



Report Status

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Report to Haringey Schools Forum – 22 February 2018

Report Title: Restructure and Scrutiny Panel

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Purpose: Update on work of the Restructure and Scrutiny Panel from September 2017 to the current time

Recommendations: Not applicable

In July 2017 a paper was presented to Schools Forum that proposed the setting up of a Restructure and Scrutiny Panel to consider, support and challenge in the following areas:

- Any applications for a restructure where there was an expected redundancy cost to the Local Authority;
- Applications for Licensed Deficits;
- Applications for schools in financial difficulty;
- Any other matters relating to financial support in our schools.

Schools Forum agreed the paper and its recommendations and supported officers' views that the panel would allow for robust and transparent consideration of financial matters relating to schools and give certainty to our schools in how and when such matters could be determined.

The panel consists of Head teachers across the primary and secondary phases and those Heads represent a mix of schools in terms of buying HR advice from within Haringey or seeking this advice outside of Haringey. Officers are also represented on the panel from the following service areas: Schools and Learning, Schools Finance and HR. for the purposes of the consideration of any applications for schools in financial difficulty, further panel members were sought from Schools Forum, including a forum member with an Early Years background.

The panel has now convened on five separate occasions (consecutive months from September 2017 to January 2018), with further panels to follow

monthly up to and including July 2017. Below is a summary of the applications that the panel has considered to date.

Date of Panel	Type of application – restructure/ licensed deficit/financial difficulty/other	Decision	Notes	Maximum Cost
27/09/2017	Restructure	Approved	Approved retrospectively	£41,132
27/09/2017	Restructure	Approved	Approved retrospectively	£17,239
27/09/2017	Restructure	Rejected		
27/09/2017	Restructure	Rejected		
27/09/2017	Restructure	Rejected		
18/10/2017	Restructure	Approved	Reconsideration of amended application from 27/09/2017	£93,205.60
18/10/2017	Restructure	Rejected		
06/12/2017	Restructure	Approved	Subject to clarification on indemnity insurance from HR provider and to a re-presentation following consultation on the proposed restructure.	£272,698
17/01/2018	Financial Difficulty	Rejected		
17/01/2018	Financial Difficulty	Rejected	Application to be reconsidered on 21/02/2018	
TOTAL				£424,274.60

Full details of the future panel meetings and the process for applying can be viewed at <http://www.haringey.gov.uk/children-and-families/schools-and-education/schools-hr/restructure-and-scrutiny-panel>