

MEDIUM-TERM FINANCIAL PLAN
SAVING PROPOSAL- BUDGET IMPACT ASSESSMENT

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| DIRECTORATE: REF EE21 | EDUCATION AND CORPORATE SERVICES |
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| SERVICE AREA: | SCHOOL IMPROVEMENT |
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1. GENERAL INFORMATION

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| SAVING PROPOSAL TITLE: | School Improvement - Funding allocated to support schools in difficulty. No schools in a statutory category since beginning of 2023. |
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| BUDGET AREA: | SCHOOL IMPROVEMENT |
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| TOTAL BUDGET FOR THIS AREA: | £158,501 |
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| TOTAL SAVING: | £20,000 |
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| PLEASE PROVIDE A BRIEF DESCRIPTION OF HOW THE SAVING CAN BE ACHIEVED: |
| <p>The proposal is to reduce the school improvement budget by £20,000. This budget is allocated to support schools in difficulty and was maximised following covid when a high percentage of schools were in need of support, culminating in three schools going into a statutory category in autumn 2022. Since the beginning of 2023, no schools have been judged to be in need of a statutory categorisation and, therefore, the support to schools can be decreased. Also, an additional post for school improvement has been appointed and can provide support directly.</p> |

2. PUBLIC IMPACT ANALYSIS

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| PLEASE DESCRIBE YOUR PLANS TO MITIGATE THE IMPACT UPON THE PUBLIC (where possible): |
| <p>Consider the 5 ways of working think about the <i>long-term</i> implications for future generations and <i>preventative services</i> while recognising that savings now will secure future services. NB* IT IS IMPORTANT TO RECOGNISE THE SIGNIFICANT FINANCIAL CHALLENGE FACING THE COUNCIL.</p> |
| <p>Long-term guidance: Consider the importance of balancing short-term needs with the need to safeguard the ability to meet long-term needs, including the future financial sustainability of the Council.</p> |
| <p>Minimal impact on the learners as support is applied to the permanent post instead of through direct funding.</p> |

Prevention guidance: Consider whether the proposed saving is affecting a preventative area that reduces future burdens and supports well-being and how this can be mitigated if the service reduces, or ceases.

Does not affect.

STATUTORY ASSESSMENTS

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| DOES THE PROPOSAL HAVE THE POTENTIAL TO IMPACT MORE GREATLY ON PEOPLE WITH PROTECTED CHARACTERISTICS ? (Please tick) (Reminder- AGE, DISABILITY, GENDER REASSIGNMENT, MARRIAGE or CIVIL PARTNERSHIP, PREGNANCY AND MATERNITY, RACE, RELIGION or BELIEF, SEX, SEXUAL ORIENTATION) | | No |
| DOES THE PROPOSAL IMPACT ON PEOPLE WHO FACE SOCIO-ECONOMIC DISADVANTAGE ? (Please tick) (Reminder- LOW INCOME/INCOME POVERTY, LOW WEALTH/OR NO WEALTH, MATERIAL DEPRIVATION, AREA DEPRIVATION, SOCIO-ECONOMIC BACKGROUND, and CUMULATIVE IMPACT OF THEM) | | No |
| DOES THE PROPOSAL HAVE AN IMPACT ON THE WELSH LANGUAGE ? (Please tick) (Reminder- OPPORTUNITIES TO USE THE LANGUAGE, PROMOTE THE LANGUAGE and/or TREATING THE WELSH LANGUAGE LESS FAVOURABLY THAN THE ENGLISH LANGUAGE) | | No |

NB * If you answered 'yes' to the any of the above, please complete an Integrated Impact Assessment (IIA). For further advice and guidance please see the [Integrated Impact Assessment](#) page on the Intranet. This Budget Impact Assessment, or an IIA, if relevant, must be submitted to be included as hyperlinks to all decision reports related to the proposed savings. **IAs are NOT required for nil public impact proposals.**

PLEASE DETAIL ANY CONSULTATION THAT HAS BEEN UNDERTAKEN IN CONSIDERING THIS PROPOSAL. Summarise any feedback received.

Consider the 5 ways of working, in particular, *involvement*.

Involvement: Consider whether you have involved people who have an interest in the service area, including service users and potential service users.

- Ongoing dialogue with EAS senior leaders regarding allocation of support.
- Regular discussion at wider group meetings to encourage consistency across the borough.
- Discussion with Education Senior Management Team; Corporate Management Team; / Cabinet Member for Education.

IS FURTHER CONSULTATION REQUIRED BEFORE THIS PROPOSAL CAN BE IMPLEMENTED?

