

Town Hall: Consultation Paper

Monday 14th October 2024

*To enable people in the City to thrive; fostering an **inclusive**, **healthy**, and **safe***



Aim of today

We will be covering five topics today:

- Where we are at and what has happened so far
- The driving focus behind the proposed changes
- Structural outcomes
- How to engage?
- A wrap up ask



Today's launch:

Thank you for your patience in getting to this point.

The consultation paper will be released at **4pm today** and our aim is to ensure that you all understand the paper and its proposed implications, and know what opportunities are available to feed-in.

Please take the time to read the paper (+overarching paper) and know at this stage the contents are proposals only; your input will help us take the design forward. There will be a *further paper* in a couple of weeks.

We are following the Councils Organisational Change Policy during this process (available on CityNet)



Outcomes:

The basis of this initial work has been to detail an approach to *how we work* and *how we are structured* to deliver two key outcomes:

1. To consider the purpose of our Group and how best to achieve improved outcomes for the residents of the City.
2. To work sustainably within the current and future financial envelope for our residents and tenants.



Our progress so far:



Discovery Phase
(January – May
2024)

- Key Activities:
 - 12 Activity Mapping workshops conducted from February – April 2024
 - Disruptor Visits form opened in February 2024 & 37 visits undertaken
 - Communities Ideas Platform opened in April 2024

Design Phase
(June –
September 2024)

- Key Activities:
 - 11 Team engagement sessions and 5 Check and Challenge sessions with CGMT conducted in July 2024
 - 34 Communities ideas received and reviewed
 - S&R paper written and submitted to the S&R committee on 30th September

Consultation
Phase (October –
November 2024)

- Key activities:
 - Consultation paper drafted and ready for publication
 - Consultation Launch on the 14th of September



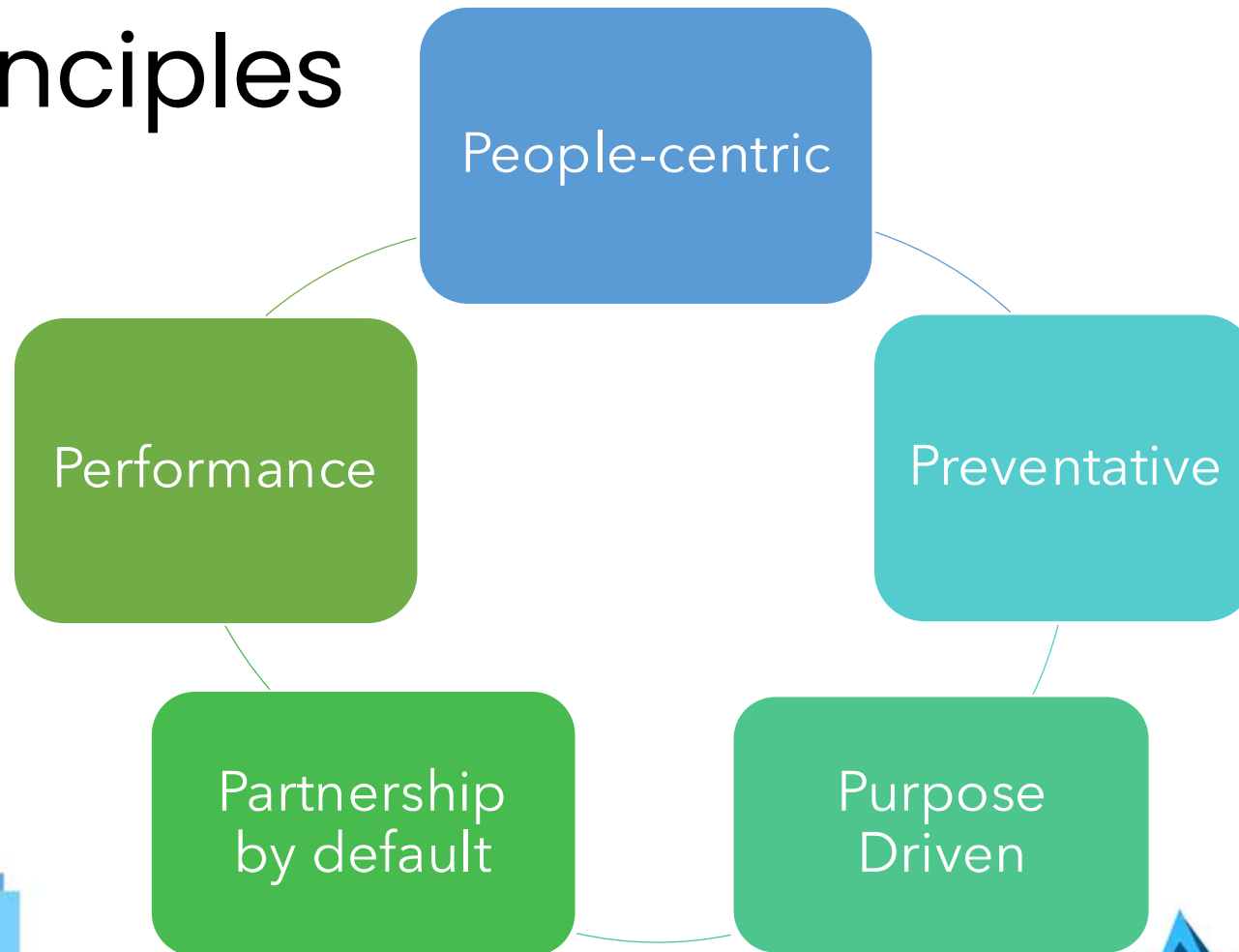
The consultation paper:

