
**Manchester City Council
Report for Resolution**

Report to: Personnel Committee – 16 March 2011

Report of: Strategic Director of Neighbourhood Services

Subject: Proposed arrangement following the transfer of functions into the Neighbourhood Services Directorate

Purpose of report

To approve the arrangements to manage the integration of certain functions from the current Crime and Disorder Service and to confirm the integration of the cultural strategy team within Neighbourhood Services as approved at Personnel Committee on 19 January 2011.

To approve a new alliance between Manchester City Council and the University of Manchester to create a collaboration which will enhance further the City's cultural significance and to create a shared Director to lead on the artistic and strategic direction of both the Whitworth and Manchester City Galleries.

Recommendations

- To approve the arrangements outlined in the report for the transfer of the relevant part of the Crime and Disorder and Cultural Strategy Services into Neighbourhood Services.
- Realising a net reduction in cost of circa 75K following the deletion of two senior posts in the existing Crime and Disorder function committee is asked to approve the establishment of Strategic lead for crime and disorder at a salary of £60K reporting to the Assistant Chief Executive Neighbourhood Strategy and Delivery. This post will sit alongside previously agreed Strategic Area managers within the Neighbourhood Delivery arm of the Directorate. Recruitment into this post will be sought from within the internal workforce.
- To approve the establishment of a shared Director to lead the artistic and strategic direction of both the Whitworth and Manchester City Galleries. It is proposed that the Director will be employed by the University and have overall responsibility for leading on the artistic and strategic direction of the Whitworth and Manchester Art Galleries. Manchester City Council commits to paying £50K as a contribution to this arrangement.

Financial implications for the revenue and capital budgets

The financial implications for the revenue budget form part of the planned efficiency savings over the next two years within Neighbourhood Services. The proposal will contribute to the achievement of the agreed efficiency plans.

There are no implications for the Capital budget.

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Background documents:

None

Wards affected:

All

Implications for:

Anti poverty	Equal Opportunities	Environment	Employment
No	Yes	No	Yes

1. INTEGRATION OF KEY FUNCTIONS FROM THE CRIME AND DISORDER SERVICE.

- 1.1 Personnel Committee in January approved the integration of key functions from the Crime and Disorder Service into the Neighbourhood Services Directorate. It is proposed that the Community Safety Team, Anti Social Behaviour Team (ASBAT) Case Management and specialist services will move into Neighbourhood Delivery arm of the directorate and the Mediation Service will move in Business Units.
- 1.2 The Chief Executive intends to disestablish the current Crime and Disorder team and a smaller strategic team will be established within the Neighbourhood Services directorate to oversee and support the strategic response to Crime and Disorder across the city. A Strategic Partnership Lead at a proposed salary of £60K will be supported by a small team of strategy officers plus a number of seconded and partnership staff. This post will be responsible for delivering the Crime Strategy maintaining the strong partnership with the police and leading on the delivery of new crime and disorder policies, particularly through working with the Home Office. These services along with the services detailed below will be embedded within the council in the same way as other front line services to residents and can be funded from existing budgets, recognizing that agreed budget savings targets have been met.

1.3 Community Safety Management

This function will be integrated into Neighbourhood Services Directorate. The redesigned service will consist of five Community Safety Managers, located within a Strategic Regeneration Framework Area. The Community Safety Manager will be responsible for the strategic overview, coordination and delivery of crime and disorder and ASB activity within that area. Delegated Authority is requested to determine the detail of these roles and responsibilities and best fit into the NS governance structures and delivery models.

1.4 Anti Social Behaviour Action Team

The redesigned service will consist of Community Safety Officers managed within the Neighbourhood Delivery Team model, with supervision and specialist support from Community Safety Managers and a small city-wide specialist ASBAT service respectively. None of the roles being proposed in this unit are within the purview of this committee. Delegated Authority is requested to determine the detail of these roles and responsibilities and the best fit into the NS governance structures and delivery models.

1.5 Mediation Service

The Mediation Service is proposed to be integrated into the Business Unit of the Neighbourhood Services Directorate.

2. Cultural Strategy

- 2.1 In line with the Personnel Committee of January 2011 the Cultural Strategy team will now transfer into the Community Services arm of Neighbourhood Services and will lead on the strategic development of Arts and Heritage to support the directorate in successfully delivering the Cities vision for Culture, in particular the implementation of the cultural ambition programme.