No

NB* Please seek guidance from the [Insights and Intelligence Team](#), who can advise on whether a formal consultation is required and adherence to the Gunning Principles.

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| TAKING ACCOUNT OF THE ABOVE, THE IMPACT RATING DEFINITIONS, AND THE MITIGATION YOU ARE PLANNING, PLEASE INDICATE THE PUBLIC IMPACT RATING APPLICABLE TO THIS SAVING PROPOSAL (please tick): | | | | |
| NIL IMPACT | MINOR IMPACT | MODERATE IMPACT | SIGNIFICANT IMPACT | CRITICAL IMPACT |
| NIL | | | | |

3. ORGANISATIONAL IMPACT ANALYSIS

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| <p>PLEASE DESCRIBE YOUR PLANS TO MITIGATE THE IMPACT UPON THE ORGANISATION (where possible) :</p> <p>e.g. gradual reduction in service, alternative delivery models, managing demand, more efficient use of assets, income generation, transferrable skills of staff, commercialisation of the service etc.</p> <p>In addition, consider the 5 ways of working, in particular, acting in <i>collaboration</i> with other service areas or partners.</p> <p>Collaboration guidance: Acting in collaboration with any other service or partner to meet objectives where they may be able to deliver a broadly equivalent service.</p> <p>No significant impact on the organisation. The school improvement officer will be required to undertake some support work as detailed in the job description.</p> |
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| PLEASE DESCRIBE YOUR PLANS TO MITIGATE THE IMPACT UPON MEMBERS OF STAFF: |
| No concerns around the reduction of staff. |

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| NUMBER OF FULL-TIME EQUIVALENT (FTE) STAFF IN THE PROJECT: | |
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| NUMBER OF POSTS IN THE PROJECT: (Reminder- PLEASE ENSURE YOU HAVE SOUGHT THE ADVICE OF PEOPLE SERVICES IN HOW TO MANAGE ANY STAFFING CHANGES) | |
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| PLEASE SPECIFY HOW THIS WILL BE MANAGED: | HOW MANY POSTS? |
| POST(S) ALREADY VACANT: | |

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| VOLUNTARY SEVERANCE: | |
| RETIREMENT: | |
| REDEPLOYMENT: | |
| REDUNDANCY: | |

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| PLEASE PROVIDE DETAILS OF WHEN THIS WILL BE IMPLEMENTED: | |
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| WILL THE PROPOSED SAVING HAVE AN IMPACT ON NOTHER DIRECTORATE, SERVICE AREA OR TEAM WITHIN THE COUNCIL? (please tick) | | No |
| WILL THE PROPOSED SAVING HAVE AN IMPACT ON ANOTHER PUBLIC SECTOR PARTNER, OR VOLUNTARY SECTOR PARTNER? (please tick) | | No |

If yes to either of the above, please consider the 5 ways of working, in particular *integration*.

PLEASE DESCRIBE HOW THE SAVING CAN BE ACHIEVED IN A WAY THAT WILL MITGATE THE IMPACT ON OTHER SERVICE AREAS OR PARTNERS (**where possible**)

Integration guidance: Consider how the proposal will impact on other service areas, or partners, and their ability to meet their objectives, recognising that the savings requirement on the Council may override some concerns.

| TAKING ACCOUNT OF THE ABOVE, THE IMPACT RATING DEFINITIONS, AND THE MITIGATION YOU ARE PLANNING, PLEASE INDICATE THE ORGANISATIONAL IMPACT RATING APPLICABLE TO THIS SAVING PROPOSAL (please tick): | | | | |
|--|--------------|-----------------|--------------------|-----------------|
| NIL IMPACT | MINOR IMPACT | MODERATE IMPACT | SIGNIFICANT IMPACT | CRITICAL IMPACT |
| NIL | | | | |

4. LINKS TO POLICY AND CORPORATE OBJECTIVES

DOES THE SAVINGS PROPOSAL LINK TO ANY OF THE FOLLOWING?

| POLICY AREA | WHAT IS THE LINK? |
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| CORPORATE PLAN and WELL-BEING OBJECTIVES (please state which objectives) | Improving educational outcomes for all. Minimal impact. |
| STATUTORY DUTIES | |
| WELSH GOVERNMENT GUIDANCE or STRATEGY | |

5. OTHER RISK(S) AND SENSITIVITIES

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| | | No |
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| PLEASE DESCRIBE ANY RELEVANT INFORMATION (Risks and Sensitivities) WHICH YOU FEEL HAS NOT BEEN CAPTURED. |
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HEAD OF SERVICE:Keri Cole

DATE OF COMPLETION:22.12.23