The paper details the proposed next phase of the Communities redesign

- Purpose and objectives
- Principles of design
- Reflect back what we have heard
- Proposed new structure



Our principles



To enable people in the City to thrive; fostering an inclusive, healthy, and safe Cambridge

Enabling communities:

Providing the capacity and neighbourhood infrastructure to facilitate work on engagement and enablement, led by diverse voices and organisations of the City.

Ensuring public safety:

To play an active role in ensuring residents and visitors are safe in the City, working in partnership in a preventative manner, ensuring business and planning compliance with legislation.

Providing a safety net:

Provide the basis for stability for individuals and communities, providing a suitable home, when times are difficult, for individuals and families to bounce back.

Being healthy and well:

Residents can access individual and community support to live active, healthy lives through a preventative, multi-partner approach.

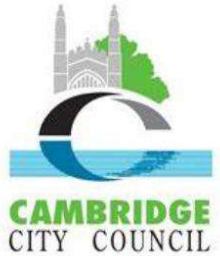
Creating a thriving culture:

Providing the environment for a flourishing and thriving City, including a wide range of curated opportunities and services that bring people together and enhance the environment and people's lives.

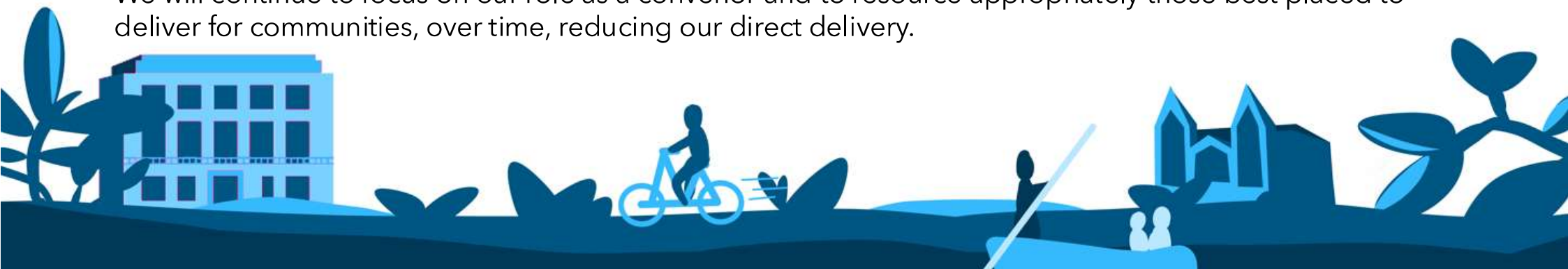
The overarching structure



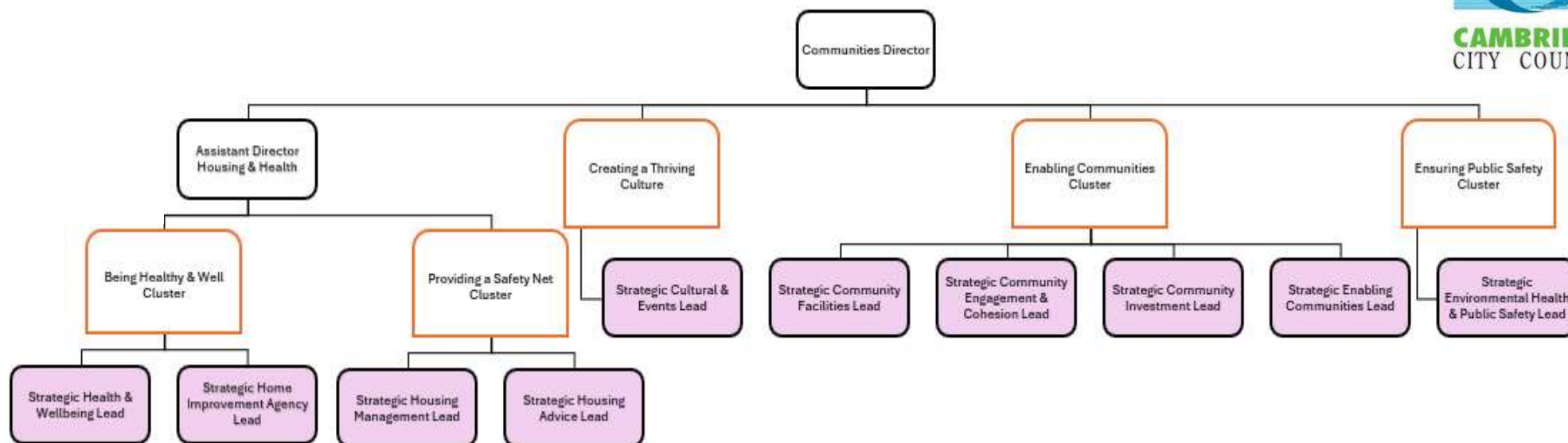
Headlines



- We propose to set up services that bring together activities that currently sit separately between housing and wider service areas, allowing us to strengthen our work in communities. This will particularly mean the strengthening of work on:
 - Community engagement and cohesion
 - Resident engagement and enablement
 - Public safety
 - Tenancy Sustainment and Financial Inclusion
- We propose to structure more of the teams with a neighborhood-based remit and aligned to wider public sector colleagues to ensure we work closely with communities and collaborate in a way that reflects local needs.
