

## PERSONNEL COMMITTEE

(Via Microsoft Teams)

**Members Present:**

**19 March 2021**

**Chairperson:** Councillor D.Jones

**Vice Chair** Councillor D.Cawsey

**Councillors:** S.E.Freeguard, J.Hale, N.T.Hunt, J.Jones,  
S.Miller, L.Jones and S.A.Knoyle

**Non Voting  
Members:** Councillors C.Clement Williams, P.Rees,  
A.Lockyer and P.Richards

**Officers in  
Attendance:** A.Thomas, T.Owen, N.Jones and N.Headon

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### **1. Re-structure and Appointment of Senior Management posts within the Education, Leisure and Lifelong Learning Directorate**

The Head of Transformation gave Members an overview of the circulated report.

Members questioned the figure of 48% of the 'early years' who were not ready to learn and if it was known what schools this referred to. Officers explained that baseline data provided them with a full picture of school information and the full picture was known. It was explained with regards to 0-3 year olds, the Council is responsible for identifying any additional needs providing for them. Going forward, when the children enter school and have had their needs met, that was the one key aspect of making sure that children are more prepared to learn when they go to school.

Members asked what improvements there were going to be in relation to Flying Start and what the relationship was with the Council. Officers explained there was over-provision in some flying start areas in terms of certain services and there was under provision within the non-flying start areas where they have deprivation and high levels of need. One of the roles would be to bring partners together to make sure that the amount of resource was available to ensure equitable provision across the county borough.

Members referred to the Financial Impact mentioned in the report namely: “No additional funding is sought to enable the proposed restructuring as the additional Head of Service Post will be funded from the deletion of a senior post within the Inclusion Service and the deletion of the Finance and Data Co-ordinator post”. Officers explained there was to be a deletion of the current post and there would be a creation of two Heads of Service. They confirmed that there would be a small budget saving and that the posts would be advertised externally.

Members queried the extra funding for additional learning needs and if any consideration had been given to temporary cover for the post.. Also in relation to flying start, members queried if by creating a new post they would be able to fill the gaps where children were not able to currently access these services. Officers explained that a permanent post was more attractive in terms of a job offer. They confirmed that arrangements do not affect the way the foundation phase is delivered in schools, and this post was to ensure that the ‘postcode lottery’ issue is addressed and that there is a more equitable offer of support for young people preparing them for the life in education, understanding the issues and making sure challenges are addressed.

Members asked if the workloads were manageable and would the post look at parental help and support. Officers explained the post would be looking at all aspects of support for young people and families. The proposals bring together a range of early years services within the directorate, one of them is ‘think families first’, which give families the support they need. The partnership part of the post was to have the time to work with partners such as health and children’s services etc. to make sure that issues were dealt with. In relation to the workloads, Officers explained that going from two Heads of Service to three would give greater strategic capacity.

Members asked when early years would be starting again in relation to attending the community centres. Officers explained that the community centres were not yet open but the early years providers had started back.