

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Personnel Committee

3rd September 2018

Report of the Head of Transformation – Andrew Thomas

Matter for decision

Wards Affected: All

Changes to the Structure of the Support for Inclusion Service,
Education Leisure and Lifelong Learning Directorate.

Purpose of the Report

To seek Members' approval to make changes to the staffing structure of the Support for Inclusion Service. Details as follows:

Post to be created:

1x Early Years Additional Learning Needs Development Officer post (37 hours) The salary scale will be Soulbury (SCP 5-7).

Executive Summary

To seek Members' approval for the creation of a full time grant funded post within the Inclusion Service. The post will be available on a fixed term basis initially (from 1st October 2018, or as soon after, until 31st August 2019). This is a mandatory post which has to be in place by September 2019, as outlined in the Draft Code of Practice and Additional Learning Needs Act 2018. The funding for the post is secured through the Additional Learning Needs Reform Grant.

Background

There are currently increased pressures upon Inclusion Services across Wales due to the pending changes with Additional Learning Needs Reform. Within the new Draft Code of Practice and Additional Learning Needs Act 2018, there is an expectation that Council's will have to meet the needs of children and young people aged between 0-25. The Additional Learning Needs Act also places an emphasis upon each Council in Wales to have a post an Early Years Coordinator by September 2019. As yet, Welsh Government have not been specific in terms of the expectation and job specification for this position but senior management are mindful of the increasing demands being placed upon Council's in line with ALN Reform. It is recommended that the post is advertised on a temporary basis, until further clarity is provided regarding the long term expectations and funding arrangements for the role.

It is anticipated that the post holder will work alongside services within the Education Directorate as well as wider agencies, including Health and Social Services, in order to assist the Council in preparing for the implementation of new legislation with regards to ALN Reform. This role will specifically focus on preparation for supporting pre-school children and their families and Early Years providers. The post holder will work holistically across a range of settings.

The post holder will be educated to degree level, hold a teaching qualification and require sound working knowledge of Additional Learning Needs.

Financial Impact

The proposed post will be fully funded by the Additional Learning Needs Reform Grant totalling £55,013. A full breakdown of costs is attached in the Financial Appraisal as (Appendix 1).

Equality Impact Assessment

The equality implications of the proposals have been assessed in accordance with the Equality Act 2010. The Equality Impact Assessment (EIA) Screening Tool has determined that this proposal does not require an Equality Impact Assessment (see Appendix 2 for Equality Impact Assessment Screening Form).

Workforce Impacts

The proposal complies with employment legislation and the Council's own employment policies.

Legal Impacts

There is no legal impact associated with this report.

Risk Management

There are no risk management issues associated with this report.

Consultation

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

Recommendations

It is recommended that Members' approve the proposed changes to the staffing structure of the Support for Inclusion Service as follows:

Post to be created:

1x Early Years Additional Learning Needs Development Officer post (37 hours) The salary scale will be Soulbury (SCP 5-7).

FOR DECISION

Reasons for proposed decision

To fulfil the duty upon the Council in line with the requirements set out in Additional Learning Needs Reform and the Additional Learning Needs Act 2018.

Appendices

1. Financial Appraisal.
2. Equality Impact Assessment Screening Form.

Implementation of decision

The decision is proposed for implementation after the three day call in period.

List of Background Papers

None.

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