- We propose to enhance and refocus our work on equalities to ensure we are supporting the communities most in need
- We will continue to focus on our role as a convenor and to resource appropriately those best placed to deliver for communities, over time, reducing our direct delivery.



Communities senior structure



Key:



Headline proposals:

- Community Safety and Harm Reduction Team and Enforcement Team from City Services to be brought together into a Public Safety Team within the Ensuring Public Safety cluster
- Proposed to move the Retrofit work from Environmental Health into Economy and Place - bringing wider energy and climate work together across the Council
- Development of a Health and Wellbeing Team, with some homelessness early intervention work, support and financial inclusion roles to be brought together
- The activities lifestyle team to be moved to the Health and Wellbeing Team. Part of the current Sports and Rec team proposed to move into City Services



Headline proposals:

- The housing management and HomeLink functions to be brought together into one team that has overall responsibility for voids and lettings in the Providing a Safety Net cluster
- Community Development team redesigned into an Enabling Communities team, with neighbourhood-based teams. Tenant-based teams on resident engagement, estates as well as community engagement from City Services coming together.
- Development of a Community Engagement and Cohesion Team
- Continued service reviews included in consultation and further paper.



Supplementary paper

Training and support

Culture

Systems and IT

Re-investment



How to engage



The consultation period is **30 days starting now and ending on the 15th November 2024.**

You can contribute by sending in your comments, thoughts, feedback and questions. This can be on any aspect of the paper including; the structures, JDs, and issues that you foresee with implementation.

Please do give yourself time to read the consultations from Corporate, City Services or Economy and Place group and feedback - there is a lot of areas we cross over



