



Financial Year	2017/18
Proposal no.	CS-2017-341
Directorate	Children's Services

Savings Programme Pre-consultation Report	
Subject:	Children's Centres Phase 2 Review

1. Recommendations

It is recommended that members consider the proposal 'Children's Centres phase 2' in order to achieve savings of £216k by:

- 1.1 Reducing Children's Centre staffing across the Borough.
- 1.2 Reducing the supplies and services budget by 8%

Reason for recommendation

- 1.3 We are exploring with a number of primary schools the possibility of schools redirecting the use of school space for additional primary school places instead of children centre usage, whilst retaining some early years provision. This would mean that we would reduce the offer of children centre activity across the Borough but be able to deliver some of the additional capacity required for primary school places in these areas. In line with the reduced offer we are proposing to reduce supplies and services.

2. Background

- 2.1 Due to the increased demand for school places, we are working with a number of schools to explore the use of children centre space to accommodate increased numbers of pupils. Where possible we will retain some early years' provision.
- 2.2 We have discussed with a local primary school the option of relocating the children's centre space and responsibility for delivering early years provision, the proposal is currently under consultation with the governing body.
- 2.3 The use of children's centres for additional school places would result in a reduction in the children's centre offer and therefore a reduction in the number of children's centre staff needed to deliver the offer.
- 2.4 In line with the above there would also be a reduction of 8% in the supplies and services budget supporting Children's Centres.

3. Financial Implications

The saving proposal is 14% of the total budget for the area of service affected.

3.1 Table 1 provides details of the Children's Centre Phase 2 savings.

	Savings 2017/18 £k		Savings 2018/19 £k		Total savings £k	
	On-going	One off	On-going	One off	On-going	One off
Employees	171				171	
Other Costs	45				45	
Income lost						
Net savings	216				216	
Additional income generated						
Total savings	216				216	
Implementation costs						
Total savings less implementation costs	216				216	

4. Asset implications

4.1 There are asset implications as a result of this report as some children's centre buildings may be transferred back to school in order to create additional school places.

5. Voluntary Sector Implications

5.1 There may be some voluntary sector implications as day care is provided at three of the schools by the PVI sector and they may need to be relocated.

6. Consultation

6.1 The key stakeholders for this proposal have been identified as:

- Families with children under 5 who use children's centre services
- Staff and Trade Unions
- PVI early years and childcare providers

6.2 Families will be consulted with through consultations conducted through children's centres. Families will have the opportunity to share their views and opinions and suggest alternatives to the proposal that we will consider as part of the post-consultation report.

6.3 The proposal will go out to public consultation for the minimum of 45 days. The public will be able to view and provide feedback online through the Council website and in person where hard copies will be available in Council buildings.

- 6.4 As part of a targeted consultation plan those affected by the changes will be invited to provide feedback, these groups include:
- Key stakeholders
 - Elected members
 - Community members
 - Community groups
 - Protected groups
 - Service users
- 6.5. 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 To reduce the total staffing capacity for all frontline posts. This alternative was not pursued as it was deemed to present a risk of substantial disruption to the continuity of services for families.
- 7.2 Members could decide not to take the proposal forward and identify alternative savings proposals

8. Risk Assessment Implications

- 8.1 There are no risk implications arising from this report.
- 8.2 The reduction of staffing is in response to a reduction of centre buildings and a recognition that outreach venues will not be used in place of the space in these buildings.

9. Legal Implications

- 9.1 There are no legal implications arising from this report.

10. Personnel Implications

- 10.1 The proposals outlined within this report will have personnel implications for the council's workforce and formal consultation will be undertaken in accordance with council's Personnel Policy Framework.

11. Equalities Impacts

Workforce Equality Impacts Assessment

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 February 2017 and this will be reviewed against the current workforce profile.

Equality/Community Impact Assessments

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

Appendix 1

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EQUALITY IMPACT ASSESSMENT FOR SAVINGS PROPOSALS

1. Please state the name of the officers leading the EIA
xxxx xxxxx
2. Who has been involved in undertaking this assessment?
xxxx xxxxx
3. What is the scope of this assessment?
This assessment considers the proposal to reduce frontline staffing particularly delivering sessions at outreach venues in communities.
4 a). What does the function currently do? b). Describe the needs which this service meets?
<p>a) We provide the children's centre core offer to families with early years children (a child under 5) in children's centre venues. There are currently 7 lead centres (open full time) with 11 satellite centres attached to the leads (open part time).</p> <p>b) Children's centres provide a full range of services and sessions which support: early help, readiness for school, health targets, adult education and employability, parenting and family support.</p>
5. What proposed changes do you wish to make?
A reduction of frontline staff as a consequence of the transfer of some children's centres to schools.
6. Who are the key stakeholders who may be affected by the proposed changes?
<ul style="list-style-type: none"> • Families with children under 5 • Staff and Trade Unions • PVI sector early years and childcare providers
7. What impact will this proposal have on all the protected groups?
Race Equality
A number of the most deprived neighbourhoods in Rochdale Borough include areas with high levels of minority ethnic communities. Whilst resources will continue to be prioritised on areas of highest need, a reduction in staffing will impact on service delivery.
Disabled People

There should be no detrimental impact
Carers
There should be no detrimental impact
Gender
There should be no detrimental impact
Age
There should be no detrimental impact
Armed Forces and Ex-Armed Forces Personnel
There should be no detrimental impact
Religion or Belief
There should be no detrimental impact
Sexual Orientation
There should be no detrimental impact
Gender Reassignment
There should be no detrimental impact
Pregnant Women or Those on Maternity Leave or Those who have given Birth in the Previous 26 weeks
Antenatal and postnatal care provided by health partners remains a key priority in all children's centre sites. Other supporting services provided by children's centre staff may reduce and will impact on this group
Marriage or Civil Partnership
There should be no detrimental impact

8. Conclusions and Recommendations

What are the main conclusions and recommendations from this analysis?

The reduction in frontline staff will have an impact on the delivery of face to face services across the Borough.

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 key stakeholders for this proposal have been identified as:

- Families with children under 5
- Staff and Trade Unions
- PVI early years and childcare providers

Families will be consulted with through consultations conducted through children's centres.

Families will have the opportunity to share their views and opinions and suggest alternatives to the proposal that we will consider as part of the post-consultation report.

The proposal will go out to public consultation for the minimum of 45 days. The public will be able to view and provide feedback online through the Council website and in person where hard copies will be available in Council buildings.

As part of a targeted consultation plan those affected by the changes will be invited to provide feedback, these groups include:

- Key stakeholders
- Elected members
- Community members
- Community groups
- Protected groups
- Service users
- Anyone affected by the proposal

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
To address any decrease in families' access to early years services through communication with groups and liaison with schools about offer	Communication Strategy	xxxx xxxxx	March 2017	July 2017	Access data across the Borough School offer of early years services