

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Education, Skills and Culture Scrutiny Committee

26th July 2018

Report of the Head of Participation

Matter for Information

Wards Affected: All

Purpose of the Report

Update on the issues of funding the Minority Ethnic Achievement Service and the Traveller Education Service

Executive Summary

Welsh Government has effectively withdrawn its funding for both MEAS and TES services. A sum of £7.5m has been allocated to four local authorities (Swansea, Cardiff, Newport and Wrexham) with the expectation that £2.5m is used to establish services on a regional basis. There is currently no clarity on how this will be delivered.

Background

The MEAS and Traveller Education Service (TES) work with all pre-school, primary, secondary and special schools and NPTC.

In TES, there are currently six members of staff (1 x perm; 3 x temp; 2 x fixed term), four of whom are entitled to redundancy at a total value of £38.8k. They support circa 50+ pupils, mostly primary.

In MEAS, there are currently twelve members of staff (2 x perm; 3 x temp; 7 x fixed term), eight of whom are entitled to redundancy at a total value of £42k. Some staff work in more than one role. There are also nine casual members of staff providing language interpretation support. MEAS support Ethnic Minority (EM) learners at risk of

underachievement as well as learners with English as an Additional Language (EAL). They support circa 800-900 pupils. Pupils are graded on a language acquisition scale from A-E (A being new to English and E being fluent).

Financial Impact

- Minority Ethnic
- £127,365* (Retained or non-delegated EIG).
- £28,500 (14-19 from EIG**; this is based on a decision taken by NPT's 14-19 Executive Group to apportion funding to support transition into NPTC / 6th Form for ME students with low language acquisition skills). Secondary schools have decided to invest a parcel of their EIG funding into 14-19 activity, including support for ME pupils transferring in to KS5. In technical terms, it is delegated to schools that pool the money to fund (buy-back) a range of collaborative activities.
- Total ME funding from EIG* + EIG buy-back** = £155,865
- Gypsy Roma / Traveller (TES)
- £90,000 (EIG retained)
- £39,834 (NPT match funding)
- Total GRT funding = £129,834
- Summary:
- The retained EIG element for ME /GRT = £217,365
- Including EIG buy-back from comps = £245,865
- Including NPT core match funding = £285,699

Equality Impact Assessment

Not Applicable

Workforce Impacts

Staff remain in place with funding secured through corporate reserves. This is unsustainable. All staff have been put on the "At Risk of Redundancy" list.

Legal Impacts

Not Applicable

Risk Management

The cessation or reduction of TES and MEAS provision will have a significant impact on pupils, families, staff and communities. The local authority is committed to creating an environment that secures access to learning provision and opportunities for all children, young people and adults in order that they reach their potential and their ambition. Our vision is to champion the needs of all learners, particularly our vulnerable and disadvantaged, and build strong relationships with families, schools and communities.

There are **real** risks that pupils currently benefitting from TES and MEAS support will become more marginalised, their achievements and attendance rates will reduce, exclusion rates could increase. This could place increased pressures on our Inclusion Services, Social Services, Health, Education Welfare Officers, support for Additional Learning Needs, Wellbeing Team and Challenge Advisers.

On the 18th May, NPT received information from WG on additional funding of £85,527 in 2018-19. Please see appendix 3 below. WG go on to say that it is their intention to earmark a further £8.7million to all 22 local authorities to support a sustainable model in 2020-21. This funding will be conditional on evidence of working progress towards more sustainable models of delivery.

Consultation

All staff have been consulted with; including unions on the current situation regarding the WG decision no longer allow MEAS and TES to be funded through EIG

Recommendations

None – information only

Our position would be;

- continue to put pressure on WG to reconsider their decision
- ask clarity on the eligibility of spend proposed by WG through a regional model
- all TES and MEAS staff remain on “At Risk of Redundancy” list.

- we look to restructure current model
- we consult with schools

Reasons for Proposed Decision

Information only

Implementation of Decision

Information only

Appendices

Appendix 1 - Current staffing costs (anonymised)

Appendix 2 - Redundancy costs (anonymised)

Appendix 3- Subject to Grant Letter

List of Background Papers

Not Applicable

Officer Contact

Chris Millis

Head of Participation

Pennaeth Cyfranogi

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Appendix 1

Current staffing costs (anonymised)

MEAS

Staff	Salary costs 18/19	Additional Information
1	27,504	
2	7,746	
2	2,876	ESF – Cynnydd budget
3	1,083	
4	4,945	British Council budget
5	6,652	ESF – Cynnydd budget
5	13,960	ESF – Cynnydd budget
6	44,866	
7	53,473	
8	19,872	
	<u>182,975</u>	

