

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Personnel Committee

25th February, 2019

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 to create 3 x full time Educational Psychologist posts (37 hours). The salary scale will be Soulbury Scale A (1-6).

Executive Summary

To seek Members' approval to create 3 x full time Educational Psychology posts within the Educational Psychology Service. We wish to appoint one post from April 1st 2019 and a further 2 posts from September 2019. These posts are required to fulfil the additional requirements from the Educational Psychology Service as outlined within the Draft Code of Practice and ALNET Act 2018. These posts will also create security and stability within the Educational Psychology Service and ensure continuity of services provided to schools, children and young people and families within Neath Port Talbot.

Background

Members will be aware that there are currently increased pressures upon Inclusion Services across Wales, due to the pending changes with ALN Reform. Within the new Draft Code of Practice, increased demands are placed upon Educational Psychology Services, due to the expectation that Local Authorities will meet the needs of children and young people aged between 0-25. Specific reference is made within the Draft Code of Practice to the role of the Educational Psychologist (EP) in terms of assessment and intervention, as well as the maintenance of Individual Development Plans.

The Educational Psychology Service currently operates with 6.5 FTE Educational Psychologists. This has remained fairly constant for at least the last 17 years. The service has experienced significant staffing changes over the last 2 years including the previous Principal Educational Psychologist (PEP) relinquishing his role and reducing his hours to 0.5. This led to a number of staffing changes and movements within the service. There have also been members of staff returning from periods of maternity leave who have requested a reduction in hours and the retirement of an experienced member of staff to contend with. Furthermore, some staff within the service are seconded to work as part of Flying Start. The implications for these arrangements has relied upon a number of staff back-filling these posts on a temporary basis.

Data gathered from the National Association of Principal Educational Psychologists (NAPEP) shows that the EP to pupil ratio in Neath Port Talbot, is one of the lowest in Wales.

Financial Impact

The posts will be funded from existing core budget 19/20 which has already been approved. Please refer to the appendix 1 (Financial Appraisal) for a full breakdown of costs associated with these posts.

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. If approved by Members, are positive actions that have the full support of the staff within the Educational Psychology Service.

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 to create 3x Educational Psychologist posts (37 hours). The salary scale will be Soulbury Scale A (1-6).

FOR DECISION

Reasons for proposed decision

To create security and stability within the Educational Psychology Service ensuring continuity of services provided to schools, children and young people and families within Neath Port Talbot and to fulfil the requirements placed upon the Educational Psychology Service as outlined in the Draft Code of Practice and ALNET 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.

Officer Contact

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Appendix 1 FINANCIAL APPRAISAL

SET UP COSTS

	Current Year
<u>Costs</u>	
Recruitment costs	
Accommodation costs	
Office costs	
	£
IT	2,634
Other (Specify)	
	£
Total Set Up Costs	2,634
<u>Funding of Set Up Costs</u>	
	£
Revenue budget	2,634
Reserves	
Specific Grant	
Other (Specify)	
	£
Total Funding of Set up costs	2,634

RECURRING COSTS

	Current Year	Full Year	Maximum cost
<u>Costs</u>			
	£	£	£
Salary (see details next page)	89,203	152,919	192,603
Employee Training			
Accommodation Running costs			
Travel & Subsistence (standby allowance)			
Other Running costs - office supplies			
Other Running costs - IT			
	£	£	£
Total Recurring costs	89,203	152,919	192,603
<u>Funding of Recurring costs</u>			
<u>External sources</u>			
Specific Grant			
External Agencies			
Service Level agreement			
Other (Specify)			
<u>Internal sources</u>			
	£	£	£
Existing budget Allocation	89,203	152,919	192,603
Other (specify)			
	£	£	£
Total Funding	89,203	152,919	192,603