

PUBLICATION OF DECISION LIST NUMBER 73/15-16

MUNICIPAL YEAR 2015/2016

Date Published: Tuesday 3rd May 2016

This document lists the Decisions that have been taken by the Council, which require publication in accordance with the Local Government Act 2000. The list covers key, non-key, Council and urgent decisions. The list specifies those decisions, which are eligible for call-in and the date by which they must be called-in.

A valid request for call-in is one which is submitted (on the form provided) to the Scrutiny Team in writing within 5 working days of the date of publication of the decision by at least 7 Members of the Council.

Additional copies of the call-in request form are available from the Scrutiny Team.

If you have any queries or wish to obtain further report information or information on a decision please refer to:

– Claire Johnson (ext.4239)

Phone 020 8379 then extension number indicated

INDEX OF PUBLISHED DECISIONS – 3rd May 2016

List Ref	Decision Made by	Date Decision to come into effect	Part 1 or 2	Subject/Title of Report	Category of Decision	Affected Wards	Eligible for Call-In & Date Decision must be called in by (If Applicable)	Page No.
1/73/15-16	Cabinet Member for Education, Children's Services and Protection (Cllr Orhan)	Wednesday 11 th May 2016	Part 1	Restructure of the Early Years' Service	Key Decision KD4288	All	Yes Tuesday 10 th May 2016	1

DECISIONS

For additional copies or further details please contact Claire Johnson (020 8379 4239), Governance Team.

SUBJECT TITLE OF THE REPORT**RESTRUCTURE OF THE EARLY YEARS' SERVICE**

Part 1 or 2 (relevant exempt Paragraph)	Wards affected by decision	Decision taken by	Date Decision comes in to effect	Interest declared in respect of the Decision	Category of decision (i.e. Key, Non- Key, Council, Urgent)	Contact Details	Eligible for Call-in & Date to be called in by
Part 1	All	Cabinet Member for Education, Children's Services and Protection (Cllr Orhan)	Wednesday 11 th May 2016	None	Key Decision KD4288	Jenny Tosh 020 8379 3284	Yes Tuesday 10 th May 2016

DECISION

AGREED: subject to no Call-in being received, the following decisions will come into effect on Wednesday 11th May 2016:

Approval for the re-structuring of the Early Years' Service, details as follows:

1. In order to meet the required savings to both Base and Dedicated Schools Grant budgets, the following restructuring of the Service is recommended (Appendix for Structure Charts can be found in Part 1 of the report):

1.1 The following posts will be deleted by August 2016 to achieve the required savings from Base Budget. All posts are Full-Time Equivalent (FTE) unless otherwise stated:

Role Title	Scale
Entitlement Service Manager	MM2
Childminding Support and Network Manager	PO2
Childminder Support and Network Co-Ordinator (0.4 FTE) (Vacant Post)	SO1
Childminder Support and Network Co-Ordinator (0.6 FTE)	SO1
Childminder Support and Network Co-Ordinator (Fixed term post which expired 31/12/15)	SO1

1.2 Due to the decline of the two year old Trajectory Funding, the following fixed term posts are to be removed from the Service's structure:

Role Title	Scale
Engagement and Brokerage Advisor x2 (fixed term posts which expires 31/03/16)	SO1

- 1.3 In addition to the above, to achieve the required savings, it is proposed that the following three posts are changed from full time or part time to term time only (TTO)

Role Title	Scale
PVI & Children's centre Advisor X2	PO1
Engagement and Brokerage Advisor X1	SO1

- 1.4 To achieve the required savings of 7% recently applied to the DSG budget for 2016/17, a reduction of 0.6 FTE needs to be made across the existing Teacher Advisor roles. Through discussion, it has been agreed that this will be achieved by two Teacher Advisors reducing their current number of days by 0.2 FTE and by the existing 0.6 FTE role moving to TTO. Included within these changes is the 0.2 FTE post currently outside the service's established posts but which has been funded from within the Early Years' budget for several years. This forms part of the above 0.6 FTE deletion.
- 1.5 Further reports will be submitted in due course to meet the ongoing restructuring required to achieve the savings identified in the medium term financial plan.

ALTERNATIVE OPTIONS CONSIDERED:

1. Retaining Existing Structures:- this option will not deliver the necessary savings.
2. Deleting the Service Completely:- this option would have to rely on alternative providers to deliver the required places and could not ensure sufficiency of provision; nor that the quality of that provision would be of sufficient quality. This would seriously weaken the Council's ability to intervene effectively, as it is statutorily required to do so, if a school or setting was failing.

REASONS FOR RECOMMENDATIONS:

1. The new structure will achieve the required savings, as well as offering the best chance that the Council's statutory requirements can still be met.
2. The proposed structure offers the best chance to enable the EYS to continue to work in partnership and ensuring maximising expertise and resources in schools and settings by:
 - Maintaining a core service;
 - Continuing to work in partnership;
 - Maintaining as far as possible Enfield's reputation for delivering excellent services locally and nationally;
 - Continuing to ensure that the early years' workforce is confident and expert in meeting the needs of Enfield children and young people;
 - Developing links with other LAS to share expertise and explore ways to maintain high quality services;
 - Delivering eligible 2 year old places required by the government;
 - Deliver the roll out of the expansion to 30 hours childcare for eligible three and four year olds by September 2017.
3. The changes to the leadership team within EYS takes into account the reduction in the service as a whole, and also to key areas of work that will no longer be funded by the government.

BACKGROUND:

Please note that a copy of the Part 1 report is available via the decision list link on the Council's democracy pages.