

## NORTH YORKSHIRE COUNTY COUNCIL

## CHILDREN AND YOUNG PEOPLE'S SERVICE

## CORPORATE DIRECTOR'S MEETING WITH EXECUTIVE MEMBERS

30 July 2019

## SCHOOL IMPROVEMENT

## 1.0 PURPOSE OF REPORT

The purpose of this report is to seek agreement to implement the proposed restructure of the School Improvement Service.

## EXECUTIVE SUMMARY

Work has been carried out to review the service offer, both statutory and traded, and to address the reduction in £1m corporate funding. There are planned savings of £500k in 2019-20 and £210k in 2020-21.

The proposed service aims to achieve the following objectives through various outputs:

- Provide a clear and consistent non-traded core service offer to schools in North Yorkshire that:
  - o Meets statutory requirements of a Local Children's and Education Authority,
  - o Ensures a high percentage of good and outstanding schools,
  - o Ensures high achievement and progress for all learners,
  - o Promotes inclusion.
- Establish a service that fits with SEND localities to ensure joined up service provision and consistent messages.
- Further develop a traded arm that allows for schools and settings to purchase services from the Local Authority to address key issues and further benefit the children and young people living within North Yorkshire.

## 2.0 ISSUES

The restructure covers many different areas within school improvement. It is a reduction of the current School Improvement Service FTE by 57% (making savings of £710k by March 2021).

In Scope

- School Improvement Service (Core and Traded)
- Early Years' Advisers;
- Lead Improvement Advisors
- School Improvement Advisors
- EAL/ GRT

### Out of Scope

- Development or integration of locality footprints with SEND
- Product development
- Joint Product Development
- Head of Outdoor Learning.

The recommendation sees the amalgamation of the Lead Adviser posts with the School Improvement and Early Years Adviser posts to create a role that covers core elements of the two roles. This flattens the structure and removes a line-management layer. These new posts would be overseen by the Principal Advisers and allow for the same type of roles to be embedded in the traded arm to focus their time on commercial activity.

#### 3.0 PERFORMANCE IMPLICATIONS

None identified within this report.

#### 4.0 POLICY IMPLICATIONS

The new School Improvement Service will continue to have the ability to carry out statutory duties.

#### 5.0 OPTIONS

This restructure has been subject to formal consultation from 04 June – 03 July 2019.

#### 6.0 FINANCIAL IMPLICATIONS

The proposed restructure will address the required savings.

The service generated £151k profit for 2018/19. There is a good understanding of the time dedicated to traded activity which has informed the financial modelling of the projected income and profit figures for the future.

The Strategic School Improvement Board will meet regularly to monitor financial progress as well as project and product development.

#### 7.0 LEGAL IMPLICATIONS

Legal implications have been considered throughout the report and the EIA.

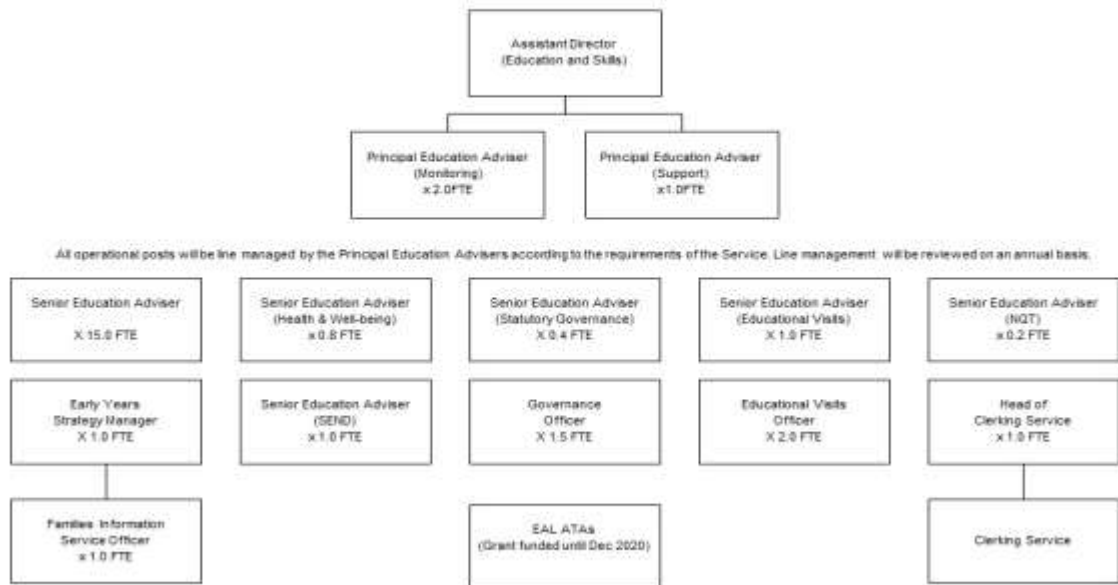
#### 8.0 CONSULTATION UNDERTAKEN AND RESPONSES

A formal staff consultation has been carried out from 04 June to 03 July. Throughout staff have been continually engaged with regarding changes to the School Improvement Service and this will continue.

#### 9.0 HUMAN RESOURCES IMPLICATIONS

The proposed structure is as follows:

**School Improvement Service  
Proposed Structure from 1<sup>st</sup> January 2020**



The restructure will be carried out in accordance with the NYCC’s Reorganisation and Redundancy Policy and Procedure and the Redeployment Policy, with a proposed implementation date of 01.01.20.

A formal post-implementation review will be undertaken 6 months after the implementation date.

**10.0 REASONS FOR RECOMMENDATIONS**

The recommended proposal allows for the growth of traded activity and development of new products.

The proposal ensures support for schools and statutory duties are fulfilled in line with the School Improvement Strategy.

**11.0 RECOMMENDATION**

To agree to implement the proposed restructure.

**STUART CARLTON  
CORPORATE DIRECTOR – CHILDREN AND YOUNG PEOPLE’S SERVICE**

*Report prepared by Rebecca Barber*

Consulted .....Executive Member

Date: .....

Agreed: .....Corporate Director

Date: .....