

**REPORT FOR: EDUCATION STRATEGY
CONSULTATIVE FORUM**

Date of Meeting: 27 June 2012

Subject: INFORMATION REPORT

Outcomes from the consultations on the future of Brent and Harrow Education Business Service (BHEBS) and the Ethnic Minority Achievement Service (EMAS)

Key Decision: No

Responsible Officer: Adrian Parker,
Head of Education Strategy and School Organisation

Portfolio Holder: Councillor Brian Gate, Portfolio Holder for Children, Schools and Families

Exempt: No

Decision subject to Call-in: No

Enclosures: The consultation pack for the BHEBS' staff consultation (1st May 2012)

The consultation pack for the EMAS' staff consultation (1st May 2012)

Section 1 – Summary and Recommendations

The Brent and Harrow Education Business Service (BHEBS) and the Ethnic Minority Achievement Service (EMAS) were reviewed in order to inform decisions on any future provision of services. The review of Brent and Harrow Education Business Service (BHEBS) was carried out jointly with Brent Council. An earlier report described the review of the Brent and Harrow Education Business Service (BHEBS) and the Ethnic Minority Achievement Service (EMAS).

This report informs the Forum of the outcomes from these reviews, the subsequent staff consultations and of the decision taken regarding the future of each service.

Following the consultations the proposals described in the consultation documents will be implemented from 31st August 2012. This means that BHEBS will cease on 31st August 2012 and the two EMAS posts will be established in ESSO for 1st September 2012.

Recommendations:

Forum members are asked to note and comment on the report

Section 2 – Report

Introductory paragraphs: Why a change is needed

- 1.1 BHEBS and EMAS carry out duties provided under the Councils' overarching commitment to young people and schools. It is not a statutory requirement for local authorities to deliver these services.
- 1.2 From September 2012, BHEBS and EMAS needed to be full cost recovery services that exist without local council or central government grant funding. It was therefore essential that the council established the level of demand from schools and other partners for BHEBS' and EMAS' services to inform the planning of any changes that may be required to the current services and to allow time for their implementation. The review papers set out the:
 - context and reasons that have led to this review;

- review process;
 - current service model, and;
 - future funding arrangements.
- 1.3 The views of stakeholders, in particular the current customers, namely schools and colleges and, in BHEBS case, the businesses that support the delivery of work-related learning, were essential in helping the Council to decide the future shape of these services or if these services would continue to be offered.
- 1.4 The review period for both services closed on 26th March 2012. Harrow, and for BHEBS Brent, Council officers summarised the responses for staff and other stakeholders, and used them to make a formal proposal on the future of BHEBS and EMAS. A key factor that officers considered was if there was a sustainable financial basis for future service provision.
- 1.5 Formal consultations with BHEBS and EMAS staff and a full range of stakeholders took place over four weeks from 1st May 2012. These consultations were later extended to 12th June 2012.

1.6 Consultation activities

During the consultation period, there were:

- Consultation meetings specifically for staff, to which unions were invited
 - One to one meetings with staff. Staff met with senior officers, including from the Council's HRD service. Some staff met more than once and a few were accompanied by union representatives
 - Open consultation meetings to which staff, unions and stakeholders were invited
- 1.7 As a result of a union request for additional consultation time to consider the implications of the Equalities Impact assessment, there was an additional open meeting on Monday 11th June, consultation for both services was extended to 12th June 2012 and formal feedback to staff was delayed until Monday 18th June 2012.
- 1.8 The final decision on BHEBS and EMAS was made by the Head of Education Strategy and School Organisation after consultation with the Portfolio Holder for Children, Schools and Families.

2. The Brent and Harrow Education Business Service (BHEBS)

The outcome from the BHEBS' staff consultation

- 2.1. It is worth noting here that the responsibility for work related learning rests with schools and colleges. The government intends to remove this

responsibility from schools with respect to many young people. A review of practice in other areas provides little evidence that Local Authority run services such as BHEBS are self-sustaining in any model and small scale private providers struggle to continue without some LA commissioning.

- 2.2. The Council, after due consideration of the responses received during the consultation period decided **to implement the proposal to close BHEBS** on 31st August 2012 which had been consulted on and staff were informed of this on Monday 18th June 2012. Brent Council have also carried on a staff consultation on their proposal to close the BHEBS.

Implications of the Closure of BHEBS

- 2.3. As of 1st September 2012, there will be no Council service supporting work related learning, particularly work experience. Schools will be responsible for any provision they make in future.

Financial Implications (BHEBS)

- 2.4. The proposed consultation and service reviews were undertaken at minimal cost and were funded from within existing resources.
- 2.5. As a result of the decision to close the service redundancy will be paid to four members of BHEBS staff from already identified funding, if they are not redeployed. The costs of redundancies have been fully provided for as part of the 2011/12 outturn. Full support is being provided to all staff at risk of redundancy.
- 2.6. The Council will be protected from the projected significant shortfall in revenue as a result of running the service in future. There may be some residual costs as the service closes as remaining commitments will need to be fulfilled or advice continued to be given to assist schools and businesses in this transition. We will continue to work closely with Brent Council on the closure of the service.

