

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

11th January 2016

HEAD OF PARTICIPATION – C.MILLIS

Matter for Decision

Wards Affected: All Wards

Looked After Children Pupil Deprivation Grant (2015-17)

1. Purpose of Report

The purpose of this report is to seek approval to establish temporary and seconded posts to 31st March 2017 within the Looked After Children's Team in order to build capacity within the Team.

2. Executive Summary

It is Welsh Government's intention that Local Education Authority's adopt a more strategic approach towards the delivery of services for our most vulnerable children, with a greater emphasis being placed on regional working. The funding for Looked After Children changed during the 2015 / 16 financial year, the Local Education Authority is now responsible for the strategic deployment of the funding.

This has meant additional grant funding has been provided to Neath Port Talbot Council of £265,000. In order to adhere to the terms and conditions of this additional grant funding there is a need to build additional capacity within our Looked After Children Team.

3. Background

From the Children in Need Census 2014, NPT has the third highest percentage of Children in Need in Wales (6.3%) and the highest percentage of Looked After Children (LAC). NPT has double the national average percentage of LAC pupils.

The LAC team provide a wide range of detailed support, interventions and extra-curricular opportunities, to ensure participation and enjoyment of learning for children 'looked after'. The team raise standards for learners 'looked after' through supporting Children's Services staff, carers and schools to reduce barriers to learning, and providing individual needs led packages of additional support.

Communication and regional partnerships are strong, contributing towards comprehensive strategic direction, policy and practice, in order to meet local, regional and national needs for children 'looked after'.

3.1 Traditionally the Looked After Children Team comprised of two full time permanent employees, namely:-

- Looked After Children's Co-ordinator
- Looked After Children's Education Officer.

3.2 Traditionally the funding was directly passed out to our schools on a per pupil basis. Going forward, the funding will be managed by the Local Education Authority working closely with our schools.

3.3 Within Neath and Port Talbot there are currently 218 "looked after" children being educated within the Authority and another 52 children being educated in schools in other Authorities (these figures can vary).

3.4 For the financial year 2015 / 16 this has meant a distribution of grant funding of £265,000

3.5 In order to build capacity within the service it is recommended that the following temporary / seconded posts be built into the existing structure to 31st March 2017:-

- Temporary Teacher Development Officer – 0.8 FTE
- Seconded Educational Psychologist – 1 FTE
- Temporary Teaching Assistants – 2.5 FTE
- Seconded Resource and Communications Officer – 0.2 FTE

4. Financial Impact

All posts will be 100 % grant funded. However, the Council will be liable for any redundancy payments to employees when the grant funding ceases and the temporary contracts end. This will only be the case for employees who are not redeployed or who are not returning to their substantive post.

5. Equality Impact Assessment

An Equality Impact Assessment Screening Form has been undertaken to assist the Council in discharging its Public Sector Equality Duty under the Equality Act 2010. After completing the assessment it has been determined that this proposal does not require an Equality Impact Assessment.

. 6. Workforce Impacts

Increased capacity within the Looked After Children team to work with vulnerable pupils.

7. Legal Impacts

No legal impacts

8. Risk Management

Failure to implement the proposed recommendations would mean that the Authority would not be able to deliver services to Looked After Children in line with Welsh Government recommendations and a potential repayment of the additional grant funding.

9. Consultation

There is no requirement under the Constitution for external consultation on this item.

10. Recommendation

It is **RECOMMENDED** that Members **APPROVE** the creation of additional temporary posts and secondment opportunity.

FOR DECISION

11. Reasons for Proposed Decision

To build workforce capacity in the Looked After Children's team in line with the terms and conditions of additional grant funding from Welsh Government.

12. Implementation of Decision

The decision is proposed for immediate implementation.

13. Appendices

Appendix 1 - Financial Appraisal

14. List of Background Papers

Equality Impact Assessment Screening Form.

15. Officer Contact

Nicky Sneezum - LAC Education Coordinator

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Appendix 1

SET UP COSTS

	<u>Current</u> <u>Year</u>					<u>Comments</u>
-	<u>£</u>	-	-	-	-	
<u>Costs</u>						
Recruitment Costs						
Accommodation Costs						
Office Costs						
Others						
Total Set Up Costs	-					
<u>Funding of Set Up Costs</u>						
Revenue Budget						
Reserves						
Special Grant						
Other (Specify)						
Total Funding of Set Up Costs	-					

RECURRING COSTS

	<u>Current</u> <u>Year</u>		<u>Next</u> <u>Year</u>		<u>Max</u> <u>in</u> <u>Full</u> <u>Year</u>
-	<u>£</u>	-	<u>£</u>	-	<u>£</u>
<u>Costs</u>					
Employee Costs (Financial Appraisal Statement)			238,544		
> Starting Salary					
> Additional cost at Maximum Salary	165,780				
Accommodation Running Costs					
IT Annual Costs					
Other Running Costs (specify)	99,270		26,506		
Total Recurring Costs	265,050		265,050		
<u>Funding of Recurring Costs</u>					
<u>External Sources</u>					
Specific Grant:	265,050		265,050		
- staffing costs					
- other					

Funding from External Agencies
Service Level Agreement
Other (specify)

Internal Sources

HRA
Existing Budget Allocation
Additional Guideline Allocation
Other (specify)

Total Funds Available

265.050

265,050

LAC

Change of Employee Structure in LAC Budgets

Employee Costs per post

Post	FTE	Proposed Change	Pay Scales	Annual Costs (including NI & Pension Costs)		
				This Year 15-16	2016/17	Funding
LAC Education Co-Ordinator	1.00	Permanent	35-39a	44,577	46,198	Funded 100% Core 100% Grant
LAC Education Officer	1.00	Permanent	31-35a	39,977	41,530	Funded 100% Grant
Teacher Development Officer	0.80	Temporary	TM 1-6	23,022	26,450	Funded 100% Grant
Resource & Communications Officer	0.20	Temporary	SCP 20 - 24a	1,409	5,730	Funded 100% Grant
Educational Psychologist	0.40	Temporary	SQ 1-9	14,673	26,064	Funded 100% Grant
Educational Psychologist	0.60	Temporary	SQ 1-9	19,978	35,951	Funded 100% Grant
Teaching Assistant	1.00	Temporary	20-24a	12,902	17,083	Funded 100% Grant
Teaching Assistant	0.50	Temporary	20-24a	3,118	12,473	Funded 100% Grant
Teaching Assistant	1.00	Temporary	20-24a	6,121	27,064	Funded
Grant Funding				165,777	238,544	
Total Funding Available				-265,000		
Left To Spend				-99,223		