Ways to engage



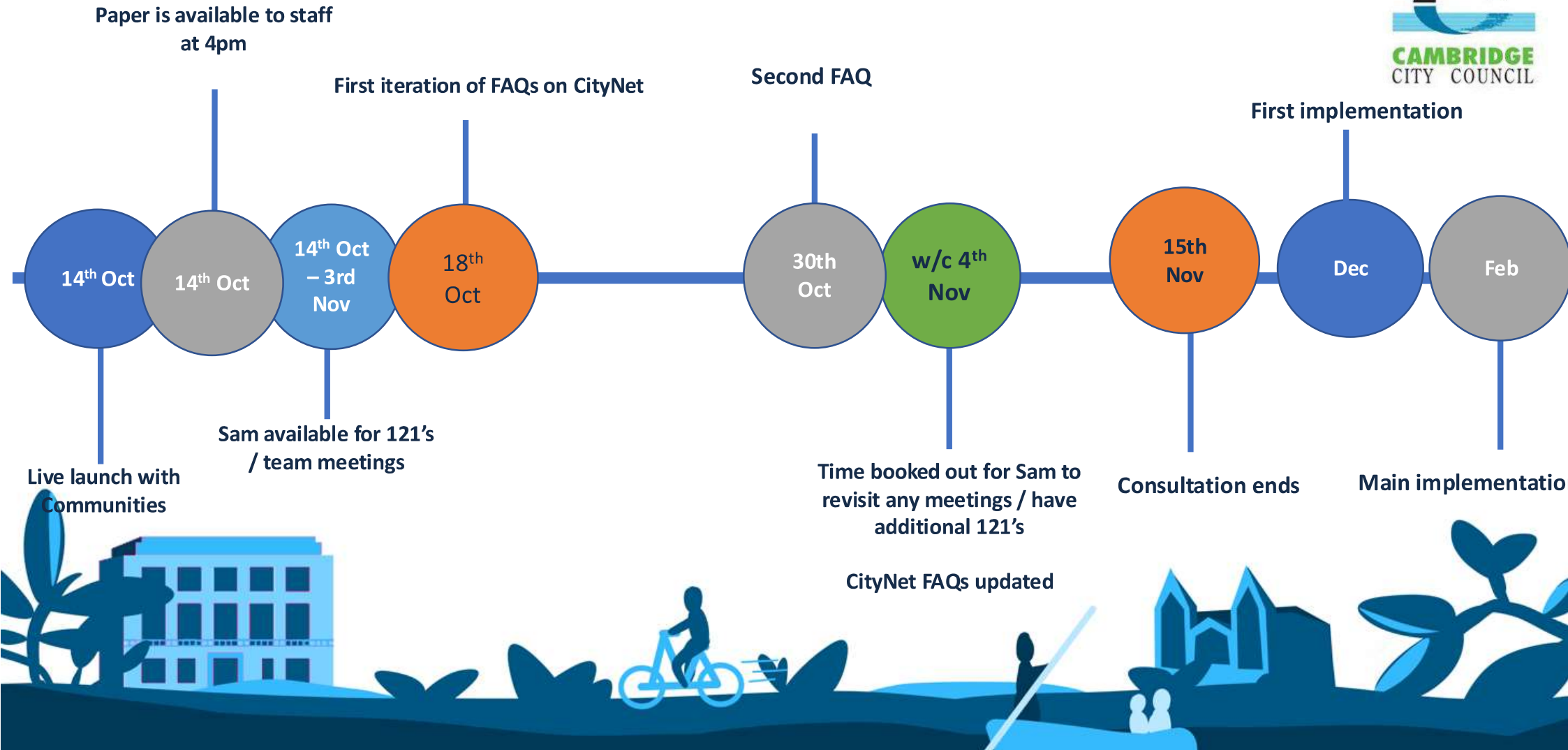
We have the following channels available for you to feed-in to the proposals:

- Myself and Samantha Shimmon have dedicated time for the next few weeks to book in appointments
- Townhall dates are 13th November & 18th December (potential for a further one in early November)
- We have a dedicated email address: communitiesproject@cambridge.gov.uk
- There is an anonymous MS Forms on CityNet
- The Trade Unions are available (details on CityNet)

If you have any questions or points for clarification, please get in touch early so we can contact you during the consultation period

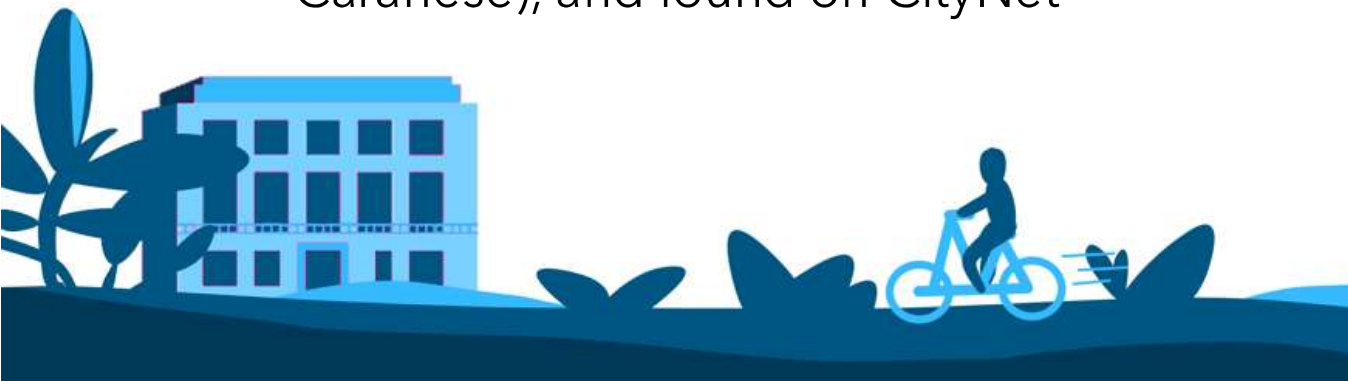


Consultation timeline



My ask

- Please find time to read the paper
- Please contribute and take part in the process
- Be kind
- Recognise the impact of the process
- There is support available and can be detailed from our HR BP (Susan Caranese), and found on CityNet



CAMBRIDGE CITY COUNCIL
OUR VALUES

-  **COLLABORATIVE**
We work with others to achieve better results
-  **COURAGEOUS**
We embrace change
-  **COMPASSIONATE**
We are kind and respectful to everyone
-  **ACCOUNTABLE**
We take ownership of our actions



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