

Appendix A

Feedback from Education Improvement Team

Consultation Feedback

Following the development of the Children and Family Cultural Services Department's outline business cases, consultations have been undertaken, firstly in relation to the outline business case for Education Improvement Team which required a saving of £1.3 million and secondly around the proposals for a new structure.

During the consultation period in relation to the proposed new structure of the Education Improvement Team which is part of the Support to Schools Service, a formal presentation was made by the Service Director and Group Manager on 5th November, 2013. Individual consultation meetings were also offered and additionally team members were provided the opportunity to provide written feedback.

Consultation with Trade Unions and Professional Bodies took place on Monday 16th December 2013. GMB, UNISON, NASUWT, NUT and Aspect were all informed of the consultation and invited to meet on either 16th December or 19 December 2013. Representatives from UNISON and NASUWT attended a meeting on 16th December 2013. Since the consultation period closed on 19th December, ongoing cross-service discussions have continued and resulted in an amended structure which is now attached.

All advisers, consultants and officers within Governor Services, Equality and Diversity Teams, the Education and Improvement Team were invited to provide feedback.

Feedback

- Concern about the relocation of Governor Service professional Officers to Lawn View House whilst business support remains at Meadow house
- Concern about the line management arrangements within Governor Services
- Concern about comparability across all posts identified as 'Adviser'
- Concern that responsibility for assessment and moderation was stranded across 3 posts
- Concern that EAL consultants were identified as term time only
- Concern was expressed about the capacity to continue to deliver essential leadership programmes which secure effective future leaders for schools across Nottinghamshire

Following consideration of all consultation feedback, which has included additional meetings with the Achievement and Equalities Team, the following is now proposed for the Education Improvement Team:

- The Consultation indicated that there would be a reduction within EIS to only 1 TM. Following consultation, the revised structure for the Education Improvement Team will include 2 Team Managers to lead school improvement, 1 Team Manager for Governor Services and 1 Team Manager for Equality and Diversity.
- 3 Advisers for Area Effectiveness will be incorporated within the structure to ensure appropriate oversight of all 7 districts as well as identifying strand responsibilities.

- Not all Team Managers will be directly line managed by the Group Manager for the Support to Schools Service. The Team Manager for Governors will be line managed by the Team Manager-Universal and bespoke programmes. This will support the integration of Governor Services within the wider school improvement strategy and will also support the further development of the Service's sold service offer to schools, academies and other educational partners. The Team Manager for Achievement and Diversity will be matrix managed by the Team Manager – universal and bespoke programmes and the Group Manager again to ensure that the school based support work is aligned to the wider school improvement priorities with the Group Manager retaining a direct overview of aspects of this team's work. All posts within the Equality and Diversity team will be full time and on the Soulbury scale
- The revised structure will incorporate the Team Manager and three Consultant posts. All district Managers and Consultant posts will be included in the enabling pool process for three full time equivalent Consultant Posts and following a more detailed skills analysis, an interview process will be undertaken to recruit to these posts.
- Elective Home Education will be stranded through Place Planning and Admissions Post responsibilities, appropriately supported by relevant Fair Access Officers and professional practitioners. As a result, the EHE consultant post will be deleted from The Education Improvement structure.
- All Adviser posts will provide support and challenge to schools in relation to school improvement
- The Adviser for Behaviour and Attendance will be enabled into a specialist adviser post located within the SEND Group and will be responsible for implementing the SEBD Strategy.
- 0.6 Post 16 role will be developed within the new structure
- An additional post of LAC Achievement Officer to be incorporated within the structure
- The Adviser post for SEND to be deleted from the proposed structure

The proposed structure is underpinned by recognition that all Advisers and Consultants will work in teams to develop and deliver key strategic functions to ensure that these are sustainable and strategic within the available funded capacity.

Next Steps

Managers will now use the County Council's enabling process to:

- Establish appropriate pools of staff against future posts
- Enable advisers, officers, consultants and officers into these posts as appropriate
- identify any post that is at risk and ensure that appropriate advice and support is available in relation to redeployment in line with the County Council's policies
- Use the vacancy protocol to establish any new posts where appropriate; one additional LAC Achievement Officer Post will be created within the virtual school for LAC.

The outcome of the process will be implemented from 1 April, 2014

