

WIRRAL COUNCIL

SCHOOLS FORUM - 27 SEPTEMBER 2011

REPORT OF INTERIM DIRECTOR OF CHILDREN'S SERVICES

SCHOOL REDUNDANCIES UPDATE

1.0 Executive Summary

1.1 This report updates the Forum on the latest redundancy costs in schools, the agreement received for capitalisation and the proposed redeployment scheme.

2.0 Redundancies

The anticipated number and costs in 2011/12 are summarised below:

	Number of Teachers	Number of Support Staff	Costs in 2011-12 £000
Primary	5.0	3.4	98
Secondary	34.9	29.5	745
Music Service	10.5	-	242
	<u>50.4</u>	<u>32.9</u>	<u>1,085</u>

The changes since the last report have arisen because of:

- the inclusion of teaching staff within the Music Service who have taken early retirement/severance in order that the service can be restructured and delivered in a more efficient and effective way.
- a number of staff have secured alternative appointments, or final decisions have been deferred by schools (there are 13 fewer teachers above than reported previously).

3.0 Capitalisation

The Department of Communities and Local Government (DCLG) approved Wirral's request to capitalise redundancy costs. The statutory redundancy costs of employees (up to £400 per week) may be capitalised. These costs are estimated to be £500,000 and a provision for this is being made within the Children and Young People's Department Capital Programme.

The Music Service statutory redundancy costs may also be capitalised.

When the current year's costs are adjusted for capitalisation they are as follows:

	Redundancy Costs	Less Capitalisation	Adjusted Cost
	£000	£000	£000
Primary	98	54	44
Secondary	745	426	319
Music Service	242	79	163
	<u>1,085</u>	<u>559</u>	<u>526</u>

Resources:

Redundancy/Lump Sum	380
Closing Schools	<u>326</u>
	<u>706</u>

4.0 Redeployment Scheme

A draft voluntary redeployment scheme has been drawn up and is being discussed with Professional Associations and Governing Bodies. The scheme would enable school vacancies to be advertised in schools subject to downsizing, prior to an external advert, giving opportunities for all staff in those schools affected to be considered.

5.0 Outlook 2012-13

The position for 2012-13 will become clearer after the January Census. At this time the indications are:

	Pupil Change	Average Pupil Funding	Amount
		£	£000
Primary School Roll	340	-	
Secondary 11 – 15 school roll	(340)	3,600	1,224
Secondary 16 – 18 school roll	(130)	4,500	585
16 – 18 Phased formula Changes			<u>1,000</u>
			<u>2,809</u>

This may equate to a net reduction of 70 teaching staff, pressure on available resources will therefore continue in 2012-13.

6.0 Recommendations

The Forum note the report and review in 12 months time.

David Armstrong
Interim Director of Childrens Services