

WIRRAL COUNCIL

CHILDREN AND YOUNG PEOPLE'S OVERVIEW AND SCRUTINY

18 MARCH 2013

SUBJECT:	EDUCATION QUALITY – WIRRAL SCHOOL IMPROVEMENT TRADED SERVICES
WARD/S AFFECTED:	ALL
REPORT OF:	ACTING DIRECTOR OF CHILDREN'S SERVICES
KEY DECISION?	NO

1.0 EXECUTIVE SUMMARY

The purpose of this report is to provide information about Wirral school improvement traded services, Education Quality (EQ) and to invite consideration by members.

Education Quality is a traded school improvement service developed by Wirral's Children and Young People's Department in joint partnership with its schools over the last 2 years. 94% of its schools, including all academies, bought back into the service for Year 1 and a similar buyback has been achieved for 2012/13. EQ is radically different and more comprehensive than anything Wirral, or indeed many of its local authority neighbours, have done as a traded service for its schools. EQ encompasses support for professionals and volunteers in schools through a range of services. It generated £850,000 of new income from its schools in its first year and has generated nearly £1 million in its second year.

2.0 BACKGROUND AND KEY ISSUES

2.1 Since LMS for schools, Wirral LA has developed and continues to run a variety of formal traded services with its schools.

1. Facilities Management
2. Financial Support – Primary & Special
3. Financial Support – Secondary
4. Grounds Maintenance
5. Human Resources
6. Information Technology
- 6a. Software Support Service
- 6b. Computer Support Service
- 6c. Computerised Administration Replacement System
- 6d. Data Network Service
- 6e. Multi Media Support Service
7. Library Service – Primary
8. Metro Catering Service

9. Metro Caretaking & Cleaning Support Service
10. Payroll & Human Resources Administration Services
11. Risk Management & Insurance Services
12. Wirral Community Patrol – Premium Service
13. Wirral Community Patrol – Standard Service
14. EQ Standard Package

2.2 EQ, the school improvement traded service, is relatively new (April 2011) and was developed from the Continuing Professional Development SLA (CPDSLA).

2.3 CYPD had been given a clear steer by the Cabinet of the Council, reflecting a major consultation it had done with stakeholders during the summer and autumn of 2010 on budget reduction priority areas, to ensure that amongst other aims:

- we should continue to provide support and sell services to schools cost effectively and efficiently in order to make best use of schools delegated budgets and reduce central expenditure.

Therefore within the framework of the Wirral Children and Young People’s Plan 2011/12 and the priority of “Schools and settings are supported to improve educational provision and attainment”, the Department resolved to:

- Develop and implement high quality traded school improvement services to support schools and settings to provide high quality education.

2.4 The services offered through EQ are grouped into four main areas:

- EQ Standard Package
- Entitlement Services
- Additional Services
- Other Services

2.5 The EQ **Standard Package** encompasses support for professionals and volunteers in schools through a range of services including,

- Safeguarding
- Governor Support Services
- Leadership Programmes
- School Improvement Associates (Primary, Secondary and Special)
- Subject Leader Networks
- Data Support Package
- Teaching, Learning, Curriculum & Assessment
- The Wider Workforce
- School Visits and Outdoor Learning Activities
- School Swimming Service
- Education Social Welfare Service (School registers)

Schools are offered these services as a one-off joint package to purchase.

2.6 Over the last two years a range of other traded services have been or are being developed. The first example is with academies. When the second year EQ offer came out, **Entitlement Services** (those which all schools received as part of the

council core function with no additional cost to the school) were also listed. These included:

- Educational Social Welfare Service (A)
- Early Years Foundation Stage
- Looked After Children Education Service
- Minority Ethnic Achievement Service (A)
- Newly Qualified Teachers (A)
- Physical Education and School Sport Partnership Programme
- School Visits and Outdoor Learning Activities
- Wirral Education Psychology
- Medical Physical Needs Support Service
- Vision and Hearing Support Service
- Social Communication Advice Team
- Wirral 1st4Families

For some of these Entitlement Services a distinction is made for Academies (A) who do not receive the service by entitlement and if they wish to they may purchase the service.

