

REPORT TO: POLICY AND RESOURCE COMMITTEE – 5 MARCH 2020

REPORT ON: CHILDREN AND FAMILIES SERVICE – STAFFING STRUCTURE REVIEW AND DEVOLVED SCHOOL MANAGEMENT

REPORT BY: EXECUTIVE DIRECTOR OF CHILDREN AND FAMILIES

REPORT NO: 104-2020

1.0 PURPOSE OF REPORT

- 1.1 To inform the committee of the savings from financial year 2020/21 regarding staffing structure review and associated budgets.

2.0 RECOMMENDATIONS

- 2.1 It is recommended that the proposed saving described in this report is considered by the committee as potential savings in financial year 2020/21 and future years.

3.0 FINANCIAL IMPLICATIONS

- 3.1 The implementation of the following proposal would result in a saving in 2020/21 of £234,000 and a full year saving of £750,000 in 2021/22

For information and exemplification, the reduction in funding equates to a 0.9% reduction in devolved school management budget in 2020/21 and 1.8% in 2021/22.

4.0 MAIN TEXT

- 4.1 There is an imperative to identify and achieve significant savings in financial year 2020/21
- 4.2 The Governance Review of Education in Scotland has a focus on how finances are allocated directly to schools to meet local needs. This includes the Pupil Equity Fund (PEF). This new approach to providing funding for schools provides Head Teachers with opportunities to plan for and deliver targeted resources to meet the needs of their children and young people.
- 4.3 Schools operate within the framework for devolved school management (DSM). Within Dundee the overall aim of the DSM scheme is to improve outcomes for learners by providing appropriate delegated powers and responsibility while remaining accountable to the Authority.
- 4.4 DCC currently devolve approximately 80% of the total running costs of a school to Head Teachers. During financial year 2019/20 this amounts to £90.4m across nursery, primary, secondary and special sector, of this total £66m relates to teachers and £13.6m is support staff. The budget also includes £10m that covers property costs and some supplies and services budget where there is limited or no flexibility e.g. rates, cleaning, energy and Microsoft licence updates.
- 4.5 Children and Families Services (Education and Children Services) have approximately half of the Council's net share of total Revenue budget. The schools' devolved budgets amount to almost 56% of the total service budget. When the Council require to make savings it is reasonable that consideration should be given to schools' DSM budgets contributing to these savings.

5.0 DEVOLVED SCHOOL BUDGETS

- 5.1 In order for this budget saving proposal to be achievable a number of different approaches are likely to be necessary in individual establishments. Head Teachers devolve budgets within their establishments depending on their individual circumstances e.g. pupil curriculum choice and development; property costs etc.
- 5.2 Head Teachers and the service will need to ensure that PEF is not used to replace DSM budgets but continues to be used appropriately in accordance with national and local guidance.
- 5.3 In Primary, there is limited flexibility within the DSM budget as staffing costs form the majority of their devolved budgets. The Primary HTs were in agreement that the major factor to achieve such a saving was to review the staffing formula within the Primary sector and seek to make a saving of 0.9% and 1.8% respectively by adjusting this formula. The full year saving will have an impact on Primary staffing budgets of between £13k and £36k depending on the size and demographics of the school. There will be a review of the existing formula allocations and there is sufficient movement in staff between academic years to ensure that this is achievable. This will also involve looking at the central organisation and school management of the deployment of staff for RCT cover which may provide opportunities for greater efficiencies.
- 5.4 There may be implications for the redeployment of Children and Families staff associated with any staff changes as a result of the staffing review to reach the equivalent amount detailed as a DSM reduction. The removal of any posts would be dealt with through the council's workforce management procedures. There is a high level of turnover in staff in schools and there are a number of temporary contracts in place at present. However, should there be the need to reduce the number of current permanent post holders, they would be considered for VER where appropriate and redeployment where possible in the first instance. The saving assumed in 20/21 will allow Head Teachers suitable time to implement the required changes.

6.0 POLICY IMPLICATIONS

- 6.1 This report has been subject to an assessment of any impact on equality and diversity, fairness, poverty, environment and corporate risk. There are no major issues.

7.0 CONSULTATIONS

- 7.1 The Council Management Team have been consulted in the preparation of this report.

