

16 January 2017**Agenda Item: 07****REPORT OF THE ACTING SERVICE DIRECTOR, EDUCATION STANDARDS
AND INCLUSION****DELETION OF TWO POSTS FROM THE EDUCATION STANDARDS AND
INCLUSION DIVISION TO SECURE DEPARTMENTAL SAVINGS****Purpose of the Report**

1. This reports seeks approval to delete the following two posts, which are currently vacant, from the Education Standards and Inclusion (ESI) division to secure financial savings of £132,999:
 - 1 full-time equivalent (FTE) Adviser (Soulbury 17-20 plus 3 Structured Professional Assessment points)
 - 1 FTE Consultant (Soulbury 9-12 plus 3 Structured Professional Assessment points).

Information and Advice

2. In a context of ongoing financial pressures within ESI, which is facing a budget pressure of £2.4M in the current financial year, predominately relating to Special Education Home to School Transport, it has been necessary to review all current spend and staffing structures to identify Council savings. The immediate area in which savings can be secured is in relation to two posts within the Education Improvement Service which are currently vacant.
3. The total cost of the staffing structure for ESI is £8.004M. However, most of this structure in 2016-2017 is funded by the schools budget (£5.76M) and increasingly from sold service income (£0.984M). The Council contributes only £1.137M to the cost of the overall staffing structure from its core budget. Therefore the opportunity to identify savings to the Council's budget is limited.
4. The Education Improvement Service is currently transitioning to a more commercial basis as the funding from central grants such as the Education Services Grant end. Following the agreement of the Policy Committee in November 2016 to develop a Commercial Development Unit (CDU) with effect from April 2017, ESI has been identified as one of the three service areas to be part of this commercial unit. Therefore, the reduction of these two posts will be mitigated by the new ways of working that will emerge further from April 2017.

5. It is therefore the view of the service that support and challenge for maintained schools will continue from April 2017, despite the deletion of 1 FTE Adviser post and 1 FTE Consultant post (see **Appendix 1**).
6. The division as a whole will be subject to departmental review as part of the corporate commitment of securing wider savings. However, in order to contribute £100,000 to the wider savings target by April 2017, it is necessary to delete these two vacant posts from April 2017.
7. Appropriate consultation has taken place.

Other Options Considered

8. Consideration has not been given to developing alternative options. This is because the Education Improvement Service is part of the first services to join the Commercial Development Unit from April 2017. In addition, as almost all of this service is funded by revenue other than Council revenue, the opportunity to secure savings is limited.

Reason/s for Recommendation/s

9. As a result of ongoing financial pressures and the overspend of the Special Education Home to School Transport budget, it is necessary to secure Council savings immediately.

Statutory and Policy Implications

10. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

11. The deletion of the two vacant posts will reduce the budget required by the Education Standards and Inclusion division by £132,999.

RECOMMENDATION/S

- 1) That the following two posts, which are currently vacant, are deleted from the Education Standards and Inclusion division to secure financial savings of £132,999 with effect from 1 April 2017:
 - 1 full-time equivalent (FTE) Adviser (Soulbury 17-20 plus 3 Structured Professional Assessment points)
 - 1 FTE Consultant. (Soulbury 9-12 plus 3 Structured Professional Assessment points).

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Constitutional Comments (LM 22/12/16)

12. The recommendations in the report fall within the Terms of Reference of the Children and Young People's Committee.

Financial Comments (SH 23/12/16)

13. The financial implications of the report are set out in paragraph 11 above.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Commercial Development unit – report to Policy Committee on 16 November 2016.

<http://ws43-0029.nottsc.gov.uk/dmsadmin/Meetings/tabid/70/ctl/ViewMeetingPublic/mid/397/Meeting/3747/Committee/475/Default.aspx>

Electoral Division(s) and Member(s) Affected

All.

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