2.7 Also included within the EQ offer for the second year were some **Additional Services** that all schools could choose to purchase individually and these included:

- Virtual Learning Environment
- Managed Moves
- Verification of Teaching and Learning
- Employability Skills Package
- Heads of Sixth Form Network
- Progression to Higher Education
- Support for Careers Education, Information, Advice and Guidance
- Off Site Learning Quality Assurance

2.8 For all of these Additional Services that schools are offered under the EQ offer for 2012/13, their costs were calculated using the common EQ charging policy.

2.9 A range of **Other Services** are also advertised in the EQ brochure and these include:

- Oaklands
- City Learning centres
- NHS Healthy Settings
- Special Schools Outreach Services
- Edge Hill University
- Other Wirral CYPD Traded Services

2.10 EQ generated £850,000 of income from its schools in its first year and has generated nearly £1 million in its second year.

2.11 EQ follows council financial, procurement, IT and HR procedures and makes a recharge to council core budget for these services.

2.12 EQ is strategically governed by an EQ Management Board made up of:

- 5 Primary school Headteachers (1 from each cluster)
- 2 Secondary school Headteachers
- 2 Special school Headteachers
- 1 Governor
- 2 Consultant Headteachers
- 2 LA staff

2.13 The EQ Management Board has discussed and agreed, amongst others, the following in the last twelve months:

- The vision for EQ (Appendix 1)
- The overall EQ budget including a summary annual budget statement shared with all EQ schools
- The overall EQ offer including the pricing structure for the Standard Package
- Quality assurance programme
- Complaints procedure
- Common charging policy

2.14 Over the last few months several other services have approached CYPD for support on developing their traded service with schools and these have included and have been agreed with the EQ Management Board:

- Schools HR Consultancy (to be included under EQ Additional Services)
- Education Psychology (to be included under EQ Additional Services)
- Early Years (to be included under EQ)
- Schools Management Information (to be included within EQ Standard Package)
- Wirral Council e-Learning Provision (to be included under EQ Additional Services)
- Wirral Council's One to One Coaching Service (to be included under EQ Additional Services)

2.15 Developments through consultation are underway to potentially move towards a more coherent and consistent LA traded services for schools under single governance arrangements made up of school and council representatives and single operational leads for 2013/14.

3.0 RELEVANT RISKS

3.1 Currently the EQ SLA with schools runs on an academic year and therefore if EQ were to finish, the summer term of the SLA programme would need to be completed and therefore a balance is being built up to cover EQ costs for a summer term.

3.2 As part of the budget options, the council is looking to close Acre Lane. This is where most of the EQ staff are based and most of the training is delivered. Alternative venues to meet the needs of EQ are being considered.

4.0 OTHER OPTIONS CONSIDERED

4.1 Not applicable.

5.0 CONSULTATION

5.1 Formal consultation takes place with Headteachers and governors on an annual basis about the EQ offer.

6.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

6.1 Governors are annually consulted and updated on a regular basis about EQ.

7.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

7.1 EQ generates a turnover of nearly £1 million providing school improvement traded services. This is mainly from Wirral schools. The budget is agreed by the EQ Management Board.

7.2 EQ currently budgets for staffing for:

- An EQ Manager
- 2 x 0.5 Principal Managers for Governor Support and for Data
- A seconded safeguarding and wider workforce officer
- 6.6 seconded Primary curriculum Advisory Teachers
- 240 days of external School Improvement Associate time
- 0.3 swimming and trips coordinating officer
- 3.3 admin support

8.0 LEGAL IMPLICATIONS

8.1 None identified.

9.0 EQUALITIES IMPLICATIONS

9.1 Has the potential impact of your proposal(s) been reviewed with regard to equality?

(a) Yes and impact review is attached.

