

EDUCATION, YOUNG PEOPLE & THE WELSH LANGUAGE SCRUTINY COMMITTEE
23rd January 2023
Efficiency Summary

| Proposals | | | | | | | | | | | | | | | | |
|--------------------|-------------------|--------------|--------------|---------------|----------------------------------|--------------|--------------|--------------|-----------------------------|--------------|--------------|--------------|------------------------|--------------|--------------|---------------|
| | MANAGERIAL | | | | EXISTING POLICY PROPOSALS | | | | NEW POLICY PROPOSALS | | | | TOTAL PROPOSALS | | | |
| | £'000 | £'000 | £'000 | £'000 | £'000 | £'000 | £'000 | £'000 | £'000 | £'000 | £'000 | £'000 | £'000 | £'000 | £'000 | £'000 |
| Chief Executive | 718 | 344 | 10 | 1,072 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 718 | 344 | 10 | 1,072 |
| Education | 1,048 | 75 | 55 | 1,178 | 0 | 0 | 402 | 402 | 175 | 0 | 0 | 175 | 1,223 | 75 | 457 | 1,755 |
| Schools Delegated | 0 | 0 | 0 | 0 | 0 | 200 | 550 | 750 | 2,700 | 300 | 200 | 3,200 | 2,700 | 500 | 750 | 3,950 |
| Corporate Services | 325 | 125 | 0 | 450 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 325 | 125 | 0 | 450 |
| Communities | 2,637 | 2,650 | 2,246 | 7,533 | 0 | 0 | 0 | 0 | 75 | 155 | 89 | 319 | 2,712 | 2,805 | 2,335 | 7,852 |
| Environment | 1,408 | 447 | 444 | 2,299 | 0 | 0 | 0 | 0 | 291 | 88 | 0 | 379 | 1,699 | 535 | 444 | 2,678 |
| | 6,136 | 3,641 | 2,755 | 12,532 | 0 | 200 | 952 | 1,152 | 3,241 | 543 | 289 | 4,073 | 9,377 | 4,384 | 3,996 | 17,757 |

| DEPARTMENT | 2022/23 Budget | FACT FILE | 2023/24 Proposed | 2024/25 Proposed | 2025/26 Proposed | Total | EFFICIENCY DESCRIPTION |
|------------|----------------|-----------|------------------|------------------|------------------|-------|------------------------|
| | £'000 | | £'000 | £'000 | £'000 | £'000 | |

Education & Children

Director & Management Team

| | | | | | | | |
|---|-------------------------|--|------------|-----------|-----------|------------|--|
| Departmental - cross cutting | various across the dept | Cross-departmental support costs including administration, financial processing, & premises management | 0 | 75 | 55 | 130 | Reprofiled to allow implementation of programme due to link with school rationalisation/federations - therefore dependent upon member discussions/workshops. Root & branch review of support services across the Department in order to realise savings and increase flexibility |
| Departmental - cross cutting | various across the dept | Cross-departmental support costs including administration, financial processing, & premises management | 225 | 0 | 0 | 225 | BWOW, post covid, online conferences, travel |
| Total Director & Management Team | | | 225 | 75 | 55 | 355 | |

Education Services

| | | | | | | | |
|---|--------------------|--|------------|----------|----------|------------|--|
| School based Early Voluntary Retirement / redundancy (funded centrally) | 176 | Schools are currently provided with budget to fund Teaching Assistants (TAs) for pupils with a statement of educational need. If the pupil moves school, the TA can be redundant as they have been employed by a specific school. | 50 | 0 | 0 | 50 | Schools have been asked to communicate with the LA any projected redundancies. The Change Review Panel, will work closely with schools in an effort to re-deploy staff, thus avoiding any avoidable redundancy costs. |
| School Redundancies | 2,133 | The majority of this budget relates to ongoing pension costs from past decisions leaving only £100k to meet pension costs. Schools will be charged the redundancy element of new demands as schools need to downsize because of pupil numbers or school rationalisations. | 100 | 0 | 0 | 100 | Transfer responsibilities for redundancy costs to schools (Dept to pick up pension strain costs). |
| Early Years Non-Maintained | 100 (grant funded) | The service provides support for our 30 non-maintained settings, focussing on ensuring a good start for all early years children attending settings. Leadership support is provided, including monitoring and evaluation to ensure that learning experiences meet the need of all children. Professional learning is delivered, working alongside 'Early Years' officers and school based practitioners. | 50 | 0 | 0 | 50 | We aim to maximise the service delivery to the providers for this age group, reflecting on the roles and responsibilities across the Education and children's services department and amending the service where applicable. This will result in a change to the way that we deliver support. All grants will continue to be maximised, relieving pressures on core budgets. |
| Total Education Services | | | 200 | 0 | 0 | 200 | |