Equalities Implications (BHEBS)

- 2.7. A full EQIA was prepared and agreed within Children, Schools and Families' Equalities Task Group. The four Harrow employees in BHEBS are women and they have received notice of redundancy in order for the service to close on 31st August 2012.
- 2.8. There may be a minimal adverse impact on young people as service users seek alternative service providers. There may be an adverse impact on learners with SEND/ LLDD as they need specialist placements. Schools and colleges may need to find alternative providers to help place these young people.
- 2.9. To mitigate the impact of closure and the possible risk to young people, and young people with SEND / LLDD in particular, the Council will provide advice to schools and colleges on making the transition to a new service provider where needed.

3. The Ethnic Minority Achievement Service (EMAS)

The outcome from the EMAS' staff consultation

- 3.1. After due consideration of responses received during the consultation the Council has decided to reduce the current EMAS service to two substantive posts from 1st September 2012. The posts are described in the consultation document and appointments to the posts will be made in line with the Council's Protocol for Managing Organisational Change. Staff were informed of this decision on Monday 18th June 2012.

Implications of the Re-structuring of EMAS

- 3.2. The current EMAS Service will cease on 31st August 2012 and staff not appointed to one of the posts or successfully re-deployed to other posts will be redundant on that date. Up to 20 staff might be redundant as a result. Full support is being provided to all staff at risk of redundancy.

Redundancy (EMAS)

- 3.3. The re-structured service will only provide strategic leadership to the Council's work associated with Ethnic Minority Achievement including supporting the work of the voluntary sector and support to Traveller pupils and their families.
- 3.4. Future support to schools in their work and this area will be provided by the Harrow School Improvement Partnership (HSIP).

Financial implications (EMAS)

- 3.5. The DfE proposals on school funding legally restricts the Dedicated Schools Grant (DSG) which the Local Authority can withhold to deliver services centrally. Therefore the current arrangement whereby EMAS is funded by centrally retained DSG can not continue.
- 3.6. Consultation processes were undertaken at minimal cost and were funded within existing resources. The costs of redundancies have been fully provided for as part of the 2011/12 outturn.
- 3.7. Funding for future schools activities and support in this way by the HSIP is already in school budgets or in an allocation agreed by Schools Forum. Future funding will be dependent on the implementation of government proposals on future school funding arrangements.

Equalities implications (EMAS)

- 3.8. ESSO will continue to evaluate the school performance of minority ethnic groups and individuals and provide challenge and support to schools through a commissioning framework that is reviewed regularly.
- 3.9. Previous EMAS activities have targeted support on increasing the achievement of underachieving pupil groups. Schools will now be responsible for ensuring that this focus is not lost. Accountability for this work will be through the OFSTED Inspection Framework.
- 3.10. Direct support to schools and children will be commissioned through HSIP and enhanced provision will seek to sustain and develop additional activities to narrow gaps in attainment. Potential gaps in provision will therefore be mitigated. Planned activities include focused work to support young people who are looked after, are on free schools meals and the achievement of underachieving pupil groups and individuals from minority ethnic groups.
- 3.11. The 'Rights Respecting Schools Award' will continue to be supported through the work of the HSIP. This project contributes to narrowing gaps in attainment and progress by helping to overcome barriers to learning and promoting harmony and well-being.
- 3.12. A full range of school to school support now exists, including through cluster arrangements that supports schools in developing strategies to narrow gaps in attainment and improve the progress of pupils.
- 3.13. Staff at risk of redundancy come from a range of ethnic groups and the eventual position of these staff will be monitored as the re-organisation is implemented.
- 3.14. The strategic lead post retained in the organization will be responsible for ensuring that the Council and schools maintain a focus and, where possible, provide effective support for partners in promoting improved outcomes pupils in underachieving ethnic groups.
- 3.15. Retaining support for Travellers as part of the core of strategic activities will mitigate the effect of discrimination faced by this group.

4. Corporate Priorities

- 4.1 United and involved communities: a Council that listens and leads

Section 3 - Statutory Officer Clearance

Name: Emma Stabler



on behalf of the
Chief Financial Officer

Date: 14 June 2012

Name: Sarah Wilson



on behalf of the
Monitoring Officer

Date: 14 June 2012

Section 4 - Contact Details and Background Papers

Contact:

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Background Papers:

BHEBS

The consultation pack for the BHEBS' staff consultation (1st May 2012)
The summary of responses to the BHEBS' review (11th April 2012)
Equality Impact Assessment (BHEBS)

EMAS

The consultation pack for the EMAS' staff consultation (1st May 2012)
The summary of responses to the EMAS' review (11th April 2012)
Equality Impact Assessment (EMAS)