<http://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-2010/children-young-people>

10.0 CARBON REDUCTION IMPLICATIONS

10.1 None identified.

11.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

11.1 None identified.

12.0 RECOMMENDATION/S

12.1 The Overview & Scrutiny Committee to note the report.

13.0 REASON/S FOR RECOMMENDATION/S

13.1 Not applicable.

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APPENDICES

Appendix 1 Current EQ vision

REFERENCE MATERIAL

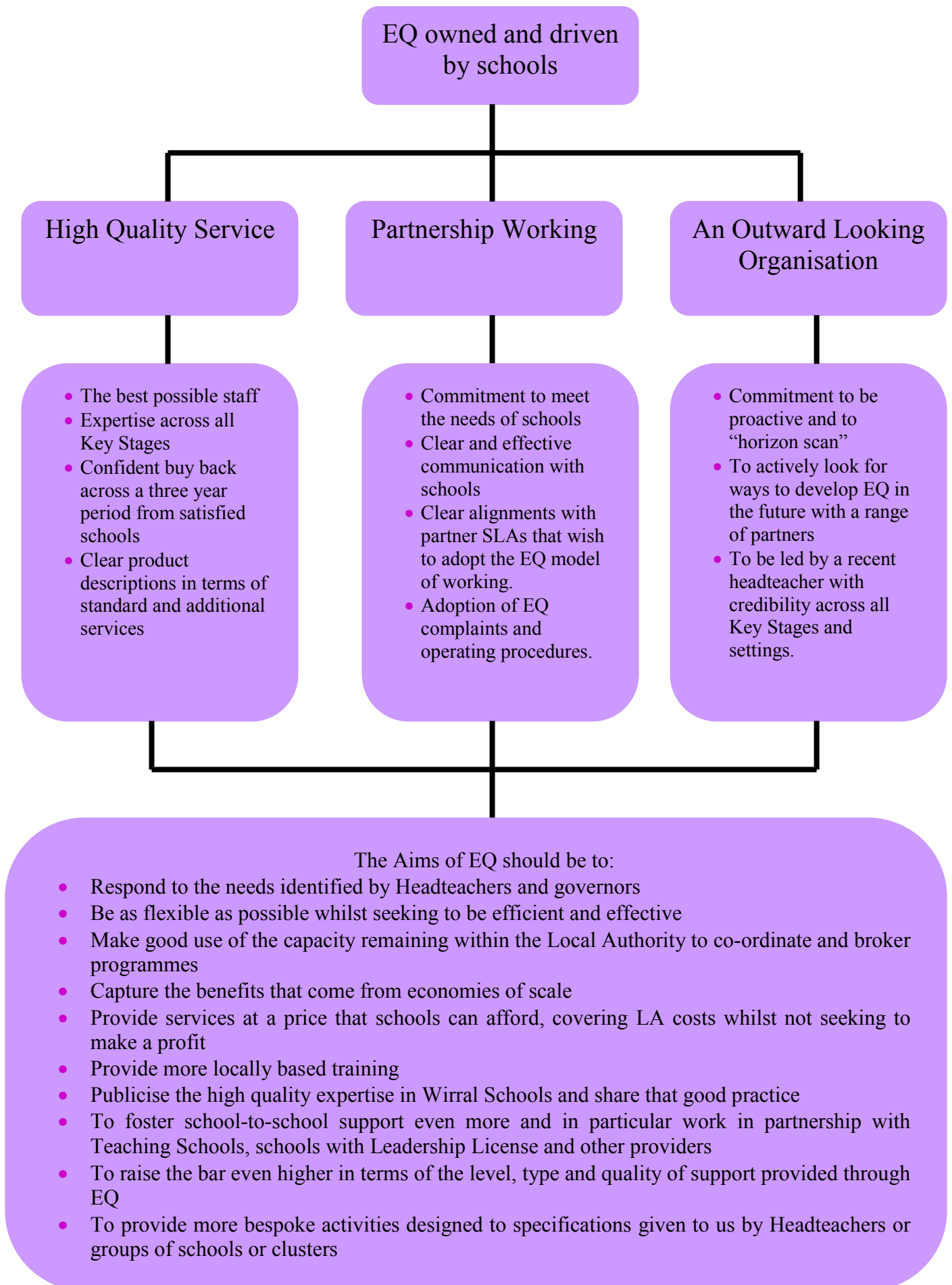
None

SUBJECT HISTORY (last 3 years)

Council Meeting	Date

Appendix 1 Current EQ vision

In Summary EQ should aspire to being:



Key Drivers

- EQ is driven by the needs of schools. The role of the Management Board is crucial to this in that it is mainly comprised of Headteachers who will ensure that schools' requirements are met.
- There is a clear commitment to partnership working with schools and across the local Authority.
- EQ should be providing support and services that Headteachers want and not those that people in the Local Authority think they should have.
- The vast majority of EQ provision should come via school-to-school support (such as seconded teachers, leading teachers and Advanced Skilled Teachers) or through activities that have been brokered or commissioned from external providers on behalf of schools.
- The purchasing power of EQ means that EQ can facilitate support that is of high quality but also at a reduced rate.

Equality Impact Assessment Toolkit (from May 2012)

Section 1: Your details

EIA lead Officer: Stuart Bellerby

Email address: stuartbellerby@wirral.gov.uk

Head of Section: Vivian Stafford

Chief Officer: Julia Hassall

Department: Children & Young People's Department

Date: 15th February 2013

Section 2: What Council proposal is being assessed?

Education Quality (Wirral School Improvement Traded Service)

Section 2b: Will this EIA be submitted to a Cabinet or Overview & Scrutiny Committee?

Yes

March 18th 2013

<http://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-2010/children-young-people>

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

- Services**
- The workforce**
- Communities**
- X **Other (Schools)**

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 4: Does the proposal have the potential to maintain or enhance the way the Council (please tick relevant boxes)

- Eliminates unlawful discrimination, harassment and victimisation
