

WIRRAL COUNCIL

WIRRAL SCHOOLS FORUM - 25th September 2012

REPORT OF THE DIRECTOR OF CHILDREN'S SERVICES

SCHOOL REDUNDANCIES – ACADEMIC YEAR 2011-12

EXECUTIVE SUMMARY

1. Redundancy Costs

- 1.1 The overall cost for redundancies in Wirral maintained schools has decreased in 2011-12 compared to 2010-11. (Appendix 1)
- 1.2 The explanation is that a number of schools have made significant staffing reductions in the previous academic year and have managed further staffing reduction through effective workforce planning and voluntary measures.

2. Support Staff in Maintained Schools

- 2.1 There has been a significant increase in the number of support staff subject to voluntary or compulsory redundancy. (Appendix 1)
- 2.2 The explanation for the increase is a number of schools did not make the same level of staffing reduction in the support staff area in the last academic year. In addition there has been a number of fixed term contracts which have not been renewed by schools and re-organisation of an afterschool club by the governing body.
- 2.3 The total number of support staff subject to voluntary or compulsory redundancy in maintained schools was 55, compared to 30 staff in the previous academic year

3. Teachers in Maintained Schools

- 3.1 There has been a decrease in the level of teachers subject to voluntary or compulsory redundancy (Appendix 1)
- 3.2 The explanation for the reduction in the number of staff is that, a number of schools made significant staffing teaching reductions in the previous academic year and have managed further staffing reduction through effective workforce planning and voluntary measures.
- 3.3 The total number of teaching staff subject to voluntary or compulsory redundancy in maintained schools was 17, compared to 42 in the previous academic year

4. Academies

- 4.1 Two academies made a number of voluntary and compulsory redundancies across both teacher and support staff. (appendix 1)
- 4.2 The total number of staff made redundant in those schools totalled 21 staff, a slight increase from 15 staff in the last academic year.

5. Projection on Redundancy Costs

5.1 It is anticipated that the costs of redundancy will continue to rise in the future. This is due to

- The continued reduction in pupil numbers in the secondary sector
- The significant changes in school funding formula including 6th form and SEN
- No increase in school budgets – reduction in real terms
- Potential changes to School Curriculum requirements

5.2 From April 2013 it will not be possible for the Schools Forum to ‘ring fence’ monies to support the cost school redundancies. The current amount allocated to school redundancies in the LA budget is £378k. An additional £265K is also allocated from the schools closure budget as agreed by Schools Forum last year.

RECOMMENDATIONS

1. To note the contents of the report .

Julia Hassall
Acting Director of Children’s Services

School Redundancy – Summary Sheet

Appendix 1

Cost of School Redundancies in Maintained Schools

| | LA | School | Total |
|-------------------|-------------|---------------|--------------|
| 2010- 11 | £810,673.66 | | £810,673.66 |
| 2011-12 | £409,113.05 | £130,152.75 | £539,265.80 |
| Difference | | | £271,407.86 |

Number of School/Academy staff subject to Redundancy

| Total Number of Staff | | |
|------------------------------|----------------|----------------|
| | 2010-11 | 2011-12 |
| Maintained Schools | 72 | 72 |
| Academies | 15 | 21 |
| Total | 87 | 93 |

MAINTAINED SCHOOLS

| | 2010-11 (6 Maintained schools) | 2011-12 (12 Maintained Schools) |
|----------------------|---|---|
| Support staff | | |
| Voluntary | 6 | 22 |
| Compulsory | 24 (9 End FTC) | 33 |
| Total | 30 | 55 |
| <hr/> | | |
| | 2010-11 (12 Maintained Schools) | 2011-12 (5 Maintained Schools) |
| Teachers | | |
| Voluntary | 27 | 14 |
| Compulsory | 15 (6 End FTC) | 3 |
| Total | 42 | 17 |

ACADEMIES

| | 2010-11 (2 Academies) | 2011-12 (2 Academies) |
|----------------------|---------------------------------|---------------------------------|
| Teachers | | |
| Voluntary | 7 | 1 |
| Compulsory | 1 | 9 |
| | 8 | 10 |
| <hr/> | | |
| | 2010-11 (1 Academy) | 2011-12 (1 Academy) |
| Support staff | | |
| Voluntary | 7 | 9 |
| Compulsory | 0 | 2 |
| | 7 | 11 |