

NORTH LINCOLNSHIRE COUNCIL

CHILDREN'S SERVICES CABINET MEMBER

ADULT EDUCATION STAFFING REVIEW

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 The Adult Education Service is seeking to develop the support for learners with additional needs through the appointment of Learning Support Assistants

2. BACKGROUND INFORMATION

- 2.1 The service receives funding from the Learning and Skills Council (LSC) to support learners with additional needs on accredited courses. The service currently uses this funding to provide additional tutors in delivering 1:1 support in the classroom. It will be more cost effective and a better use of tutor resources if this role were delivered through peripatetic Learning Support Assistants.
- 2.2 The value of peripatetic support would be in the flexibility of where and when such support may be required and in the administrative support they could give to centres at critical times of the year, i.e. enrolment. Appointment to these positions would be based on a job description for Teaching Assistants in schools.
- 2.3 The job description has been evaluated under the council's job evaluation scheme at Grade 4.

3. OPTIONS FOR CONSIDERATION

- 3.1 There are only two options available. These are:
- Accept the proposal
 - Reject the proposal

4. ANALYSIS OF OPTIONS

- 4.1 Accepting the proposal would ensure that support for learners would be enhanced.

4.2 Rejecting the proposal would mean that only the current level of provision could be provided.

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

5.1 Staffing

2, 0.5 Learning Support Assistants grade 4– mid point with on-costs of 29.5% = £19004

1, 0.5, 40 weeks/yr Learning Support Assistant grade 4– mid point with on-costs of 29.5% = £7309

5.2 Financial

| Post | Cost (based on mid-point of salary scales) |
|---|---|
| <i>2, 0.5 Learning Support Assistants</i> | <i>£19004</i> |
| <i>1, 0.5 Learning Support Assistant (40 weeks)</i> | <i>£7309</i> |
| Total | £26313 |

The costs of the Learning Support Assistants will be covered by the Additional Learner Support Funding received from the LSC. For academic year 2007/8, this amounted to £21,433 and has been used to cover the costs of extra tutors supporting learners with additional needs in the classroom. Based on a grade a tutor at the mid-point on the salary scale the funding would provide for 631 hours support. A Learning Support Assistant on £19004/annum would enable the Service to provide up to 1702 hours support. Following a request for increased Additional Learner Support Funding the LSC have increased funding to £40,000 for the academic year 2008/09. This will enable the service to provide learning support in a flexible manner and also to meet specialist needs where required, particularly in the support for learners with learning difficulties and/or disabilities.

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

6.1 There are no other implications arising from these proposals.

7. OUTCOMES OF CONSULTATION

7.1 The University Colleges Union (UCU) has been consulted through the Service's regular liaison meetings. Other Unions have been consulted and no adverse comments have been received.

8. RECOMMENDATIONS

8.1 That the establishment of three posts of Learning Support Assistant in the Adult Education Service, as outlined in paragraph 2 of this report, be endorsed.

- 8.2 That the report be forwarded to the Corporate Services Cabinet Member for approval.

SERVICE DIRECTOR LEARNING, SCHOOLS AND COMMUNITIES

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Background Papers used in the preparation of this report: Nil