- X Advances equality of opportunity
- X Fosters good relations between groups of people

If you have ticked one or more of above, please go to section 5.

- No** (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 5:

Could the proposal have a positive or negative impact on any of the protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
All	A potential negative impact is the take up of training opportunities across the EQ offer and that institutional discrimination is inadvertently excluding any of the protected groups from attendance at the training events.	Training courses are monitored for attendance against the protected groups to ensure that any of the protected groups are not under-represented on the training courses. Training and briefings are provided for EQ Service managers to ensure they are aware of any negative impacts on protected groups that can occur through training.	Stuart Bellerby	September 2013 – March 2014	None
All	A potential positive impact is that EQ provides a range of training and professional development opportunities for school staff and governors that either focus exclusively on aspects of equal opportunity, or they are referenced through more generic topics, such as safeguarding.		Stuart Bellerby	September 2013 – March 2014	None

Section 5a: Where and how will the above actions be monitored?

Actions will be monitored by the EQ Management Board each term with a report completed in the Autumn and Summer term in the academic year.

Section 5b: If you think there is no negative impact, what is your reasoning behind this?

Section 6: What research / data / information have you used in support of this process?

Feedback and attendance analysis from training courses.
The process has been agreed with the EQ Management Board who oversee EQ.

Section 7: Are you intending to carry out any consultation with regard to this Council proposal?

Yes – already done with the EQ Management Board.

(please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 8: How will consultation take place and by when?

With EQ Management Board in the Autumn term 2012 to ensure we are compliant.

Before you complete your consultation, please email your preliminary EIA to equalitywatch@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting it's legal requirements. The EIA will be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 5. Then email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for re-publishing.