

MTRP Budget Proposal – 2020/21 to 2022/23

Service Area	Education Services		
Proposal Title	Education Welfare Service Savings Proposals		
Summary Description, Delivery Arrangements and Timescales	The service area has no further non-staff budget savings to consider. As a result, savings can only be acquired from the removal of staff posts. This proposal describes the options for staff saving costs equating to £66k for 2020/21.		
Decision Point (Please tick appropriate box)	Head of Service		Cabinet <input checked="" type="checkbox"/>

Public Consultation Required (Please tick appropriate box)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
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PART ONE

Net Savings (£000's)	2020/21 (£'000)	2021/22 (£'000)	2022/23 (£'000)
	66		
One-Off Implementation Costs (£000's)			
	2020/21 (£'000)	2021/22 (£'000)	2022/23 (£'000)
Revenue – Redundancy/Pension	50		
Revenue – Other			
Capital – Building related			
Capital – Other			
Implementation Cost - Total	50		

Impact on FTE Count	Educational Welfare Officer Team: 8.34 FTE potentially reducing to between 7.09 - 6.2 FTE All posts are currently filled with no vacant posts available to be deleted
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Does this proposal require an FEIA	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
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and/or WFG Act assessment? (Please tick appropriate box)				
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PART TWO

Options Considered
<p>There are no other options available within the Education Welfare Service other than to make savings linked to staff reductions. Without the Education Welfare Service making a significant saving, there will be exacerbated pressure on other central education services. Consideration has been given to posts which will have the least impact overall.</p> <p>Option 1 Deleting 1 x FTE Educational Welfare Officer (EWO) and reducing the working weeks of 8 remaining EWO posts to term time only: This proposal would delete 1 existing EWO post. In addition, it is also proposed to reduce the number of weeks worked by the remaining EWOs so that these only cover the 39 school weeks. The deletion of this post is likely to impact on the local authority's rate of primary and secondary attendance EWOs play a pivotal part in ensuring that the culture of poor attendance is avoided within families. EWOs support schools with attendance issues and attend home visits, providing welfare checks to pupils with poor rates of attendance and those who are home educated. EWOs work with families extends beyond the school day and their support continues during school holiday periods. At present the EWO Team consists of 1 Senior EWO (0.89 FTE) and 8 x EWOs (7.45 FTE). This proposal would reduce the team to 1 Senior EWO (0.89 FTE) and 7 EWOs (6.2 FTE). In light of this budget saving proposal, the Education Welfare Team would continue to work across all schools, but focus on pupils with a higher rate of non-attendance. In addition, no EWO lateral checks, safeguarding visits or support would be available for 13 weeks of the year. This option would result in a cost saving of £30,459.</p> <p>Option 2 Deleting 2 x FTE EWO posts and reducing the working weeks of 7 remaining EWO posts to term time only: This proposal would delete 2 existing EWO posts. In addition, it is also proposed to reduce the number of weeks worked by the remaining EWOs so that these only cover the 39 school weeks. The reduction in number of EWOs combined with a reduction in working weeks will have a significant impact on the local authority's rate of primary and secondary attendance and the increased rate of persistent absence of pupils. All schools would no longer receive individual timetabled support as this would primarily be allocated to pupils in schools with the lowest rates of attendance. Welfare checks on pupils with poor rates of attendance and those who are home educated would also be reduced. This proposal would reduce the team to 1 Senior EWO (0.89 FTE) and 6 EWO's (5.31 FTE) and result in no EWO lateral checks, safeguarding visits or support for 13 weeks of the year. This option would result in a cost saving of £65,771</p>
Recommended Option
<p>In order to make balanced savings and minimise the impact on attendance and safeguarding arrangements, option 2 would be recommended.</p>

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Specific Links with Wellbeing of Future Generations (WFG) Act

Integration – This proposal is not supportive of improving educational attainment or supporting pupils disadvantaged by poverty. However, adding additional funding pressure to other service areas also puts council wide services at further risk, particularly those services which are aligned to vulnerable groups.

Long Term & Prevention – The council must achieve a balanced budget and maintain the best service for its customers. Customers are wider than those in schools alone. This budget proposal prevents a further, disproportionate funding reduction to wider council services.

Collaboration - This proposal does not aid greater collaboration. In the case of the removal of EWO's it requires more support and independence from school based staff.

Involvement – All budget proposals will be consulted upon. Key stakeholders linked to this proposal include Chairs of Governors, Head teachers, Trade Unions, parents, pupils, Schools Forum and Newport City Council staff.

Fairness and Equality Impact Assessment

Yes

For internal use:

<i>Unique reference number</i>	EDU2021/01
<i>Activity Code</i>	EDU10