

Scrutiny for Policies, Children and Families Committee

Monday 25 July 2022

1.00 pm Luttrell Room - County Hall,
Taunton



To: The Members of the Scrutiny for Policies, Children and Families
Committee

Cllr L Redman (Chair), Cllr O Patrick (Vice-Chair), Cllr S Aujla, Cllr J Baker, Cllr S Carswell,
Cllr A Hadley, Cllr Pauline Ham, Cllr S Hart, Cllr B Height, Cllr J Hunt, Cllr J Kenton,
Cllr E Potts-Jones and Cllr J Snell
R Hobbs, E Tipper and The Revd T Osmond – co-opted members

All Somerset County Council Members are invited to attend meetings of the Cabinet and
Scrutiny Committees.

Issued By Scott Wooldridge, Strategic Manager - Governance and Risk and Monitoring Officer -
15 July 2022

For further information about the meeting, please contact Neil Milne on 01823 357628 or
NDmilne@somerset.gov.uk or Fiona Abbott on 01823 357628 or fabbott@somerset.gov.uk

Guidance about procedures at the meeting follows the printed agenda.

This meeting will be open to the public and press, subject to the passing of any resolution
under Regulation 4 of the Local Authorities (Executive Arrangements) (Meetings and Access to
Information) (England) Regulations 2012.

This agenda and the attached reports and background papers are available on request prior to
the meeting in large print, Braille, audio tape & disc and can be translated into different
languages. They can also be accessed via the council's website on
www.somerset.gov.uk/agendasandpapers



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AGENDA

Item Scrutiny for Policies, Children and Families Committee - 1.00 pm Monday 25 July 2022

**** Public Guidance notes contained in agenda annexe ****

1 Apologies for Absence

to receive Members' apologies

2 Declarations of Interest

Details of all Members' interests in District, Town and Parish Councils can be viewed on the [Council Website](#)

The Statutory Register of Member's Interests can be inspected via request to the Democratic Service Team.

Any new or updated declarations of interest will be received.

3 Minutes from the previous meeting held on 20 June 2022 (Pages 9 - 14)

The Committee is asked to confirm the minutes are accurate.

4 Public Question Time

The Chair will allow members of the public to ask a question or make a statement about any matter on the agenda for this meeting. **These questions may be taken during the meeting, when the relevant agenda item is considered, at the Chair's discretion.**

5 Scrutiny for Policies, Children and Families Committee Work Programme (Pages 15 - 18)

To receive an update from the Governance Manager. To assist the discussion, the following document is attached - The Committee's Work Programme.

Please use the following link to view the latest Executive Forward Plan of planned key decisions that have been published on the Council's website [Executive Forward Plan of Key Decisions](#)

6 Education and Inclusion Services Redesign (Pages 19 - 46)

The presentation slides circulated with the agenda provides an overview / for information for the Committee.

Item Scrutiny for Policies, Children and Families Committee - 1.00 pm Monday 25 July 2022

The Council's Assistant Director, Inclusion, Dr Rob Hart will talk through the key points at the meeting.

7 **Update on budgetary pressures in Children's Services**

This agenda item will be led by the Council's Deputy Director Children's Services, Claire Winter.

For background, see [2022/23 Revenue Budget Monitoring Report – Month 2 – End of May 2022](#)

8 **Items for Information - Standing Item**

(a) [The Children and Young People's Plan 2022-2024](#)

The public facing version is available on this link:

[democracy.somerset.gov.uk/documents/s22653/Somerset Children and Young Peoples Plan 2022-24 - Public Facing Plan v6.pdf](https://democracy.somerset.gov.uk/documents/s22653/Somerset%20Children%20and%20Young%20Peoples%20Plan%202022-24%20-%20Public%20Facing%20Plan%20v6.pdf)

If Committee members have any questions or comments on the information, please contact fabbott@somerset.gov.uk in the first instance and before the date of the meeting.

9 **Any other urgent items of business**

The Chair may raise any items of urgent business.

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Guidance notes for the meeting

1. **Council Public Meetings**

The former regulations that enabled virtual committee meetings ended on 7 May 2021. Since then, all committee meetings need to return to face-to-face meetings. The requirement is for members of the committee and key supporting officers to attend in person, along with some provision for any public speakers. Provision will be made wherever possible for those who do not need to attend in person including the public and press who wish to view the meeting to be able to do so virtually.

2. **Inspection of Papers**

Any person wishing to inspect minutes, reports, or the background papers for any item on the agenda should contact Democratic Services at democraticserviceteam@somerset.gov.uk or telephone 01823 357628.

They can also be accessed via the council's website on www.somerset.gov.uk/agendasandpapers.

Printed agendas can also be viewed in reception at the Council offices at County Hall, Taunton TA1 4DY.

3. **Members' Code of Conduct requirements**

When considering the declaration of interests and their actions as a councillor, Members are reminded of the requirements of the Members' Code of Conduct and the underpinning Principles of Public Life: Honesty; Integrity; Selflessness; Objectivity; Accountability; Openness; Leadership. The Code of Conduct can be viewed at: [Code of Conduct](#)

4. **Minutes of the Meeting**

Details of the issues discussed, and recommendations made at the meeting will be set out in the minutes, which the Committee will be asked to approve as a correct record at its next meeting.

5. **Public Question Time**

If you wish to speak, please contact Democratic Services by 5pm 3 clear working days before the meeting. Email democraticserviceteam@somerset.gov.uk or telephone 01823 357628.

Members of public wishing to speak or ask a question will need to attend in person or if unable can submit their question or statement in writing for an officer to read out.

After entering the Council building you may be taken to a waiting room before being taken to the meeting for the relevant agenda item to ask your question. After the agenda item has finished you will be asked to leave the meeting for other members of the public to attend to speak on other items.

A slot for Public Question Time is set aside near the beginning of the meeting, after the minutes of the previous meeting have been agreed. However, questions or statements about any matter on the agenda for this meeting may be taken at the time when each matter is considered.

At the Chair's invitation you may ask questions and/or make statements or comments about any matter on the Committee's agenda – providing you have given the required notice. You may also present a petition on any matter within the Committee's remit. The length of public question time will be no more than 30 minutes in total (20 minutes for meetings other than County Council meetings).

You must direct your questions and comments through the Chair. You may not take a direct part in the debate. The Chair will decide when public participation is to finish.

If an item on the agenda is contentious, with many people wishing to attend the meeting, a representative should be nominated to present the views of a group.

An issue will not be deferred just because you cannot be present for the meeting. Remember that the amount of time you speak will be restricted, to three minutes only.

In line with the council's procedural rules, if any member of the public interrupts a meeting the Chair will warn them accordingly.

If that person continues to interrupt or disrupt proceedings the Chair can ask the Democratic Services Officer to remove them as a participant from the meeting.

Provision will be made for anybody who wishes to listen in on the meeting only to follow the meeting online.

6. **Meeting Etiquette for participants**

- Only speak when invited to do so by the Chair.
- Mute your microphone when you are not talking.
- Switch off video if you are not speaking.
- Speak clearly (if you are not using video then please state your name)

- If you're referring to a specific page, mention the page number.
- Switch off your video and microphone after you have spoken.
- There is a facility in Microsoft Teams under the ellipsis button called turn on live captions which provides subtitles on the screen.

7. **Exclusion of Press & Public**

If when considering an item on the agenda, the Committee may consider it appropriate to pass a resolution under Section 100A (4) Schedule 12A of the Local Government Act 1972 that the press and public be excluded from the meeting on the basis that if they were present during the business to be transacted there would be a likelihood of disclosure of exempt information, as defined under the terms of the Act.

If there are members of the public and press listening to the open part of the meeting, then the Democratic Services Officer will, at the appropriate time, ask Participants to leave the meeting when any exempt or confidential information is about to be discussed.

8. **Recording of meetings**

The Council supports the principles of openness and transparency. It allows filming, recording, and taking photographs at its meetings that are open to the public - providing this is done in a non-disruptive manner. Members of the public may use Facebook and Twitter or other forms of social media to report on proceedings. No filming or recording may take place when the press and public are excluded for that part of the meeting.

Please contact the Committee Administrator or Democratic Services on 01823 357628 or email democraticservicesteam@somerset.gov.uk if you have any questions or concerns.

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SCRUTINY FOR POLICIES, CHILDREN AND FAMILIES COMMITTEE

Minutes of a Meeting of the Scrutiny for Policies, Children and Families Committee held in the Luttrell Room - County Hall, Taunton, on Monday 20 June 2022 at 2.00 pm

Present: Cllr L Redman (Chair), Cllr O Patrick (Vice-Chair), Cllr S Aujla (attended virtually), Cllr J Baker, Cllr S Carswell, Cllr A Hadley, Cllr S Hart, Cllr B Height, Cllr J Hunt, Cllr E Potts-Jones, Cllr M Lovell (substitute for Cllr J Snell) and Cllr H Farbahi (substitute for Cllr J Kenton)

E Tipper, The Revd T Osmond and R Hobbs (attended virtually) - co-opted members

Other Members present: Cllr T Munt, Cllr C Ellis, Cllr A Hendry, Cllr L Trimnell, Cllr F Nicholson and Cllr J Cook-Woodman

Other Members attending virtually: Cllr N Cavill, Cllr A Dingwall, Cllr A Govier, Cllr H Kay, Cllr C Lawrence, Cllr S Osborne, Cllr E Pearlstone and Cllr R Woods

Apologies for absence: Cllr Pauline Ham, Cllr J Kenton and Cllr J Snell

1 **Declarations of Interest** - Agenda Item 2

The following declaration of interest was made at the meeting: -

- (a) Ruth Hobbs – co-opted member – Governor at Herne View Church of England Primary School.

2 **Notes of the Advisory Board meeting held on 28 February 2022** - Agenda Item 3

The notes of the Advisory Board meeting held on 28 February 2022 were accepted.

3 **Public Question Time** - Agenda Item 4

There were no questions asked, statements made or petitions presented.

4 **Scrutiny for Policies, Children and Families Committee Work Programme** - Agenda Item 5

The Committee considered and noted the Committee's current work programme and meetings overview from the last Municipal Year and the Executive Forward Plan of planned key decisions in coming months including Executive meetings. The Chair also explained the role / purpose of the Committee work programme and outcome tracker.

The Chair said that there is a standing invitation for the lead members to attend the Scrutiny Committee. It was agreed that an additional meeting be scheduled for July 2022 and meetings going forward will be in the afternoon, as follows:

- Monday 25 July – additional meeting
- Monday 5 September
- Monday 3 October
- Monday 7 November
- Monday 12 December
- Provisional – budget meeting – Monday 16 January 2023

5 **Family Safeguarding - overview** - Agenda Item 6

The Chair welcomed the Council's Strategic Commissioner, in Children's Services Louise Palmer and the Council's Head of Service for Assessment and Safeguarding in Children's Social Care, Paul Shawcross to the meeting for this agenda item.

Ms Palmer and Mr Shawcross gave a PowerPoint presentation providing an implementation update on Family Safeguarding in Somerset. Some of the key points highlighted were –

- Provided details about Family Solutions Somerset and the family safeguarding model in Somerset and the timeline
- Outlined what has been learnt so far in terms of strengthening partnerships and the challenges around virtual recruitment, induction and team building, accelerated phasing due to the impact of the pandemic and the need for virtual recruitment and inductions etc
- Provided details on number of children looked after and number of child protection plans
- Detailed the positive impact and highlighted a case study, and feedback from a family, social workers and adult practitioners
- SCC commissioned York Consulting to undertake an evaluation. The interim evaluation report received in November 2021, had been positive and highlighted some issues for consideration – impact of the pandemic on the implementation; the 'workbook'; increasing complexity of cases.

The Committee discussed the presentation, and the following questions and issues were raised and responded to, as follows: -

- Success of the work – it was agreed that the Evaluation Report will be circulated to the Committee for information
- Pleased to see the fall in numbers of child protection plans and children in care, but could this be attributed to identification of families – there are a number of ways to provide support to children and families and its around providing support the most effective way and to escalate /

statutory interventions where it is appropriate to do so; the early support teams have also increased to support families as well

- The 'technical issues' mentioned about adoption – explained that this related to issues around reporting by the Medical Advisor and the Courts and is a national issue; this was resolved early this year and have made some adjustments to how the medical advice is presented; the Courts Service has a backlog of cases which are being expedited and the backlog of cases will be dealt with soon
- Increase in behaviours that challenge and whether is this being reflected in the numbers / cases coming through in social care – referred to the slide which highlighted that there are particular factors which are impacting on the work being done in family safeguarding and across the service as a whole and there is a significant and noticeable increase in complexity, particularly based around parental and child mental and emotional health and some of that is reflected in what is happening in schools and are now seeing an increase in numbers of referrals and requests for help
- Suggestion made that there should be focus on looking at children committing domestic abuse against their parents – this area will be looked at
- Question about threshold for referral into social care – clarified that the thresholds have not changed in terms of support offered and what families are able to receive; the focus is on the child's needs and for them to get the right help they need at the right time
- Question asked about the 'workbook' issue raised earlier – explained this is an issue for practitioners and mentioned Liquid Logic, which is the system used in Somerset
- Query about what perhaps is not working so well currently and what the Evaluation Report may say – the team has been working closely with the consultants and know that the issue of the workbook and caseloads will come up in the evaluation - in terms of the of the actual practice model and the way that it's working / implemented, is largely positive; issue of recruitment and filling posts to begin with may also feature – are catching up with up that now and recruitment is much better in terms of the adult focus support
- Query whether the teams have adequate staffing numbers – the staffing numbers for the teams in each area was outlined; each of the teams has 6 social workers each and specialist practitioners working alongside them in each team; also mentioned the recent successful recruitment to the mental health posts and a number of new social workers starting; mentioned the 'step up to social work' graduate programme
- Query about adoption and if there are adequate families to adopt – mention made of partnership approach and do promote adoption as a permanent option for those children who need it; mentioned Special Guardianships; are also seeking foster carers too

- Are there any issues around data sharing and will the unitary journey impact this going forward – confirmed that data sharing is not an issue, due to work done when the service was commissioned; already have good / positive joint working across the 5 Councils
- Asked for details and information on Somerset’s statistical neighbours for Children’s Services – confirmed that they are Devon, Suffolk, Herefordshire, Shropshire, Cornwall, Dorset, Norfolk, Gloucestershire, East Sussex, Wiltshire. The Chair asked that this information is included in the glossary of acronyms.

On behalf of the Committee the Chair thanked Ms Palmer and Mr Shawcross for the excellent presentation.

6 **School Place Planning** - Agenda Item 7

The Chair welcomed the Council’s Assistant Director, Education Partnerships and Skills, Amelia Walker, the Assistant Director Inclusion, Dr Rob Hart and the Strategic Manager, Phil Curd to the meeting for this agenda item. They provided a PowerPoint presentation which offered an overview of school and early years places.

The Committee noted the pupil numbers in Somerset schools, key trends, challenges and pressures on school places and the action being taken and the growth of specialist places and the significant rise in the number of children with Education, Health and Care Plans (EHCPs), the challenges and response.

From 2018 the local authority has delivered 10 significant special school and resource base projects providing 306 additional places at a cost of £49.25m. A £4.75m expansion project is underway at Sky Academy, providing another 40 places in time for September 2022. There is also a £2m capital approval available to deliver a specialist hub for up to 40 children in West Somerset and officers are working with the DfE to deliver a new special free school in South Somerset for 120 children. In addition, officers are working with mainstream secondary schools to deliver a number of ‘Enhanced Learning Provisions’ which will those schools to support children’s needs and reduce demand for places in special schools. Another project will deliver a Therapeutic Education provision for a small number of children - the Council’s High Needs Capital Allocation will underpin this.

The Committee additionally received an overview of early years provision and the key challenges and risks, immediate pressures in terms of workforce, sustainability and viability and how this is being tackled and also the issue of school transport.

The Committee had a broad discussion on the issues highlighted, covering – school capacity and pupil place planning; the take up of places in early years and why some places aren't being taken up; special educational needs and disability numbers; the new Education White Paper and academisation, which the Committee will look at in the future; clarification that although projections showed the school population might be reducing in future years, there are no plans to close schools; school transport issues; the opportunities available for people to become school governors.

On behalf of the Committee the Chair thanked Ms Walker, Dr Hart and Mr Curd for the informative presentation.

7 **Items for Information** - Agenda Item 8

There were no items for information.

8 **Any other urgent items of business** - Agenda Item 9

There were no other items of business.

(The meeting ended at 4.37 pm)

CHAIR

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Scrutiny for Policies Children and Families Committee Work Programme 2022 - 23

Overarching themes	Committee meeting dates / proposed agenda items	Lead Officer/Item Lead
20 June 2022 @ 2 pm		
Social Care and Commissioning	Family Safeguarding - overview	Claire Winter
Universal Education	School Place Planning	Amelia Walker
25 July 2022 @ 1 pm		
	Education and Inclusion Services Redesign	Amelia Walker / Dr Rob Hart
Cross cutting	Update on budgetary pressures in Children's Services See - 2022/23 Revenue Budget Monitoring Report – Month 2 – End of May 2022	Claire Winter, Deputy Director
Information items	Items for information (a)Children & Young Peoples Plan – public facing document	
5 September 2022 @ 1 pm		
	Homes for children in Somerset – progress update	Assistant Director Commissioning
Universal Education	Academisation - moving towards 2030	Amelia Walker
Training item	Update on 2022 Key Stage assessment results for Somerset	
3 October 2022 @ 1 pm		
SEND & Inclusion	SEND Draft Strategy / development, including outcomes from SEND survey (comparator to previous years)	Dr Rob Hart
Training item	Ofsted Inspection of Children's Services – update	Claire Winter
7 November @ 1 pm		
Training item	Background briefing on LA maintained schools capacity	Amelia Walker
Universal Education	LA maintained schools – planning, capacity and support	Amelia Walker
	Member site visits information	

(What impact does that have on Children in Somerset?)

Scrutiny for Policies Children and Families Committee Work Programme 2022 - 23

12 December @ 1 pm			
	Education Strategy for Somerset – progress update		Amelia Walker
	Member site visits information		
16 January 2023 @ 1 pm			
	Budget items		
Late February 2023 – to be arranged			
	Member site visits ahead of the workshop (reference at November meeting)		Workshop - multi agency practitioners, schools (vision and direction)
	Adverse Childhood Experiences (ACE's) - Trauma Informed Somerset practice model		To be scheduled
Universal Education	Member site visits ahead of the workshop (reference at December meeting) The disadvantage gap - what we know and options to address, to include health impact of inequalities in education		Workshop – Public Health, SEND, social workers, case studies, wider health organisations, FSM and pupil premium data To be scheduled
SEND & Inclusion	Response to SEND Green Paper – and policy proposals		To be scheduled Early 2023
	Children missing out on education (numbers, who, reasons)		To be scheduled - 2023

Items to be scheduled / recommendations for Scrutiny Forward Plan

SEND and Inclusion

- Attendance
- Written Statement of Action

Social Care and Commissioning

- Family Connections and Early Help
- Placement sufficiency

(What impact does that have on Children in Somerset?)

Scrutiny for Policies Children and Families Committee Work Programme 2022 - 23

- Strategic partnership
- The Care Review

Cross-cutting items:

- Long-term financial planning that improves outcomes for children (MTP)
- Involving young people and the community in scrutiny
- Mental health and emotional wellbeing (with health partners)
- Medium Term Financial Plan (MTFP) – Children & Families Budgets

Note: Members of the Scrutiny Committee and all other Members of Somerset County Council are invited to contribute items for inclusion in the work programme. Please contact Fiona Abbott, Democratic Services (01823) 357628 & democraticservicsteam@somerset.gov.uk who will assist you in submitting your item.

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Education & Inclusion Services Redesign

Amelia Walker & Rob Hart

June 2022



Context and aims

Where we have been - 2019

- For Key Stage 2 nationally, disadvantaged pupils' Progress score was -0.6 for Reading and -0.7 for Maths.
- In Somerset this was -1.8 and -2.4 respectively.
- For Key Stage 4 nationally, disadvantaged pupils' Progress 8 score was -0.45.
- In Somerset, it was -0.71 and this was on a downward trajectory, having steadily declined since 2016 when it was above the national level.



Where we have been - 2019

- In 2019/20, the rate of suspensions in the county was almost double the national average (**13** compared to 7.4)
- In 2019, 58% of young people nationally went on to do a degree-level qualification. In Somerset, this was **45%**.
- In the 2019 cohort there were more than 60 young people on our Troubled Families database who scored **zero for Attainment 8**.



Where we have been - 2020

OFSTED/ CQC Local Area Inspection – Written Statement of Action required

- “A history of services working in isolation... has led to a very poor experience for children and young people with SEND and their families”
- “Even when children and young people have had their needs identified accurately, many do not have these needs met well enough, particularly in the school system”
- Too many children and young people are not accessing education, because they are excluded or their parents look to provide for their needs by educating at home.





We need systemic change

- We have many individual strengths, great teams and there has been a great deal of progress since 2019
- But we have seen what can happen when the whole is less than the sum of the parts:
 - School failure
 - Blame culture
 - Escalating and unresolved condition issues
 - Additional needs not identified and met
 - Acute place planning pressures
 - Continued pressures on high needs budget
- We have gone as far as we can without making more root and branch changes
- We need to show schools, settings and partners we will not ask them to change without changing ourselves



What kind of service will we become?

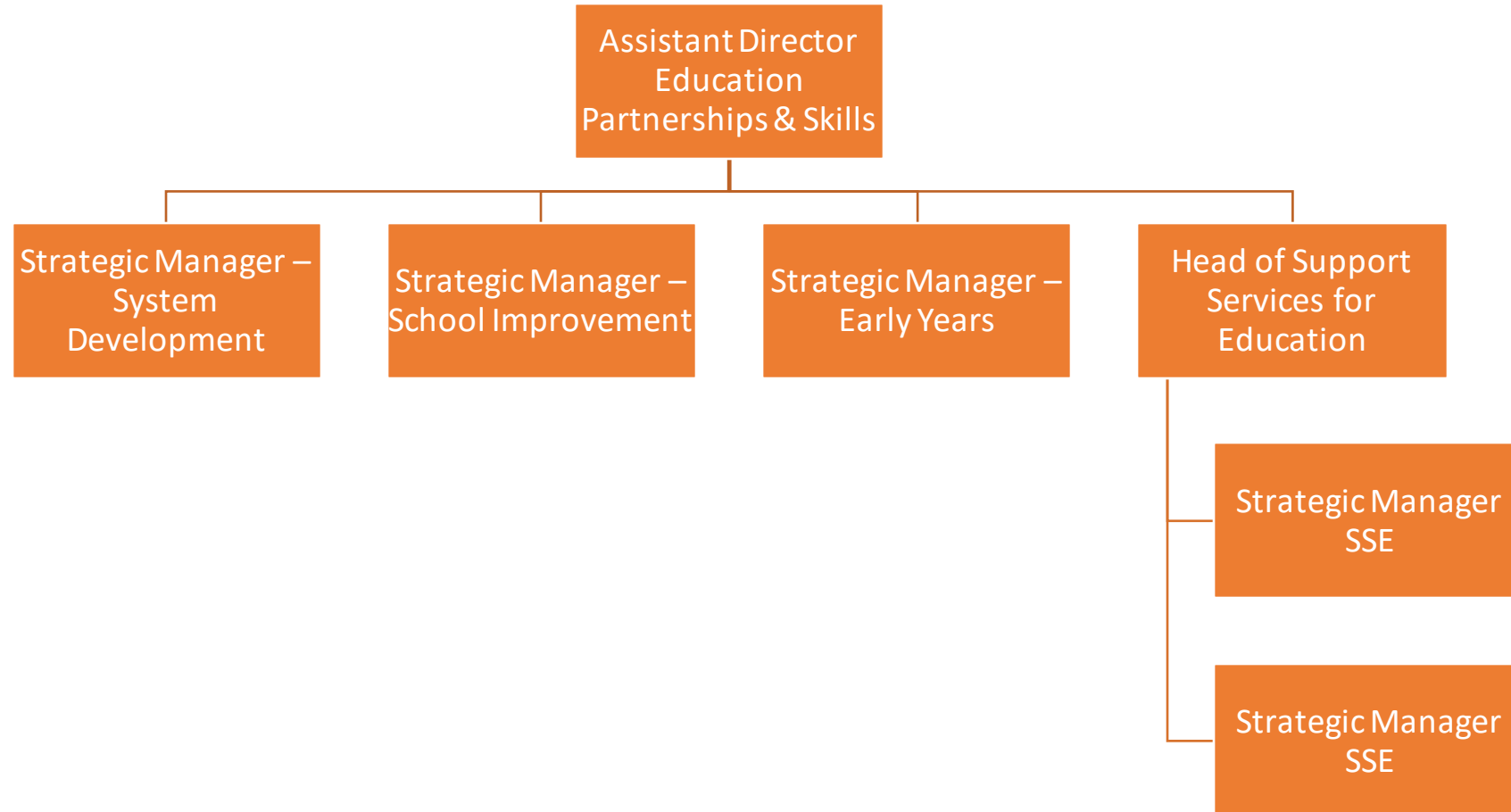
- Positive in our relationships with children, families, schools and settings
- Clear and accountable
- Focused on what matters most
- Closer to communities
- Ready for the future



Current structure



As is: Education Partnerships & Skills





Issues and challenges

- Approx. 100 employees – almost $\frac{3}{4}$ within SSE
- No review of structure since team came together
- Lack of clear service manager structure below strategic manager level
- Changing role of “school improvement”
- Lack of shared responsibility across 0-19 age range

SEND, inclusion & vulnerable learners – strategic context

- End of written statement of action.
- Schools Bill & role of the LA
- Extended role of virtual school.
- SEND Peer review:
 - Early help approach for inclusion
 - Embedding graduated response
- IMPOWER – missed opportunities to intervene; inconsistent practice.
- Sufficiency of SEND provision
- SEND Green Paper

Children & young people

- Too much education missed – exclusion, attendance
- Risks of NEET
- Pandemic has increased challenges



Education settings

- Confidence to support children with more complex needs
- Support offer is not well understood, easy to access



Families

- Difficult to navigate system
- Services not working together
- Tribunal rates are too high



As is: Inclusion





Issues and challenges

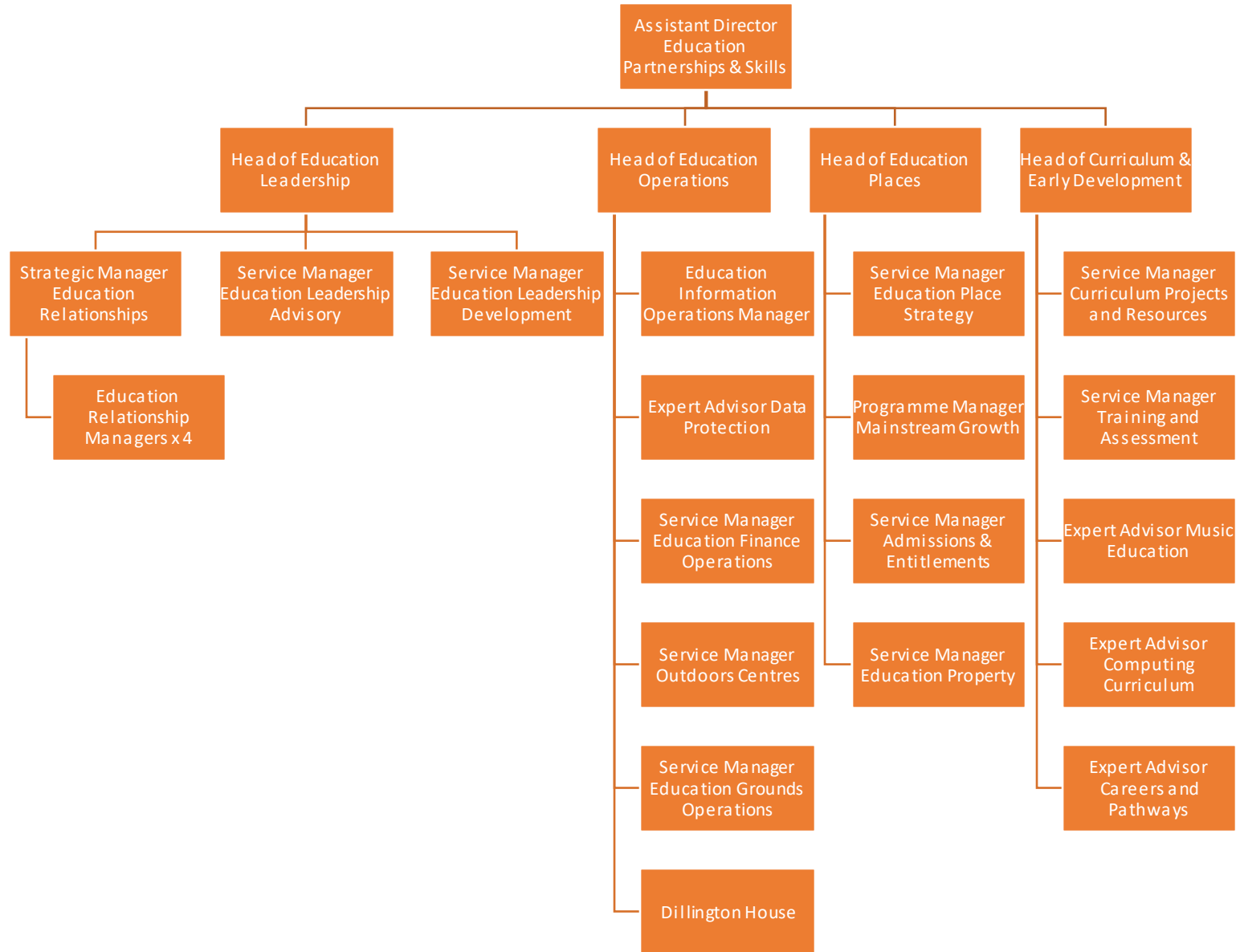
- Approx. 270 employees – around ½ in one service area
- Strategic managers staff at broad range of grades
- Split or unclear responsibilities, e.g.:
 - SEND commissioning and sufficiency;
 - Exclusions;
 - Virtual school and learning support
 - SEN support and advice
- Small teams – lack of integration, resilience



Our proposals



Education Partnerships & Skills

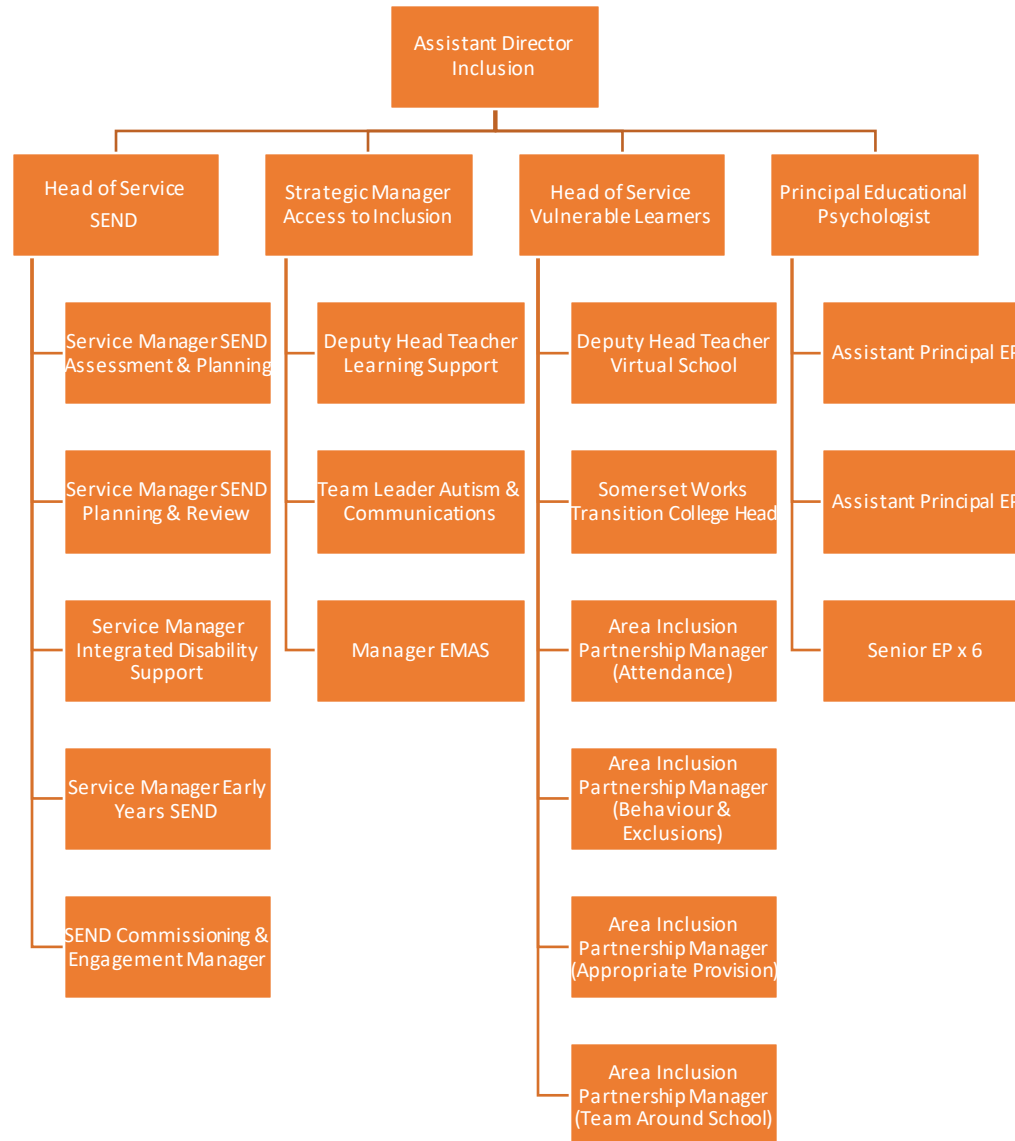


To achieve...

- SSE brand retained but SSE services re-integrated alongside other teams
- Early years responsibility integrated across all teams, with action to increase senior level involvement
- SSE management and commercial development streamlined
- New, dedicated capacity to be single point of contact with schools and settings on issues, including in crisis
- New focus on the things schools have told us they need help with:
 - Leadership development, recruitment and wellbeing
 - Curriculum expertise and support
- Admissions and Entitlements joins place planning, school growth and property
- School safeguarding joins Education Leadership Advisory

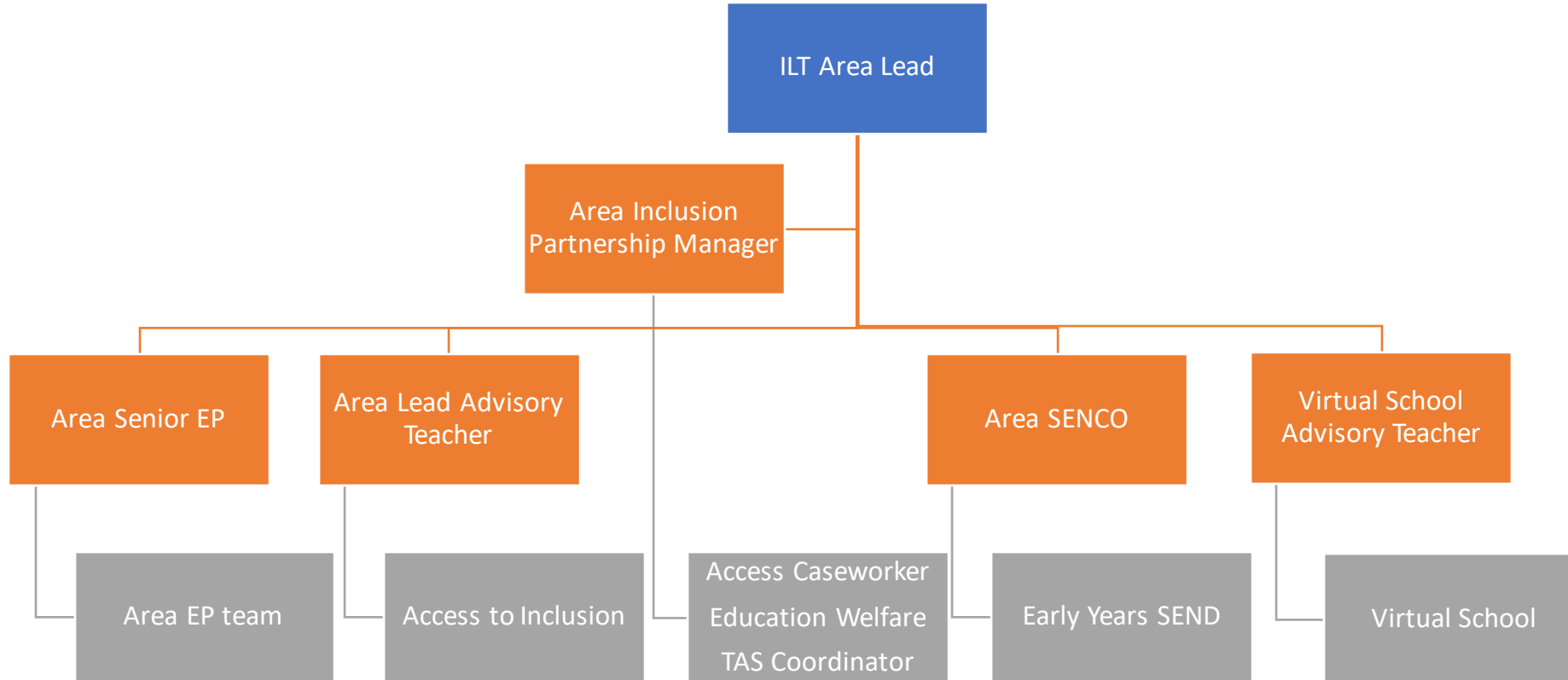


Inclusion





Within an area-based structure





To achieve...

- A stronger, more clear **focus on vulnerable learners** to ensure that they are engaged in appropriate education.
- Better working together to identify and **support children who are at risk of not being engaged in education**, and their families.
- Developing a model where each school can have a **single lead inclusion advisor** who will help them to access the right support, improve communication, and navigate they system
- Better **join-up and coordination** across education and partner services, so that teams work together more seamlessly and schools are able to work with a core area team.
- Smarter, **more effective commissioning** of provision and support for children with additional needs.

Overall changes

Roles to be deleted:

- Head of SSE
- Strategic Manager SSE x 2
- Strategic Manager Head of School Improvement
- Strategic Manager Access & Additional Learning Needs
- Principal Educational Psychologist and Head of SEN Advisory Services
- Head of Virtual School & Learning Support Service
- Strategic Manager SEND Statutory
- Strategic Manager Sufficiency
- Early Years Lead
- Primary Advisor x 2 (1 x Vacant)
- Interim Manager EMA/TES
- Service Manager Commercial Development
- Early Years Locality Officer x 2
- Early Years Senior Officer x 3
- Service Manager Schools Commissioning
- Service Manager HR Advisory
- Education Safeguarding Team Manager
- Service Manager Education Safeguarding x 2 (1 x Vacant)

Total: 24 posts

New roles:

- | | |
|--|--------------------|
| • Head of Service – Education Leadership | Indicative Grade |
| • Head of Service Education Operations | Grade 5 |
| • Head of Service Curriculum and Early Development | Grade 5 |
| • Head of Service – SEND | Grade 5 |
| • Head of Service - Vulnerable Learners | Grade 5 |
| • Head of Service Education Places | Grade 5 |
| • Strategic Manager - Access to Inclusion | Soulbury EIP 18-21 |
| • Principal Educational Psychologist | Soulbury B10-13 |
| • Strategic Manager Education Relationships and Intervention | Grade 6 |
| • Service Manager Education Leadership Development | Grade 7 |
| • Service Manager Education Leadership Advisory | Grade 7 |
| • Service Manager Curriculum Projects and Resources | Grade 7 |
| • Service Manager Place Strategy | Grade 7 |
| • Inclusion Commissioning & Engagement Manager | Grade 7 |
| • Area Inclusion Partnership Manager x 4 | Grade 8 |
| • Education Relationship Manager x 4 | Grade 8 |
| • Curriculum and Topic Lead x 2 | Grade 9 |
| • Education Safeguarding Lead x 3 | Grade 9 |
| • Senior Officer Education Places x 2 | Grade 10 |
| • Curriculum Networks Officer | Grade 12 |

Total: 30 posts



Financial implications

- Education, Partnerships and Skills:
 - This restructure should be cost-neutral
 - £500k withdrawn by central government will be incorporated in new trading relationship with LA maintained schools
- Inclusion:
 - Net cost of changes is £265k. £186k of additional costs will be funded from High Needs Block. £79k will be funded from existing Inclusion budgets.
- We will actively seek to minimise redundancy and maximise redeployment. The purpose is to increase the impact of the resources we have and avoid cuts to services, not to make savings.
- We will aim for the cost of redundancy to be zero, but should this not prove possible our estimate of the maximum likely exposure is £150k, which would be funded from current budgets



Key Dates within Consultation Timeline

Executive SLT	Monday 27 June
SLT approval to initiate consultation process	Tuesday 28 June
Business case formally shared with unions (subject to Exec SLT agreement)	Tuesday 28 June
Formal start of collective consultation	Tuesday 5 July
Share proposals with schools and early years sector reps	6 July, 19 July
Children and Families scrutiny committee	25 July
Conclusion of collective consultation	12 August
SLT discuss feedback	30 August
Circulate proposal to Exec/ SLT	5 September
Executive/ SLT to approve implementation	12 September
Consultation feedback to staff and trade unions	12 September



We want you to shape these proposals

- This is a consultation – we want you to help us make this as strong as it can be
- A feedback form will be made available for your responses to the consultation – this will be shared following this briefing
- Any feedback or questions, please send to educationredesign@somerset.gov.uk
- Staff at risk will be offered a 121 session
- 'Drop in' sessions for affected staff are available with Assistant Directors
- Open Q&As for any interested staff will be held on 13th & 18th July





Proposed Ring Fence & Slot In Arrangements

- Slot Ins – where there is an 80% or more match
- Ring Fence Arrangements

Ring Fence	New Posts	Who is in the Ring Fence? Current staff who will be displaced from the following roles
Ring Fence 1	Heads of Service and Strategic Manager roles	<ul style="list-style-type: none">• Head of Service• Strategic Managers
Professional Qualification Requirement	Principal Educational Psychologist	<ul style="list-style-type: none">• Strategic Manager Principal Educational Psychologist & Head of SEND Advisory Services
Ring Fence 2	Service Manager roles	<ul style="list-style-type: none">• Service Managers

Proposed Ring Fence & Slot In Arrangements continued



Ring Fence	New Posts	Who is in the Ring Fence? Current staff who will be displaced from the following roles
Ring Fence 3	<ul style="list-style-type: none"> Curriculum & Topic Lead x 2 Senior Officer Education Places x 2 Curriculum Network Officer 	Early Years roles x 5 <ul style="list-style-type: none"> Early Years Senior Officers x3 Early Years Locality Officers x2
Ring Fence 4	<ul style="list-style-type: none"> Wider Council vacancies Unfilled roles in the new structure 	<ul style="list-style-type: none"> Individuals unsuccessful in their ring fence will join the Council Resource Pool Can express an interest in any unfilled role but outside of the first ring fence for that level

NB. Any pay protection will be in accordance with the Council's Redeployment Policy.



Support for staff

- Talk to your manager
- For those at risk, opportunities for one-to-one discussions with senior managers or HR representatives to discuss individual situations
- Trade unions and professional associations are being consulted with and able to provide advice and support
- Care first – independent confidential counselling 24 hours a day on 0800 174319 or visit <https://www.carefirst-lifestyle.co.uk>



Action for employees

Feedback your views on:

- Restructure proposals
- New role profiles
- Timeline
- Ring fence proposals

Or your questions to educationredesign@somerset.gov.uk

