



Financial Year	2017/18
Proposal no.	CS-2017-303
Directorate	Children's Services

Savings Programme Pre-consultation Report	
Subject:	Remodelling of the Educational Welfare Service

1 Recommendations

- 1.1 Members are asked to consider the proposal to remodel the service provided by the Education Welfare Service to achieve a saving of £60k.

Reason for recommendation

- 1.2 The Education Welfare Service offers universal service to schools and targeted support where attendance needs to improve. The Service also has a statutory enforcement role. By reviewing the service and reducing the amount of universal service offered to schools and streamlining the enforcement process we are able to reduce the team costs.

2 Background

- 2.1 Schools and parents themselves are responsible for ensuring good attendance.
- 2.2 The Local Authority is responsible for promoting good attendance and supports schools in fulfilling their responsibilities in relation to attendance. It is also responsible for exercising enforcement powers when all other attempts to get satisfactory attendance have failed.

- 2.3 The most recent attendance figures indicate that Rochdale borough is 0.1% lower than the national average. 4.7% absence was reported compared with the national average of 4.6%.
- 2.4 In addition to the enforcement role, the educational welfare officers undertake general Educational Welfare work within schools across the Borough. EWO post remodelling has taken place to accommodate the reduction in capacity from September 2016.
- 2.5 In order to ensure targeted support is prioritised where there is a need to improve attendance, the universal offer will need to be reviewed and slimmed back, there will also be a need to prioritise casework with families where attendance needs to improve.

3 Financial Implications

The saving proposal is 20% of the total budget for the area of service affected.

- 3.1 Table 1 provides details of the saving proposals for the remodelling of the Education Welfare Service.

	Savings 2017/18		Savings 2018/19		Total savings	
	£k		£k		£k	
	On-going	One off	On-going	One off	On-going	One off
Employees	68				68	
Other Costs						
Income lost	(8)				(8)	
Net savings	60				60	
Additional income generated						
Total savings	60				60	
Implementation costs						
Total savings less implementation costs	60				60	

4 Asset implications

4.1 There are no asset implications arising from this report.

5 Voluntary Sector impact

5.1 There are no Voluntary Sector impacts arising from this report.

6 Consultation

6.1 Consultation will take place with schools on the changes to service delivery.

6.2 General Public are consulted as part of this consultation.

6.3. The Council must ensure that it remains open-minded throughout the consultation period to all alternative proposals and expressions of interest.

7 Alternatives considered

7.1 Some schools may decide to employ their own attendance officers.

7.2 Members could decide not to take the proposal forward and identify alternative savings proposals.

8 Risk Assessment Implications

8.1 The following risks arise from the issues raised in this report as set out below:

- The key impact would be on the general EWO work undertaken by the Educational Welfare Officers. The capacity to undertake casework with families where attendance needs to improve need to be prioritised.
- At present, the Educational Welfare service offer a universal service and targeted support where there is a need to improve attendance. In order to ensure that targeted support is prioritised, the universal offer would require reviewing and rationalised.
- The most recent attendance figures indicate that Rochdale borough is 0.1% lower than the national average. 4.7% absence was reported compared with the national average of 4.6%. There is the potential risk of absence increasing.

9 Legal Implications

9.1 A reduction in support to schools and families may result in an increase in legal proceedings against families for none or poor attendance of their children at school.

10 Personnel Implications

- 10.1 Subject to any final decisions on the service delivery element of the proposals outlined within this report there may be personnel implications for the council's workforce and this consultation with the workforce will be undertaken in accordance with Council's Personnel Policy Framework.

11 Equalities Impacts

Workforce Equality Impacts Assessment

- 11.1 The Council will undertake a Corporate Workforce Equality Impact Assessment based on those employees identified at risk of redundancy at the start of formal consultation which will commence in November 2016 and this will be reviewed against the current workforce profile.

Equality/Community Impact Assessments

- 11.2 There are equality/community issues arising from this report. More detail can be found in the Equality Impact Assessment in Appendix 1.

EQUALITY IMPACT ASSESSMENT FOR SAVINGS PROPOSALS

1. Please state the name of the officers leading the EIA
XXXXXXXX XXXXXXXX
2. Who has been involved in undertaking this assessment?
XXXXXXXX XXXXXXXX XXXXXXXX XXXXXXXX
3. What is the scope of this assessment?
The communities likely to be most impacted by the proposed changes include;
4 a). What does the function currently do? b). Describe the needs which this service meets?
In addition to the enforcement role, the educational welfare officers undertake general Educational Welfare work to settings within the borough. Educational Welfare Officers support schools to improve the attendance of pupils within the borough. This involves the Educational Welfare Officers in undertaking audits of practice, contributing the CAFs and undertaking casework to support improved attendance. Through their work, the EWOs are often involved with Safeguarding and Child Protection particularly during the school holiday period.
5. What proposed changes do you wish to make?
To ensure that there is a service to schools where there is a greater need to improve attendance.
6. Who are the key stakeholders who may be affected by the proposed changes?
Service users – schools Families

7. What impact will this proposal have on all the protected groups?
Race Equality
This group is not affected by this proposal. The service will continue to prioritise this protected group.
Disabled People
A service will continue to be offered to the Special schools within the borough
Carers
There should be no differential impact in this area.
Gender
Attendance of all pupils will be prioritised regardless of gender
Age
Attendance of all pupils will be prioritised regardless of age
Armed Forces and Ex-Armed Forces Personnel
There should be no differential impact in this area.
Religion or Belief
This group is not affected by this proposal as the advisers will continue to work with settings which include all religions or beliefs
Sexual Orientation
This group is not affected by this proposal
Gender Reassignment
The service will support all pupils where there is a need to improve attendance
Pregnant Women or Those on Maternity Leave or Those who have given Birth in the Previous 26 weeks
This group is not affected by this proposal
Marriage or Civil Partnership
This group is not affected by this proposal

8. Conclusions and Recommendations

What are the main conclusions and recommendations from this analysis?

There is no impact on delivering a service to protected groups

9. In the box below please provide details of who you will consult with on the proposals, when you consult, and the methods which you will use to consult. In the box below

The Consultation and Inclusion Methodology Used

The following groups will be involved in the consultation;

- The General Public via the Consultation Hub
- Service Users ; Schools and nursery settings
- Staff from other departments; Sure Start
- Councillors

The consultation will take place through Focus Groups

10. Produce an action plan detailing the mitigation measures that you propose to put in place to address any adverse impacts.

Mitigation Measure	Action	Responsible Officer	Implementation Date	Review Date	Evaluation Measure
Reduction in capacity to complete individual casework	<p>Prioritisation of cases in schools to identified vulnerable groups</p> <p>Support for schools to develop infrastructures to support families</p>	<p>XXXXXXXX</p> <p>XXXXXXXX</p>	1 st September 2016	January 2017	Current rates of attendance are at least maintained