

Children's Services Education and Early Help Restructure Proposals

Phase 2 – Post consultation change summary

In the period following the December Cabinet approval and commencement of consultation on 10th March a number of small amendments were made to the proposals within the same cost envelope.

Following collective consultation a number of further amendments are now proposed in order to implement the planned restructure. All such changes are outlined in the summary chart below. For ease of reading only areas of change are detailed.

Cabinet approved (December 2022)	Consultation Proposal	Post consultation model
Net staff reduction –12.72 FTE	Net reduction -10.72FTE (1 x Service Manager – SEND Support added)	Net reduction -11.72 FTE (1 x Outreach Assistant removed)
Addit budget requirement £695k Cost reduction/avoidance - £964k Severance costs - not stated Pension strain (capital) costs – not stated	Addit budget requirement £695k Cost reduction/avoidance - £835k Severance costs-anticipated:- - CLAS only without redeployment £320.494 - All impacted without redeployment £644,088 Pension strain (capital) costs £118,646	Addit budget requirement £695k Cost reduction/avoidance - £835k Severance costs £462,824 (based on anticipated individual outcomes following consultation) Pension strain (capital) costs £78,040
Anticipated impact: 72 staff impacted by proposals. 44 staff at risk of redundancy	Anticipated impact: 75 staff impacted by the proposals 44 staff at risk of redundancy	Anticipated impact: 75 staff impacted by the proposals 34 staff at risk of redundancy
Head of Service - School System & Capital	Strategic Lead - School System	Strategic Lead – School System
Head of Service – SEND & Inclusion	Strategic Lead - Inclusion & SEND	Strategic Lead – Inclusion & SEND
Access to Education Officer (new role) & 2 Admissions Officer 1x G10, 1x G8 (no change)	Access to Education Officer & 2 Admissions Officer 1x G10, 1x G8	3 x Admissions Officer (CME/EHE, IYFAP, Systems & Comms <i>G10 anticipated not yet moderated</i> Access to Education Officer post not progressed to establishment and duties encompassed within revised job description
Inclusion Leads (located in School Assurance)	Inclusion Leads (moved to SEND/Inclusion) and retitled Area SENCO	New title Primary SEND Support Lead to aid user and interface understanding

Senior Attendance & Exclusions Officer x 4	Senior Attendance & Exclusions Officer x 4	Senior Attendance & Exclusions Officer x 1 to have team supervisory responsibilities <i>G12 anticipated not yet moderated</i> School Attendance & Exclusions Officer (loss of Senior from job title) x 6 G10 no change to grade. All roles all year round
Family Attendance Officers x 3 (located in Early Help)	Family Attendance Officers x 3 (located in Education)	Posts deleted and replaced by School Attendance & Exclusions Officer posts above
Statutory Officer	Statutory Officer	Reporting directly to School Attendance, Exclusions and Community Education Manager with responsibility for Attendance and Exclusions Support Officer
Attendance and Exclusions Support Officer	Attendance and Exclusions Support Officer	Changed reporting line from Senior School Attendance & Exclusions Officers to report to Statutory Officer
Community Learning Officer x 4 G12	Community Learning Officer x 4 G12	Community Learning Officer x 4 G12. QTS requirement as essential criteria amended to include 'or equivalent significant relevant professional experience. Relevant experience with Gypsy/Roma/Traveller communities equally valuable and it is essential that the currently established contacts/relationships are not lost. Pragmatic change which also maximises redeployment prospects for current staff
SEN Senior Caseworker SEN Caseworker SEN Lead Assistant Caseworker SEN Assistant Caseworker	Posts retitled to: SEND Senior Caseworker SEND Caseworker SEND Lead Assistant Caseworker SEND Assistant Caseworker	Posts to be retitled to aid understanding from parents and schools and partners across the Local Area of their role within the wider SEND system. New titles to be: EHC Senior Officer EHC Officer EHC Lead Assistant Officer EHC Assistant Officer
Specialist Outreach Team Manager	Outreach Team Manager	Outreach Team Manager

Senior Specialist Outreach Officer Specialist Outreach Officer	Senior Outreach Officer Outreach Officer	Senior Outreach Officer Outreach Officer
Specialist Outreach Assistant G8 x 5	Outreach Assistant G8 x 5	Outreach Assistant x 4 <i>G9 provisional evaluation</i> . Requirement for roles to operate independently with limited supervision and to undertake interventions, deliver personal behaviour support directly and conduct formal assessments. Requirement not previously made clear and job description has now been amended accordingly. Number of posts reduced from 5 to 4