

NORTH LINCOLNSHIRE COUNCIL

CORPORATE SERVICES CABINET MEMBER

STAFFING ARRANGEMENTS FOR STUDY UNITED AND STUDY HESLAM

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To seek approval to establish new posts at Study United and Study Heslam.

2. BACKGROUND INFORMATION

- 2.1 'Playing for Success' is part of the Government's National Framework for Study Support. This national government initiative provides funding from the Department of Children, Schools and Families (DCSF), in joint partnership between local authorities (LAs) and professional sports clubs. The project aims to use the vehicle of sport and the physical environment of the stadia to provide an innovative and highly exciting location for learning. Both the programmes of study and the environment are designed to raise pupils' attainment, motivation, confidence and self-esteem.
- 2.2 North Lincolnshire hosts two 'Playing for Success' study support centres in the authority which are highly successful and acknowledged by the DCSF as a leading centres in terms of innovation. A number of programmes are delivered to a diverse range of learners. These include: out of school hours learning; pre Not in Education, Employment or Training (NEET) intervention programmes; Extended Services provision; family learning; GCSE/BTEC support; personalised learning/accreditation for students requiring alternative provision and specific intervention programmes for vulnerable learners targeted as requiring additional support, e.g. children in care, autistic learners, disengaged etc.
- 2.3 Provision is offered to all schools throughout North Lincolnshire and over 1000 children and young people per year access a range of learning programmes at the centres.
- 2.4 Demand for the provision is increasing and consultation demonstrates the need to increase staffing levels at the centres. Both the posts are externally funded, but have warranted new job descriptions and evaluations.
- 2.5 **New Post - Driver/Mentor** – this post traditionally has been based on

North Lincolnshire Council casual employment but as the centre has expanded, the regularity and responsibilities of the post have stabilised and we would now like to recruit a Driver/Mentor Grade 4 based on 16 hours per week for a fixed term until 31 March 2010 commencing as soon as possible (subject to Cabinet Member approval).

New Post - Learning Coach – a fixed term post is required as soon as possible and until 31 March 2010 to deliver specific personalised learning and pre NEET projects at KS3 and 4. The post will be funded by European Social Funding (ESF) and income from schools (subject to Cabinet Member approval).

The duties required by the posts are based on recently completed job descriptions and have been evaluated.

3. OPTIONS FOR CONSIDERATION

- 3.1 Accept the proposal and enable the posts to be established.
- 3.2 Reject the proposal.

4. ANALYSIS OF OPTIONS

- 4.1 Accepting the proposal will enable the Centre to maintain the high quality and sustainable provision and meet the demand to support learners who benefit from the programmes offered.
- 4.2 Rejecting the proposal will result in the continuation of one casual contract and limits being placed on the learning programmes offered by the centres.

5. RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT)

5.1 Financial

- 5.1.1 **Driver/Support Worker** - Mid Point Grade 4 £15,034 pro rata plus on-costs at 29.5 % (16 hours per week, term time only, mid point salary including on-costs = **£6314 per annum**).
- 5.1.2 **Learning Coach** - Mid Point Teaching Staff Salary Scale £25,384 pro rata plus on-costs at 21.3% (26 hours per week, term time only, actual salary including on-costs = **£21,636 per annum**).
- 5.1.3 **Total Salary Costs = £27,950 (mid point salaries including on-costs).**
- 5.1.4 Funding for the new posts will be met from the combination of the following:
 - £17,000 – European Social Fund NEET Fund
 - £10,950 Income from 'Reaching for Success' Project for personalised learning / alternative provision

Total - £27,950

There is no additional cost to the council.

5.2 Staffing

5.2.1 There are no further staffing implications other than those already detailed in the report.

5.3 Property

5.3.1 There are no property implications.

5.4 IT

5.4.1 There are no IT implications.

6. OTHER IMPLICATIONS (STATUTORY, ENVIRONMENTAL, DIVERSITY, SECTION 17 – CRIME AND DISORDER, RISK AND OTHER)

6.1 There are no environmental or other implications.

7. OUTCOMES OF CONSULTATION

7.1 Ongoing consultation acknowledges a demand for study support activities in North Lincolnshire. Based on current staffing structure, the centres at Glanford Park and Heslam Park are running at capacity and proving to be sustainable based on current income.

7.2 Trade Unions have been consulted and no adverse comments have been received.

8. RECOMMENDATIONS

8.1 That the Cabinet Member approves the establishment of the posts detailed in the report.

SERVICE DIRECTOR LEARNING, SCHOOLS AND COMMUNITIES

Hewson House
BRIGG
North Lincolnshire
DN20 8XJ
Author: Jane Laws
Date: 29 December 2008

Background Papers used in the preparation of this report: None