seems to have been two main issues nationally, networks of people moving drugs along county lines as well as a large increase in knife crime. It was queried whether Lincolnshire was affected by either of these issues. Members were advised that Lincolnshire was being affected by the county lines and drugs issue including the exploitation of the vulnerable in drug crime. Knife crime was not as much of an issue in Lincolnshire, and it was most likely to be a domestic abuse crime if a knife was used in the county.

- Domestic abuse could be intergenerational and could impact on children and they could suffer as a result, and it was queried what the relationship with children's services was like and how the cycle of abuse could be broken. Members were advised that this was covered in a number of ways, at a strategic level by the Lincolnshire Safeguarding Children's Board, and programmes in schools on crime reduction, as well as education including what a healthy relationship was and what was not, the development of perpetrator programmes. ARC (Assisting Rehabilitation through Collaboration) tried to prioritise those offenders with families very early on, as the aim was to break the cycle. The aim was to deal with the offenders on a holistic basis, and also include other member of the family in the process.
- It was noted that the domestic abuse service had been re-procured, and within the contract, the inclusion of more support for children had been requested. It was noted that discussions were still taking place in relation to what the therapeutic approach would look like.
- There was an assumption that a lot of work that went on around substance misuse would have an impact on the local NHS, and it was queried to what extent the authority was involved in working with health colleagues. Members were advised that there were representatives from public health on the Strategic Board, including the Director of Operation for Lincolnshire Partnership NHS Foundation Trust. Substance misuse and mental health were issues which were being discussed by the Board. Work was underway to bring services together for people with complex needs in terms of crime and disorder. There had also been some discussions with neighbourhood teams. Early dialogue was taking place to ensure that there were fewer gaps for people to fall between.
- It was queried how often priorities were reviewed. Members were advised that there was a formal process to review them, with a refresh every 6 months and a full review every 12 months. However, if there was an emerging issue, the Partnership would be able to convene to discuss the issue in relation to the priorities.
- With the numbers of Police and Community Support Officers's decreasing it was queried how the Police would deal with this change, and members were advised that a change was need from being reactive to being more pro-active and preventative. There would be a need to work more in partnership. There was also a need to change the conditions in which crime flourished.
- It was commented that the ARC programme was reducing the amount of offences committed by 50-60%.
- It was queried what methodology would be used for raising the awareness of fraud. Members were advised that one of the things that the Core Priorities Group would do was collate information. It was noted that there was a lot of activity going on in this area. Trading Standards ran a lot of campaigns on fraud issues, along with distribution of public messages through social media and community events. Officers would also attend incidents where people had been the victim of fraud to try to prevent further incidents in future.
- It was queried whether there could be a single message for Lincolnshire in terms of fraud awareness. In terms of reporting mechanisms, it was important to ensure it was as simple as possible for the public to report and issue. It was

noted that quite a lot of information came from London, but there was work to be done on how things were reported more locally. Members were advised that a lot of people reported fraud directly to their bank, and the police may not be informed of these incidents.

- It was noted that rough sleeping was a national issue, and it was queried how this was being addressed in Lincolnshire. It was noted that ARC and Action Lincolnshire did similar work with similar charities in offices which were next to each other, and there were plans to merge some of these groups so they could focus of the individual they were helping. It was noted that some behaviours could be cyclical and the aim would be to help people who were at risk of losing their tenancies, and it was also possible that people in this situation could have substance misuse issues and or mental health issues. It was hoped that if these issues could be tackled, then those vulnerable people would be able to maintain their tenancies, not become homeless and subsequently fall into offending behaviours.

RESOLVED

1. That the comments made in relation to the report be noted.
2. That the Public Protection and Communities Scrutiny Committee endorse the Safer Lincolnshire Partnership plan to reduce crime, disorder and anti-social behaviour in the county of Lincolnshire in the coming years.

The meeting closed at 12.15 pm

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