School Improvement

| | | | | | | | |
|------------------------------------|-----|---|------------|----------|----------|------------|---|
| School Improvement -Partneriaeth 1 | 73 | Partneriaeth contributes to the range of support, intervention and professional development activities led by our Education Support Advisors' Team. We work in close partnership with two neighbouring Local Authorities (Pembrokeshire & Swansea). This 'regional alliance' supports our school improvement services to implement effective support strategies across a wide range of specific areas of focus, for example curriculum provision and leadership development. Local, regional and national priorities, as outlined by Welsh Government within the 'National Model for Regional Working' (WG Guidance 126/2014, February 2014) and 'Education in Wales - Our National Mission' are supported in full. Partneriaeth are paid a contribution that has been funded from core budget to date. | 73 | 0 | 0 | 73 | To fund contribution to Partneriaeth via grants or negotiate a reduced / nil level of core funding. |
| School Improvement -Partneriaeth 2 | N/A | | 200 | | | 200 | On top of original £73k proposal. Reduced activities provided by Partneriaeth and deliver them by utilising the regional grant locally. |
| Total School Improvement | | | 273 | 0 | 0 | 273 | |

| DEPARTMENT | 2022/23 Budget | FACT FILE | 2023/24 Proposed | 2024/25 Proposed | 2025/26 Proposed | Total | EFFICIENCY DESCRIPTION |
|---|----------------|--|------------------|------------------|------------------|------------|--|
| | £'000 | | £'000 | £'000 | £'000 | £'000 | |
| Curriculum & Wellbeing | | | | | | | |
| Youth Support Service | 586 | Carmarthenshire Youth Support Service was established on 1/1/16 bringing together the Carmarthenshire Youth Service and the Carmarthenshire Youth Offending Service under a single integrated management structure. The Youth Support Service allows for the development of a more holistic approach to the delivery of the youth support services across Carmarthenshire. The service retains the statutory functions of the Youth Justice Team; promotes the ethos of working together to deliver targeted support and retains elements of direct universal youth work provision. Includes Youth Work Strategy Grant, YE&P Framework Grant, YJB YOT Partnership Grant, Promoting Positive Engagement Grant, Dyfed Powys Police & Crime Commissioner. Key responsibilities under Participation include the Children & Young People's Participation Strategy, support for Carmarthenshire Youth Council, support for School Councils, participation of vulnerable groups including the Junior Local Safeguarding Children's Board and Children's Rights. | 100 | 0 | 0 | 100 | Reconsideration not to proceed with a new post, keeping two p/time posts vacant (total =1.1FTE), reducing general expenditure, photocopying and transport. |
| Total Curriculum & Wellbeing | | | 100 | 0 | 0 | 100 | |
| Education & Children Total | | | 798 | 75 | 55 | 928 | |
| MANAGERIAL Total | | | 798 | 75 | 55 | 928 | |

| DEPARTMENT | 2022/23 Budget | FACT FILE | 2023/24 Proposed | 2024/25 Proposed | 2025/26 Proposed | Total | EFFICIENCY DESCRIPTION |
|------------|----------------|-----------|------------------|------------------|------------------|-------|------------------------|
| | £'000 | | £'000 | £'001 | £'000 | £'000 | |

Education & Children

| | | | | | | | |
|--|--------|---|---|---|-----|-----|---|
| School Improvement | 1,484 | The Council is obliged to employ a notional number of officers to provide a School Improvement Service to meet the needs of our schools. With a reduced number of schools it is possible to review this notional figure. | 0 | 0 | 122 | 122 | Reprofiled due to direct link to review of MEP. Reduction in School Challenge Advisor levels equivalent to 1 FTE on the basis that the school rationalisation programme is progressed - dependent upon member discussions/workshops |
| Departmental - across Education Services | 17,295 | The majority of the Services' budgets are for the support, administration and management of the schools - School improvement, Grant support, Data, Admissions, School Meals, Music Service, ALN, safeguarding to name a few | 0 | 0 | 280 | 280 | Reprofiled due to direct link to review of MEP. Rationalising of Primary Schools will reduce the level of support required. The savings would actually be managerial as service provision would not be reduced, however it is a policy decision that would enable this efficiency to be delivered. As with other linked savings, it is dependent upon member discussions/workshops. |

