



Haringey Council

Agenda item:

[No.]

General Purposes Committee

On 28 October 2010

Report Title: Proposals for the Re-organisation and Realignment of Core Statutory Services within the School Standards and Inclusion Service

Report of: Director of Children and Young People's Service

Signed :

Peter Lewis

Contact Officer : Bob Garnett, Interim Deputy Director, School Standards and Inclusion

Wards(s) affected: All

Report for: [Key / Non-Key Decision]

1. Purpose of the report (That is, the decision required)

- 1.1. To report the implications for staffing and the structure of School Improvement Services of the likely cessation of a range of grant funding. The attached consultation document sets out the background and lists the posts that have had to be placed "at risk", together with the processes designed to ensure the minimum number of redundancies ensue.
- 1.2. Members to agree the proposed "statutory core plus commissioning" approach to future school improvement work which is set out in the document.
- 1.3. Members to agree the recommendations.

2. Introduction by Cabinet Member

- 2.1. It is important that the School Improvement Service meets the needs of our local schools and that the service provided is good quality and value for money.
- 2.2. The current context is one of extreme financial pressure and we need to make changes to face up to this challenge. I appreciate that this will be a difficult time for staff but with the loss of grant funding on this scale we need to move ahead with these changes swiftly.
- 2.3. I support the recommendations as outlined in the report.

3. State link(s) with Council Plan Priorities and actions and /or other Strategies:

3.1. The Council faces unprecedented reductions in the resources available for its work with schools. The majority of staff within the SSI division are funded through Government grants. Much of this funding is due to cease in March 2011 or to be redirected to schools. In order to ensure the Council is able to fulfil its statutory duties in the most cost effective way it is necessary to reduce the numbers of staff employed in this division.

4. Recommendations

That Members:

- 4.1 Note that formal consultation on these proposals began on 18th October 2010 and is due to run until 26 November 2010.
- 4.2 Delegate authority to the Director, Children and Young Peoples Services in consultation with the Chair of General Purposes Committee to sign off amendments and proceed to implementation following formal consultation. This is subject to there being no significant and adverse unresolved comments or substantial deviations from the proposals. In such circumstances a report will be brought back to the next meeting of the committee.
- 4.3 Note the timetable for delivery.

5. Reason for recommendation(s)

5.1. The Council faces unprecedented reductions in the resources available for its work with schools. The majority of staff within the SSI division are funded through Government grants. Much of this funding is due to cease in March 2011 or to be redirected to schools. In order to ensure the Council is able to fulfil its statutory duties in the most cost effective way it is necessary to reduce the numbers of staff employed in this division.

6. Other options considered

6.1. Not applicable

7. Summary

- 7.1. A number of grants that fund posts within the SSI Service are being terminated with effect from March 31st 2011. In other cases grants will be paid direct to schools and there is uncertainty as to whether this will include EMAG and support for work with Travellers, Roma and Gypsy children. The general reduction in resources for the Council also has to be taken into account in planning future service provision. The Comprehensive Spending Review is due on 20th October but the detail for LBH will not be known for some time after that.
- 7.2. A White Paper is due at some point during October/November setting out the future role of local authorities in relation to schools.
- 7.3. Taking all these uncertainties together, it is prudent to prepare for significant reductions in levels of staffing employed through grants and for work with schools. If necessary and appropriate, notices can be withdrawn when the role of the LA is confirmed and it is

known how many posts will be required to carry out the statutory functions of the LA, together with the level of the available funding.

8. Chief Financial Officer Comments

8.1. The Chief Financial Officer has been consulted in the preparation of this report.

8.2. The DfE are consulting on proposals for School Funding 2011-12 that include the mainstreaming of some Standards Fund grants. The grants specifically mentioned are Schools Standards Grant, School Standards Grant (Personalisation) and School Development Grant but the DfE keep open the option of mainstreaming others, including the Ethnic Minority Achievement Grant (EMAG). The draft School Finance Regulations 2011, also being consulted on, propose allowing local authorities to retain some funding centrally within the DSG for some EMAG services. Other standards fund grants, particularly the targeted support for strategy grants and area based grants are or have ceased.

8.3. The reduction in resources and the uncertainty around future funding levels and methodologies require a prudent approach to future service levels and informs the consultation on reorganisation and realignment that is the subject of this report.

8.4. At the current stage it has not been possible to assess the costs of any redundancies that may be incurred and the Council will aim to redeploy any displaced staff in the first instance. Where this is not possible any severance costs arising may be met from central provision if resources permit; if this is not possible severance costs will need to be offset against the savings made.

9. Head of Legal Services Comments

9.1 The Head of Legal Services has been consulted on the contents of this report. Consultation with staff and recognised trade unions is an essential part of the responsibilities of an employer in the course of a business re-organisation. The requirement for consultation with employees and their trade union representatives is recognised within the report.

9.2 Due consideration should be given to responses received as a result of the consultation before any final decision is reached concerning the proposals outlined. The Criteria adopted for redundancy selection must be fair, objective and non-discriminatory.

9.3 The process by which the restructuring exercise is to be achieved must comply with the Council's procedures regarding organisational change. Further the position of any members of staff at risk of displacement must be considered under the Council's procedures regarding redundancy and redeployment.

10. Head of Procurement Comments

10.1. Not applicable

11. Equalities & Community Cohesion Comments

11.1. An Equalities Impact Assessment of the Policy and Performance SFR has been carried out through HR and found no adverse effects in terms of equalities.

12. Consultation

- 12.1. Informal consultation has included: A meeting with all staff concerned at the PDC, together with briefing meetings within teams.
- 12.2. Formal consultation from 18 October 2010 to 26 November. Further meetings with staff and unions will be held during this period, including 1:1 meetings with affected members of staff..

13. Service Financial Comments

- 13.1. The timetable for re-organisation is tight. LB Haringey has an understanding with the professional associations that terminations of contracts for members of staff on teachers pay and conditions (TPAC) should take place at the end of a school term. Due to a late Easter in 2011 the end of term falls after the close of the financial year. As a result the employment costs of any staff on TPAC made redundant following this consultation will have to be met until 24th April.
- 13.2. As a result of ongoing formal consultation the number of posts affected may change. Any shortfall from the cost reductions required will need to be found either by other overlapping reviews or from elsewhere within the service.
- 13.3. It may be possible to meet any severance costs centrally if resources permit. If this is not possible severance costs will need to be offset against savings.

14. Use of appendices /Tables and photographs

Not applicable

15. Local Government (Access to Information) Act 1985

Not applicable