

17 March 2014**Agenda Item: 14****REPORT OF THE SERVICE DIRECTOR, EDUCATION STANDARDS AND
INCLUSION****SUPPORT TO SCHOOLS SERVICE – PROPOSED RESTRUCTURE OF THE
EDUCATION IMPROVEMENT TEAM****Purpose of the Report**

1. To seek the Committee's approval of the revised structure of the Education Improvement team from April 2014 including a proposal to relocate Governing Body Services and aspects of the Achievement and Equality Team within this team and for the establishment of a third Looked After Children (LAC) Achievement Officer post to support the education of LAC following the raising of the participation age (RPA).
2. Members are also asked to approve a proposal that the Adviser for Special Educational Needs and Disability (SEND) and the Elective Home Education Consultant posts are disestablished and the post of Adviser for Behaviour and Attendance relocated within SEND Policy and Provision.

Information and Advice

3. School Improvement in Nottinghamshire is delivered in partnership with Teaching School Alliances, National Leaders of Education and Local Leaders of Education and reflects national models of delivery. This model of continued sector led improvement in partnership with the Education Improvement team has delivered improvements at both Key Stage 2 and Key Stage 4 that have continued to increase at a faster rate than national against key indicators in recent years. The proposed model for education improvement beyond 1 April 2014 reflects national priorities and ensures that the County Council continues to secure an improvement strategy in partnership with Nottinghamshire schools and other educational providers.
4. Following the requirement on the Support to Schools Service to secure savings of £1.37m as stated in the outline business case, and pending final County Council budget approval, the following changes have been proposed to the Education Improvement Service budgets:
 - a. The Closing the Gaps budget would be reduced from £225,000 to £50,000, saving £175,000 on the 2013-2014 budget.

- b. Targeted Support for maintained schools causing concern would be reduced from £526,000 to £461,000 for 2014-2015 and reduced again to £320,000 in 2015-2016 saving a total of £206,000.
 - c. The removal of the School Improvement Partner budget of £210,000.
 - d. A reduction in the core staffing budget of £440,000.
 - e. A new income target of £320,000.
 - f. A reduction in non staffing running costs of £19,000.
5. The proposed reduction in core staffing costs of the Education Improvement team has been achieved by deleting vacant adviser posts, reducing the Post 16 Adviser post to 0.6 fte, deleting the Adviser Post for Special Educational Needs and Disability (SEND) and the Consultant post with responsibilities for Elective Home Education (EHE). The Service will maintain an associate adviser budget of £150,000 to ensure that the County Council can respond swiftly and urgently if a school becomes at risk of an Ofsted category of concern, deploying associates and headteachers with recent relevant experience in school improvement. It should be noted that statutory responsibilities in relation to EHE are to be transferred to the Place Planning and Admissions Team.
 6. The Education Improvement team's structure and budgets are underpinned by a new income target of £320,000 which will be achieved through sold services to schools including staff training, management support and being a registered Body for Newly Qualified Teachers.
 7. It is proposed that the Adviser for Behaviour and Attendance is relocated within the SEND, Policy and Provision Team whilst the leadership of Governor Services is been transferred to the Education Improvement team. This service is fully self funding and so no savings are anticipated by the incorporation of this service into the Education Improvement team.
 8. The proposal includes the addition of a Looked After Children Achievement officer within the Virtual School for Looked After Children as a result of the raising of the participation age, and continued funding to support the Local Authority's statutory responsibility for monitoring Elective Home Education
 9. It is proposed that there will continue to be a reduced offer to schools in relation to Achievement and Equality with the Team Manager and 3 consultants transferring to the Education Improvement team. The Achievement and Equality Team Manager and 3 consultants will mainly work with schools to support them particularly during the initial integration of Black Minority Ethnic (BME) and English as an Additional Language (EAL) pupils. These posts are funded through the Dedicated Schools Grant and County Council savings are not secured through this relocation of the service into the Education Improvement team.
 10. Feedback from the Consultation which ran from 19 November 2013 to 19 December 2013 is attached as **Appendix A** and the proposed structure is outlined in **Appendix B**.

Other Options Considered

11. Other proposals were considered including the removal of the Income Target. This would have resulted in the need to delete more Adviser and Consultant posts which would have significantly reduced the core offer to schools in relation to School Improvement. It was considered that the risk of failing to deliver statutory responsibilities for schools causing concern would be too great and that there was a continued need to secure a small specialist team of school improvement professionals to facilitate and monitor school improvement partnerships as well as delivering statutory responsibilities in relation to primary assessment and moderation.

Reason/s for Recommendation/s

12. Members will wish to note the proposed structure includes significant savings, and the incorporation of Governing Services and the Achievement and Equality Team within the Education Improvement Team to ensure that the County Council continues to deliver an effective school improvement strategy in partnership with schools and Teaching Schools Alliances.

Statutory and Policy Implications

13. This report has been compiled after consideration of implications in respect of finance, public sector equality duty, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION/S

- 1) That the proposed staffing structure for the Education Improvement team be approved with effect from 1 April 2014 including:
 - the relocation of Governing Body Services from the Business Development and Support Service to the Education Improvement team;
 - the relocation of aspects of the Achievement and Equality team, as described in paragraph 9 of the report, into the Education Improvement Team;
 - the establishment of a third Looked After Children (LAC) Achievement Officer post;
 - the disestablishment of the Adviser for Special Educational Needs and Disability (SEND) and the Elective Home Education Consultant posts;
 - the relocation of the Adviser Post for Behaviour and Attendance into SEND Policy and Provision.

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Constitutional Comments (LM 26/02/14)

14. The Children and Young People's Committee had delegated authority within the Constitution to approve the recommendations in the report.

Financial Comments (KLA 25/02/14)

15. The financial implications of the report are set out in paragraph 4.

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

All.

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