Education & Children Total

0 0 402 402

Schools Delegated Budget

| | | | | | | | |
|---------------------------------|--------|--|---|-----|-----|-----|---|
| Primary School Delegated Budget | 67,171 | We have a statutory duty to ensure that there are sufficient primary and secondary schools in Carmarthenshire. This may involve opening new schools or adding places to existing schools where extra capacity is required. It may also mean reducing in size or closing schools with surplus accommodation. The challenge for the Council in attempting to secure value for money is to provide the right number of places in the right locations, to secure efficient and effective education for the pupils in its area. We have the second highest number of primary schools in Wales (94 Primary schools) and sustaining this number of schools provides many challenges including; recruitment and retention of staff, securing sustainable leadership, ensuring adequate funding to meet the needs of all learners and maintaining the school buildings. | 0 | 200 | 550 | 750 | We are proposing to review our primary schools' footprint, especially those unable to sustain effective staffing structures due to low pupil numbers and those that are disproportionately expensive to operate. Through carefully selected remodelling, strategically driven school federations and investment in sustainable settings the primary school estate could be reduced. The need to move to a more effective and efficient model is imperative and could improve the financial stability of the remaining schools and reduce demands on a range of County Council services e.g., Finance, HR, catering, cleaning. |
|---------------------------------|--------|--|---|-----|-----|-----|---|

Schools Delegated Budget Total

0 200 550 750

EXISTING POLICY Total

0 200 952 1,152

| DEPARTMENT | 2022/23 Budget | FACT FILE | 2023/24 Proposed | 2024/25 Proposed | 2025/26 Proposed | Total | EFFICIENCY DESCRIPTION |
|------------|----------------|-----------|------------------|------------------|------------------|-------|------------------------|
| | £'000 | | £'000 | £'000 | £'000 | £'000 | |

Education & Children

| | | | | | | | |
|------------------------|-----|--|-----|---|---|-----|---|
| School Music Service | 333 | Carmarthenshire Music Service provides weekly tuition to around 5000 children and young people across Carmarthenshire. With the introduction of the new Curriculum for Wales, the music service will evolve to deliver, engage, motivate and encourage learners to develop their creative skills. | 75 | 0 | 0 | 75 | We propose to look at all options to reduce costs including staffing and not appointing to vacant positions. We will review the skill set and balance required between staffing who hold qualified teacher status, paid on school teacher's pay and conditions, and those employed on a 'tutor' basis, aiming to meet the needs of schools efficiently. |
| Youth Support Services | 586 | The Youth Support Service provides a range of statutory and non-statutory functions to meet the needs of Carmarthenshire's children and young people. The service offers support from universal youth support e.g. Youth Clubs, through to specialist interventions supporting children and young people with complex needs. This incorporates School-based Youth Work; Youth Justice and Post 16 provision. | 100 | 0 | 0 | 100 | £16k reduction in youth club support (will try to replace with grant allocations) £84k reducing full time school based youth workers to 0.8FTE (potential for schools to fund 0.2 or be utilised for other youth work for the 0.2). |

| | | | | | | | |
|---------------------------------------|--|--|------------|----------|----------|------------|--|
| Education & Children Total | | | 175 | 0 | 0 | 175 | |
|---------------------------------------|--|--|------------|----------|----------|------------|--|

Schools Delegated Budget

| | | | | | | | |
|-----------------------------------|---------|--|-------|-----|-----|-------|---|
| Delegated Schools Budget | 128,035 | In recent years, the delegated school budget has been protected by the Council. This budget is delegated to every school (1 nursery, 94 Primary, 2 special and 12 secondary) under the fair funding formula. This budget is to meet all the costs associated with running a school (e.g., employment of teachers and support staff, support for learners, buying resources and equipment, Premises costs, Cleaning, HR, IT, etc.). | 2,700 | 0 | 0 | 2,700 | While we will continue to provide full funding to meet the substantial increase in energy costs and teacher staff pay awards, we propose that the delegated budget to schools should be reduced by 2.1% in line with all other Council Departments. The management of the overall delegated school budget will be the responsibility of the school's governing body who will have to manage this reduction. |
| Primary Schools Rising 4's Policy | 67,171 | The statutory requirement is to provide full time education from 5 years of age. We currently have a Rising 4's policy that allows learners full time admission to primary schools in the school term of their fourth birthday rather than the term after their fourth birthday, or the September after their fourth birthday, which is common practice across Wales. | 0 | 300 | 200 | 500 | These non-statutory aged pupils receive a full-time education in a school when funding is available to provide this provision in alternative settings. The childcare funding for Wales provided by Welsh Government provides up to 30 hours free education and childcare for children aged between 3-4 for up to 48 weeks of the year. At a time when revenue expenditure is under extreme pressure, the funding of non-statutory full-time pupils at such an early age could be re-prioritised to fund other statutory functions from the schools delegated budget. Therefore, we are proposing to remove the rising 4's policy. |

| | | | | | | | |
|---------------------------------------|--|--|--------------|------------|------------|--------------|--|
| Schools Delegated Budget Total | | | 2,700 | 300 | 200 | 3,200 | |
|---------------------------------------|--|--|--------------|------------|------------|--------------|--|

| | | | | | | | |
|-------------------------|--|--|--------------|------------|------------|--------------|--|
| NEW POLICY Total | | | 2,875 | 300 | 200 | 3,375 | |
|-------------------------|--|--|--------------|------------|------------|--------------|--|