

**Schools Forum – 18<sup>th</sup> March 2008**

**Report of the Director of Children's Services**

**Standard Operating Procedure – Redundancies in Schools**

**Purpose of Report**

1. The purpose of this report is to update Schools Forum on the revised Standard Operating Procedure for redundancies in schools.

**Budget Working Group Discussed**

2. No.

**Action for Schools Forum**

3. To consider the revised Standard Operating Procedure for redundancies in schools.

**Attachments to Report**

4. Appendix 1 – Standard Operating Procedure for redundancies in schools

**Schools Forum – 18<sup>th</sup> March 2008**

**Report of the Director of Children's Services**

**Standard Operating Procedure – Redundancies in Schools**

**Purpose of Report**

1. To consult with the Schools Forum regarding the revised Standard Operating Procedure for the Funding of Schools' Redundancies.

**Background**

2. In October of 2005, Schools Forum approved a Standard Operating Procedure (SOP) relating to the Funding of Schools' Redundancies.

Given the increasing financial challenges facing schools and the Directorate, it was considered an appropriate time to review, to bring clarity in a number of areas.

**THE ESSENCE OF THE CHANGES**

3. The revised SOP seeks to:
  - 3.1 categorise the circumstances in which redundancy situations arise;
  - 3.2 indicate which categories are likely to attract LA funding;
  - 3.3 give clarity to the criteria that will influence the decision regarding funding;
  - 3.4 provide information intended to protect schools from claims of unfair selection for redundancy; and
  - 3.5 give an overview of the Administrative Procedure (D-24) for making redundancies

**Finance**

4. Funding for redundancies will be from:
  - a top-slice of the Dedicated Schools Grant;
  - accumulated year-end under spend of the Dedicated Schools Grant; and
  - residual reserves and balances which arise from the closure of schools or the claw back in accordance with the LMS scheme of financing;
  - the local authority budget allocated to the Director of Children's Services which lies outside the DSG.

5. The funding of schools is prescribed by the DCSF through the School Finance (Amendment) (England) Regulations 2008.
6. Schools Forums are regulated by the School Forums Regulations 2002 as already amended by the Schools Forums (Amendment) Regulations 2004 the Schools Forums (Amendment) 2005 Regulations and the Schools Forums (Amendment) 2008 Regulations.
7. From 1<sup>st</sup> April 2006, the Schools Budget will be funded by a direct DCSF grant: Dedicated School Grant (DSG).

### **Law**

8. Councils' LMS Schemes are made under Section 48 of the School Standards and Framework Act 1998. The Education Acts 1996 and 2002 also have provisions relating to school funding.

### **Equality Impact**

9. The Council's Equal Opportunities Policy is taken into account when considering the allocation of resources.

### **Recommendation**

10. It is recommended that Schools Forum support the application of the revised Standard Operating Procedure for the Funding of Redundancies in schools, attached at Appendix 1.



**John Freeman**

**Director of Children's Services**

Contact Officer:

Lisa Morgan Danks exn 3848