

**Agenda Item  
11**



**Report Status**

For information/note   
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**Report to Haringey Schools Forum – 9 February 2023**

**Report Title:** Report on the Restructure and Scrutiny Panel

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**Purpose:** To report to Schools Forum on the work of the Restructure and Scrutiny Panel which schools can approach to agree any projected redundancy costs.

**Recommendations:** This report is for noting the work of the Restructure and Scrutiny Panel and the proposed revision to the criteria for paying redundancy costs.

**1. Introduction**

- 1.1. Section 12 of the Financial Scheme of Delegation for Schools reflects the need for the Local Authority to, among other things:
  - appropriately and robustly challenge restructure proposals that have redundancy implications.
- 1.2. The report made a recommendation to:
  - agree amendments to section 12 of the Financial Scheme of Delegation to reflect increasing redundancy costs to the Local Authority (LA).
- 1.3. The primary legislation relating to redundancy in community and voluntary aided (VA) schools is set out in section 37 of the Education Act 2002 which makes clear that decision-making responsibility in securing the termination of employment contracts for teaching and

support staff in schools through redundancy lies with the governing body.

- 1.4. The Local Authority's role in consideration of staff redundancy is only in making decisions about funding to support any such proposal.
- 1.5. Section 37 of the Act makes it clear that the costs incurred in respect of securing the dismissal of staff through redundancies shall not come from the school's delegated budget unless the Local Authority has good reason for refusing to fund all or part of the costs. 'Good reason', while not defined, can include that the LA believes that the proposed redundancy was unnecessary, efforts to secure redeployment were not adequately explored, where payments are too high or if the school holds a surplus revenue budget which could reasonably be used to fund the additional costs.

## 2. The Panel and outcomes

- 2.1. The panel convenes once a week in term time to consider any restructuring proposals from our community and VA schools. The panel is chaired by the Assistant Director for Schools and Learning and currently includes: one primary Headteacher, one secondary Headteacher, the Chief Executive of Haringey Education Partnership and Council officers from schools finance and HR.
- 2.2. Currently there is a vacancy for one Primary Headteacher, and after discussion with panel members it was decided to seek out further members. This may include another secondary headteacher and a School Business Manager. This would strengthen the panel's expertise and ensure that there were enough panel members if someone was absent.
- 2.3. Below (Table 1) is an example of how the panel has determined applications to the panel in the last financial year.

**Table 1 - summary of applications to Panel in the last financial year (22-23)**

Panel meeting Date	Financial year	School Name	Amount Requested
26/04/2022	22-23	Primary	28,402.32
26/04/2022	22-23	Primary	58,946.57
28/06/2022	22-23	Primary	84,562.95
28/06/2022	22-23	Primary	99,259.29
18/10/2022	22-23	Primary	TBC
22/11/2022	22-23	Primary	92,003.58
06/12/2022	22-23	Primary	90,780.00

- 2.4. The panel provides challenge and advice to schools works to ensure that schools have considered all possible alternatives and is a fair process. The panel recognises the challenges that schools are facing with falling rolls, the cost of living and growing expenditures which force schools to make the decision to think about restructuring to keep the budget from going into a deficit.
- 2.5. Each restructure proposal has been accepted but generally with additional comments and work that needs to be done to ensure that every criteria has been met.
- 2.6. Schools will need to consider the depth of the restructure plans. Many schools are restructuring support staff, office staff, catering staff and site management. These plans, although providing savings, will not affect the long term challenges schools are facing. Schools need to try and consider the more challenging issue of expensive teaching staff and senior management structures.
- 2.7. Income generation will be a key factor for schools in the future. Some schools will not be able to rely on pupil numbers to keep them from considering possible restructures. Many schools are using the school buildings as possible rental income and we will work with schools to look at these different options.
- 2.8. Haringey Schools HR with the support from panel members have been advising school on their submissions, however Haringey's HR can only give detailed advice to schools have signed up to the traded service offer. Schools need to approach their own HR provider before they approach the panel with their proposal.

### **3. Conclusion**

This report outlines the purpose and remit of the Restructure and Scrutiny Panel. It provides an overview of the last financial year of Panel applications and indicative costs to the LA of redundancy costs.