3. Joint Alliance between Manchester City Council and the University of Manchester

- 3.1 The cultural sector is facing one of the most challenging, but most interesting periods of its time. As the City Council re-organises all its services to deal with the impact of severe budget reductions from central government, Manchester is seeking to reposition culture as one of the central drivers for the continued economic regeneration of the city-region.
- 3.2 In undertaking the reorganisation of services, the Council recognises that Manchester has diverse economic and cultural challenges across the city that a 'one size fits all' solution approach will not be able to support. In recognition of the need for strong artistic leadership for the visual arts in Manchester, recognition of the strong artistic and intellectual leadership provided by the current Director of Whitworth Art Gallery and the economic challenges facing all organisations, has prompted thinking around new ways to deliver the City's cultural services from the two high profile galleries.
- 3.3 At the same time the Arts Council for England is taking over strategic responsibility for museums and galleries and has launched its 10 year strategy 'Achieving Great Art for Everyone'. The Whitworth and Manchester City Galleries are also likely to benefit from the National Portfolio Funding, a new strand of resource for both organisations.

4 Benefits of Proposed Artistic Leadership Arrangements

- 4.1 The proposal for a shared Director will enable joint artistic leadership of the Whitworth and Manchester City Galleries which will significantly build on national and international achievements to date and would allow both organisations to move into a league that they would never be able to achieve on their own, however successfully they are run.
- 4.2 Whilst both organisations must retain and strengthen their own unique and valuable artistic identities, efficiency savings would be made through the partnership, thereby allowing valuable resources to be directed to major exhibitions, collection redisplay, learning programmes and acquisitions, bringing huge benefits to the city, its people and visitors to the region.

5. Benefits of Collaboration

- 5.1 In light of the city's Cultural Ambition Strategy, an alliance between Manchester City Council and the University of Manchester would be a powerful driver in shifting perceptions of the City and realising benefits for both institutions.
- 5.2 A clear City Council/University partnership will enhance the university as a source of creativity, knowledge and innovation and has particular advantages at a time when the market distinctiveness of the University is going to be critical in light of the higher fee charges. For the City Council the partnership offers access to scholarship and research and will contribute to the reputation for innovative public services.
- 5.3 In addition this alliance offers the opportunity for effective alignment with the innovative new cultural development at One First Street with the Cornerhouse and the Library Theatre Company. Taking into account these proposals will highlight Manchester as the creative, innovative city in the United Kingdom.
- 5.4 Critical to the success of the alliance is new thinking around the branding of culture within Manchester. There must be concerted work by the City Council and the University to ensure that each accrues the appropriate brand benefit for their cultural assets.

6. Proposed Governance Arrangements and Next Steps

- 6.1 The Director will retain University employment status and Manchester City Council will make a financial contribution as detailed above. Oversight of these arrangements will be through the Strategic Director for Neighbourhood Services and the Deputy President at the University. An agreement is being drawn up by the City Solicitor in conjunction with the University.
- 6.2 Proposals are for the current Art Gallery Committee, which includes representation from the University, to continue to meet once or twice a year and to form a small steering group which will include the University, Executive Member for Arts and Leisure and other key officers to oversee the effective alignment, provide a joint governance arrangement and act as a critical review body.
- 6.3 In order to deliver effectively for both institutions the Director will have to have a clear strategic focus and not be drawn in to day to day management issues. There will need to be strong operational support in place in both institutions and effective leadership teams who are fully supportive of the vision of shared artistic leadership across Manchester's galleries.
- 6.4 Manchester City Galleries currently encompasses the Manchester Art Gallery, The Gallery of Costume, Heaton Hall, Wythenshawe Hall, Conservation Studios, The Old parsonage, Fletcher Moss and responsibility for public art and monuments across the city. This is too large a portfolio to manage alongside the Whitworth therefore, it is proposed that buildings that are not collections-based gallery sites should become part of Neighbourhood Services managed through Community and Cultural Services.

7. FINANCE

- 7.1 The proposed changes will be incorporated into the revised Neighbourhood Services budget for 2012/13. The proposals are linked to the overall efficiency savings proposed for the directorate and will contribute towards the achievement of these savings.
- 7.2 The budgets transferring will be closely monitored to identify any potential future shortfalls in funding. In particular the proposed integration of the Mediation service into the Business Unit will be monitored to ensure it attains the financial performance expected within the service.

8. COMMENTS OF THE ASSISTANT CHIEF EXECUTIVE (PEOPLE)

- 8.1 I confirm that I support the proposals within this report and will ensure that appropriate support is given to the Strategic Director of Neighbourhood Services to progress all arrangements for implementing the proposals and appropriate changes arising from them.

9. COMMENTS OF THE TRADE UNIONS

- 9.1 TO FOLLOW