TES

Staff	Salary costs 18/19	Additional Information
1	55,835	
2	20,103	
3	9,290	
4	11,590	
5	10,236	
6	17,790	
	<u>124,843</u>	

Appendix 2

Redundancy costs (anonymised)

MEAS

Surname	Notice	Notice pay	Redundancy costs	Consultation period costs	Total costs
1	11 weeks	4633.09	9,826.36	1,663.80	16,123.25
2	5 weeks	756.75	1,766.25	564.93	3,087.93
2	5 weeks	78.30	182.75	58.44	319.49
3	1 month	845.80	-	845.80	1,691.60
4	9 weeks	11587.72	10,000.35	2,896.93	24,485.00
5	7 weeks	12877.68	8,316.53	3,219.42	24,413.63
6	1 month	581.01	-	581.01	1,162.02
6	1 month	233.76	-	233.76	467.52
7	7 weeks	2130.80	4,566.00	1,322.70	8,019.50
8	1 month	413.50	-	413.50	827.00
8	1 month	845.80	-	845.80	1,691.60
					£82,288.54

TES

Surname	Notice	Consultation Costs and Notice pay	Redundancy costs plus consultation costs	Total costs
1	12 weeks	17,329.80	22,528.74	39,858.54
2	12 Weeks	5,919.68	12,330.77	18,250.45
3	5 Weeks	1,516.32	1,403.44	2,919.76
4	5 Weeks	1,550.07	2,152.88	3,702.95
5	3 Weeks	1,169.07	973.67	2,142.74
6	5 weeks	1,089.00		1,089.00
				£67,963.44

Appendix 3

Eich cyf/Your ref
Ein cyf/Our ref

s.phillips@neath-porttalbot.gov.uk

18 May 2018

Dear Chief Executive, Neath Port Talbot

Subject to Grant Letter

I am writing following the recent announcement in respect of support for minority ethnic achievement and the education of Gypsy Roma Traveller learners.

The Cabinet Secretary for Education has continued to listen to the concerns raised by various stakeholders about the impact of this cut. I am sure you will appreciate these are challenging times, and difficult decisions have had to be made.

In recognising that transitioning the service takes time, I am writing to confirm Neath Port Talbot LA will receive a total allocation of £85,527 in 2018-19.

The position for 2019-20 will need to be reviewed as part of the draft budget, however it is our intention to earmark a further £8.7million to all 22 local authorities to support a sustainable model in 2020-21. This funding will be conditional on evidence of working progress towards more sustainable models of delivery. We will continue to work with the WLGA over the forthcoming months on this matter.

I would be grateful if you could confirm your acceptance of this funding in principle by emailing me at: Melanie.Godfrey@gov.wales. Following which a formal grant offer will be sent to you.

Yours sincerely

Mel Godfrey



Eich cyf/Your ref
Ein cyf/Our ref

18 May 2018

Annwyl Brif Weithredwr, Neath Port Talbot

Lythyr Parthed Grant

Rwy'n ysgrifennu atoch yn dilyn y cyhoeddiad diweddar am gefnogaeth i gyflawniad lleiafrif ethnig ac addysg dysgwyr Teithwyr Sipsi Roma.

Mae Ysgrifennydd y Cabinet dros Addysg wedi parhau i wrando ar y pryderon a godwyd gan wahanol randdeiliaid am effaith y toriad. Rwy'n siŵr eich bod yn gwerthfawrogi bod rhain yn amseroedd heriol, ac mae angen cymryd penderfyniadau anodd.

Mewn cydnabyddiaeth fod y newid yn cymryd amser, rwy'n ysgrifennu atoch i gadarnhau y bydd Neath Port Talbot yn derbyn cyfanswm dyraniad o £85,527 yn 2018-2019.

Bydd y sefyllfa ar gyfer 2019-2020 angen ei adolygu fel rhan o'r gyllideb ddrafft, fodd bynnag ein bwriad yw clustnodi £8.7 miliwn i bob un o'r 22 awdurdod lleol i gefnogi model cynaliadwy yn 2020-2021. Bydd y cyllid hwn yn amodol ar weld tystiolaeth o weithio tuag at model gweithredu cynaliadwy. Fe fyddwn yn parhau i weithio gyda'r CLLLC dros y misoedd nesaf ar y mater.

Byddwn yn ddiolchgar pe bai chi yn gallu cadarnhau eich bod yn bwriadu derbyn y cyllid hwn mewn egwyddor, gan fy ebostio ar: melanie.godfrey@llyw.cymru . Yn dilyn hynny bydd cynnig grant ffurfiol yn cael ei ddanfôn atoch.

Yn gywir

Mel Godfrey