8.0 BACKGROUND PAPERS

- 8.1 None.

Paul Clancy
Executive Director

February 2020



Committee Report No: 104-2020

Document Title: Children and Families Service - Staffing Structure Review and Devolved School Management

Document Type: Other

New/Existing: New

Period Covered: 01/04/2020 - 31/03/2021

Document Description:

Committee paper to propose a review of the staffing structure and formula resulting in a reduction in the DSM allocated to Dundee City schools.

Intended Outcome:

To achieve a saving of £750,000 in full financial year 2021/22 from the Children and Families Service budget, part year saving of £234,000 in 2020/21

How will the proposal be monitored?:

Regular meetings take place with Head Teachers and Finance Officers to monitor budgets.

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A. Equality and Diversity Impacts:

Age:	Not Known
Disability:	Not Known
Gender Reassignment:	No Impact
Marriage and Civil Partnership:	No Impact
Pregnancy and Maternity:	No Impact
Race/Ethnicity:	Not Known
Religion or Belief:	Not Known
Sex:	No Impact
Sexual Orientation:	No Impact

Equality and diversity Implications:

The revised calculation for staffing levels to reach this saving will actually produce a more equitable distribution of staffing across schools.

Proposed Mitigating Actions:

To apply the staffing formula in a more fair and equitable manner.
Is the proposal subject to a full EQIA? : No

The revised calculation for staffing levels to reach this saving will actually produce a more equitable distribution of staffing across schools.

B. Fairness and Poverty Impacts:

Geography

Strathmartine (Ardler, St Mary's and Kirkton):	Not Known
Lochee(Lochee/Beechwood, Charleston and Menzieshill):	Not Known
Coldside(Hilltown, Fairmuir and Coldside):	Not Known
Maryfield(Stobswell and City Centre):	Not Known
North East(Whitfield, Fintry and Mill O' Mains):	Not Known
East End(Mid Craigie, Linlathen and Douglas):	Not Known
The Ferry:	Not Known
West End:	Not Known

Household Group

Lone Parent Families:	Not Known
Greater Number of children and/or Young Children:	Not Known
Pensioners - Single/Couple:	No Impact
Single female households with children:	No Impact
Unskilled workers or unemployed:	No Impact
Serious and enduring mental health problems:	No Impact
Homeless:	No Impact
Drug and/or alcohol problems:	No Impact
Offenders and Ex-offenders:	No Impact
Looked after children and care leavers:	Not Known
Carers:	Not Known

Significant Impact

Employment:	No Impact
Education and Skills:	No Impact
Benefit Advice/Income Maximisation:	No Impact
Childcare:	No Impact
Affordability and Accessibility of services:	No Impact

Fairness and Poverty Implications:

No impact.

Proposed Mitigating Actions:

Not applicable.

C. Environmental Impacts

Climate Change

Mitigating greenhouse gases: Not Known

Adapting to the effects of climate change: Not Known

Resource Use

Energy efficiency and consumption: No Impact

Prevention, reduction, re-use, recovery or recycling waste: No Impact

Sustainable Procurement: No Impact

Transport

Accessible transport provision: Negative

Sustainable modes of transport: Negative

Natural Environment

Air, land and water quality: Negative

Biodiversity: Not Known

Open and green spaces: Negative

Built Environment

Built Heritage: No Impact

Housing: No Impact

Is the proposal subject to Strategic Environmental Assessment

No further action is required as it does not qualify as a Plan, Programme or Strategy as defined by the Environment Assessment (Scotland) Act 2005.

Proposed Mitigating Actions:

Children and Families Officers along with Tayside Contracts and staff from City Development will be working with schools where SCPs have been removed to ensure that School Travel Plans are updated during 2020/21 and parents supported to utilise 'walking buses' and other forms of self-help support to children's journeys to school

Environmental Implications:

There may be a negative impact on the environment as some parents may wish to use their car to transport their children to school if there is no school crossing patroller at certain junctions.

D. Corporate Risk Impacts

Corporate Risk Implications:

The risk implications associated with the subject matter of this report are 'business as normal' risks. The subject matter is routine and has happened many times before without significant loss. There is comfort that the risks inherent within the activity are either transferred to another party, shared equally and fairly between the Council and another party or are negligible.

Corporate Risk Mitigating Actions: