

* Name of proposal/policy	Rationalisation of School Improvement Services / LSE Efficiencies	* Budget number	16-002-10/16-002-25
* Service area responsible	Children, Families and Education	* Cabinet meeting date	14 th February 2017
* Name of completing officer	Alison Shipley	* Approved by Director / Assistant Director	Lesley Hagger
* Version	1.0	* Date	6 th February 2017

PART A

* Section 1a: Description of proposal under consideration/development	* Section 1b: Is this new or existing? Does it link to current provision?
<p>1. The Race to the Top (RTTT) was established in order to improve educational outcomes for children and young people, particularly vulnerable groups. The full implementation will be realised by 2020. The first phase of the programme has been delivered and therefore this proposal removes the resources that were identified for the first phase.</p> <p>Following a review of the schools redundancy budget, funded by the general fund, it has been established that £240K of this resource is not required.</p>	<p>The second part reduces the overall redundancy provision for schools that are in financial difficulty. With the reduction in Maintained Schools and an increase in Academies, this amount of funding is no longer required</p>
<p>2. A review of the Council's learning Skills and Education Service has identified efficiencies in service provision.</p>	<p>This is a new proposal and will be included in the final budget for approval by Council and will be implemented subject to the outcome of further consultation.</p>

*** Section 2: How does this align with the Council Plan/ corporate priorities/ partnership strategies and plans/ Next Generation Council?**

Delivers increased wellbeing and/or safeguarding by ensuring that...	✓
People of all ages are safe, protected from harm and able to live happy, healthy and independent lives in our communities	
People have the information and support they need to make healthy choices and achieve wellbeing	
People achieve economic prosperity, in a healthy, low carbon economy which gives access to jobs, training and skills development	
Communities thrive in a pleasant and resilient environment, with robust transport and communications infrastructure	
Resources are utilised effectively and efficiently, in coordination with partners and providers	✓

Does it align with any NCC/ partnership strategies and plans? (if so, please list below)

1. Aligns with School Improvement Strategy
2. Aligns with Central Government policy on the academisation programme

Does it support the transformation into a Next Generation Council? (if so, please explain below)

This supports the move to a Next Generation Council with the development of a Children Trust which will continue to develop, with partners, the School Improvement Strategy.

*** Section 3: If this relates to a statutory duty, please give details of the relevant legislation below:**

N/A

Section 4: Have other alternatives been considered?

N/A

*** Section 5: Financial / resource implications**

a) Costs (e.g. invest to save)

N/A – no redundancy costs associated

b) Staffing implications

1. The removal of post – March 2017
2. Not known at this point

c) Savings

1. £500K RTTT and £240k
2. £200k - A review of the Council's learning Skills and Education Service has identified efficiencies in service provision

Section 6: Has a similar initiative/proposal been implemented elsewhere? What were the benefits or risks? Are there lessons that can be learned?

N/A

THIS SECTION HAS REPLACED THE EQUALITY IMPACT ASSESSMENT FORM AND MUST BE COMPLETED TO DEMONSTRATE COMPLIANCE WITH THE EQUALITY DUTY

Please note that the following in Section 7-11 applies to proposal 1 only. This will be reviewed as the proposal is developed for proposals 2.

<p>* Section 7: Who will be affected by this proposal? (this may be service user data, or be based on a particular geographical area or more general population data depending on the proposal) Include demographic information where this is available e.g. breakdown by gender, age, ethnicity, disability etc. BIPI can support with the provision of data. You may include staff, partner organisations and any other stakeholders who might be affected by the proposal.</p>	
<p>Data Source (include link where published) and summary of what it tells us for example “X number of people use this service, X are male, Y are female etc”</p>	<p>Why is this relevant to the proposal?</p>
<p>One member of staff</p>	<p>Member of staff was employed to manage the RTTT initiative – phase 1, which has been successfully implemented</p>

*** Section 8: Based on the above information, will this proposal have an impact on the following? ✓ the relevant box for each line and then expand on the reasons why in Section 9**

	Positive	Negative	Neutral	Unsure
Age			✓	
Disability			✓	
Gender reassignment			✓	
Marriage and civil partnership			✓	
Pregnancy and Maternity			✓	
Race			✓	
Religion or Belief (or No Belief)			✓	
Sex			✓	

Sexual orientation			✓	
------------------------------------	--	--	---	--

* Section 9: Initial impact	
* Section 9a: From your analysis in section 8 above, please explain the positive implications	
N/A	
* Section 9b: From your analysis in section 8 above, please explain why you have categorised any of the implications as neutral	
The Programme has been successfully implemented.	
* Section 9c: From your analysis above, please explain the negative implications	* Section 9d: What actions have you identified to mitigate any negative implications?
N/A	N/A
* Section 9e: From your analysis above, please explain the areas where you are unsure of the impact	* Section 9f: What actions have you identified to fill gaps in information?
N/A	N/A

* Section 10: Internal considerations: are there any implications for the following?		
	✓ or X	If there are any implications, please explain them here and identify any actions you may need to take as a result
Staff	✓	It is proposed that a post is deleted.
Financial (NCC)	x	
Legal	x	
NCC Policy	x	This is in line with the Race to the Top Strategy
Performance	x	School Improvement have recently introduced an improved Intervention Strategy which should ensure that performance is maintained
Data quality / information security	x	
IT	x	

Strategic assets	X	
LGSS / federated bodies	X	
Procurement	X	
Project support	X	
Other (if appropriate)	X	

* Section 11: External considerations: are there any implications for the following?		
	✓ or X	If there are any implications, please explain them here and identify any actions you may need to take as a result
Community impact	X	
Impact on the consumer (e.g. communication needs, access, rurality, complaints)	X	
Reputation	X	
Political	X	
Partners	X	
Human Rights	X	
Health impact – individual	X	
Health impact – wider community	X	
Economic impact - individual	X	
Economic impact – wider community	X	
Community Safety impact	X	

Environmental impact	X	
Consultation	X	
Other (if appropriate)	X	

Based on the impacts and considerations above, please identify the RAG status

RAG Status	Overall RAG	Time	Proposal Delivery	Cash Saving	Risk	Issue	Dependency
	Green	Green	Green	Green	Amber	Green	Green

* Section 12a: What are the risks associated with NOT implementing the proposal? (tick if applicable)	✓	* Section 12b: What actions have you identified to mitigate the risks? Will anything in the current arrangements need to be changed to acknowledge this risk? Is implementing the proposal the only way to mitigate the risks?
Non-compliance with legislation or NCC policy	N/A	
Financial	N/A	
Change in performance/ data quality/ information security	N/A	
Reputational/ Political	N/A	
Increase in complaints and/ or legal challenge	N/A	
Other	N/A	

*** Section 13: Budget Delivery Programme Highlight Report information – total amount allocated to savings proposal 2017-18 through to 2020-2021; profiled budget; 2017-18 action plan extended savings narrative; cost code information**

Total amount allocated to savings proposal 2017-18	
2017-18 (£000)	940

Impact of saving within the budget profile			
Q1	Q2	Q3	Q4
740			200

	Milestone	Owner	By when
1	Removal of budget	James Smith	February 2017
2	Development of plan and impact assessment for the new proposal	Alison Shipley	February 2017

Cost code	NCERA02
Cost code	NHECB01

*** Section 14: Do you need to undertake further work (e.g. consultation, further proposal development, further equality analysis) based on the impact and actions identified above? If yes, set this out below and then carry out the work and complete Part B:**

This proposal will form part of the overall budget consultation process. Any feedback received (as well as any further intelligence gathered in the course of developing the project) will inform a final analysis of the impact of the proposal which will be considered by Cabinet and Council in February when taking a final decision on the budget. The EqIA will be updated accordingly.

PART B

Section 15: Consultation, follow up data and information gathered from actions identified above

	What does this information tell us?
This proposal formed part of the overall budget consultation process.	We didn't receive any comments specifically on this proposal. However, there were general comments made regarding the proposals for Children's Social Care. One comment expressed concerns about reductions to Children's Social care, while another expressed positive comments about the strategic direction the service is going in and the positive outcomes they expected for children and their families.
A review of the Council's learning Skills and Education Service has identified efficiencies in service provision.	This is a new proposal and will be included in the final budget for approval by Council and will be implemented subject to the outcome of further consultation.

Section 16: Final impact analysis (taking the findings from Part B into account) – including review date if required

The final impact for Proposal 1 has been assessed as neutral.
A further update will be necessary to assess the final impact of proposal 2.