

North Somerset Council Decision



Decision Of: Director of Children's Services
With Advice From: Assistant Director, Education Partnerships
Directorate: Children's Services

Decision No: CY61 (2022/23 SCHEME)

Subject: Recruitment of staff to Education Partnerships Service

Key Decision: Yes

Reason: Material in terms of financial impact.

Decision: To agree to commence recruitment to key roles agreed within the Staff Consultation for Education Partnerships and also to the additional roles created through the transfer of the contract for Education Services from Somerset County Council.

Reasons:

Reducing the Council Education Services in 2017 has caused significant educational consequences for children and young people. These include educational risks which impact on each child's life chances, financial risks, reputational risks, political risks and legal risks. The new capacity within the new structure will go some way to mitigating the existing risks but by no means the whole way. The Council must meet its statutory duties and these posts are an essential factor in this.

Posts created by the transfer of the Somerset Council contract for Education are similarly critical to keeping children safe and meeting statutory duty. Capacity has been created by the more efficient use of the resources within the contractual arrangements with Somerset CC but it should be noted that the current arrangements fall below our ability to meet our legal responsibilities so the additional capacity will reduce the extent of this.

Options Considered:

1. Do not proceed with recruitment

This is not an option. The Council will continue to be At risk of significant breach of its legal duties if it does not create essential expertise and capacity within the service.

2. Partially implement the consultation

There is no duplication within the new structure – each post has been carefully considered in the context of outcomes for children and statutory responsibility. Therefore partial implementation leaves both the children and the council vulnerable.

3. Proceed as proposed above

This creates a very lean structure which will meet the Councils statutory duties

Financial Implications:

Funding:

The funding for the restructure can be met within the envelope provided by the MTFP (£505k) and existing funding from the Dedicated Schools Grant and Children's Services budgets (£125k).

The roles part of the transfer of the contract for Education Services from SCC can be met from the existing budget set aside for the contract. The total budget is £827k, including the additional funding of £93k for EP provided by the MTFP. The staffing costs are £809k as shown in Appendix 2, and the balance will meet other non-salary costs associated with the delivery of the services.

Legal Powers and Implications:

This will enable us to meet our statutory duties for education and early years, including our duties under Equalities legislation.

Climate Change and Environmental Implications:

N/A.

Consultation:

This has been completed in full for North Somerset staff and is underway for affected staff in Somerset CC who will transfer to North Somerset Council. No staff from this contract are adversely affected by the additional posts created within the funding envelope of the contract.

Risk Management:

There is a risk to us being unable to fulfil our statutory duties in multiple areas of education and early years if we do not undertake this work now.

Equality Implications:

The additional staff allow us to meet our responsibilities under the SEN Code of Practice and several areas of statutory Education guidance which protect the rights of vulnerable children and children with protected characteristics.

Corporate Implications:

N/A.

Appendices:


Staff Consultation Education Partnerships
Consultation Outcomes, Education Partnerships
EP Paper for CLT

Background Papers:

None.

Signatories:

Decision Maker

Signed: 

Title: Director of Children's Services

Date: 13 October 2022

With Advice From:

Signed: 

Title: Assistant Director. Education Partnerships

Date: 13 October 2022

Footnote: Details of changes made and agreed by the decision taker since publication of the proposed (pre-signed) decision notice, if applicable:

Appendix 1 - Education Partnerships Restructure New Posts

Post	Grade	FTE	Cost
Funded by MTFP Growth			
Head of SEND	M6	1.00	£79,880
Virtual School Headteacher	M6	1.00	£79,880
Head of Learning & Achievement	M6	1.00	£79,880
SEND Placements Commissioner	M2	1.00	£50,141
Elective Home Education Officer	M1	1.00	£45,081
SEND Officer	JG7	1.00	£39,948
SEND Officer	JG7	1.00	£39,948
Parent Carer Liaison Officer	JG6	1.00	£35,350
Panel Coordinator	JG5	1.00	£30,597
Supervisory Post(enhancement to an existing one)			£24,435
Total Funded by MTFP Growth		9.00	£505,141
Funded by Existing Dedicated Schools Grant and Children's Budget			
Head of Inclusion	Soulbury	1.00	£93,230
Early Years Delivery Manager	JM4	0.50	£32,358
Total Funded by Dedicated Schools Grant and Children's Budget		1.50	£125,588
Grand Total		10.50	£630,729

Appendix 2 – Education Services Contract Transfer Posts

Post	Grade	FTE	Cost	Note
<u>Education Psychology</u>				
Principal Education Psychologist	Principal	1.00	£88,090	New
Senior Education Psychologist	Senior	1.00	£82,630	TUPE
Honorarium Payments (Senior Practitioner)	Honorarium		£1,110	
Main grade Education Psychologist	Main grade	6.10	£411,570	3.60 TUPE, 2.50 New
Trainee Education Psychologists	Trainee	0.50	£16,000	New
Impact Analyst	JG7 Equivalent	0.80	£33,000	New
Education Psychology Total		9.40	£632,400	
<u>Education Welfare</u>				
Education Welfare Officers	JG7	2.00	£87,604	1.00 TUPE, 1.00 New
Business Support	Agilisys	0.65	£20,000	New - cost is estimated
Education Welfare Total		2.65	£107,604	
<u>Enhanced Provision</u>				
Enhanced Provision HLTA	JG6	1.00	£38,607	TUPE
Enhanced Provision HLTA	Teaching Support	0.80	£30,885	TUPE
Enhanced Provision Total		1.80	£69,492	
Grand Total		13.85	£809,496	