

MEETING:	CHILDREN'S SERVICES SCRUTINY COMMITTEE
DATE:	29 SEPTEMBER 2009
TITLE OF REPORT:	14 – 19: MACHINERY OF GOVERNMENT, CHANGES TO CONNEXIONS, LSC TRANSFER
PORTFOLIO AREA:	ICT, ACHIEVEMENT AND EDUCATION

CLASSIFICATION: Open

Wards Affected

County-wide

Purpose

To update Scrutiny Committee on the current position relating to: Machinery of Government Changes/Learning & Skills Council (LSC) transfer and Connexions transfer. This paper contains a brief over view of the Connexions transfer process – please refer to Cabinet papers of 10 September 2009 for detailed information. Copies of the report have been supplied to members of the Committee and are available on request.

Recommendation(s)

THAT Scrutiny Committee:

- (a) **note the process established for transferring of LSC staff**
- (b) **Note the delivery arrangements following consultation process for the transference of the Connexions services from Herefordshire and Worcestershire Connexions Company into Herefordshire Council**

Key Points Summary

- As part of the national Machinery of Government (MoG) arrangements the transfer of the LSC and Connexions to the local authority are outlined in this paper and more details are contained within the briefing paper attached as Appendix 1. This is a statutory requirement.
- **LSC staffing transfer:** LSC staff have been identified to transfer over to Herefordshire Council, the transfer process will be completed by March 2010, with a staged transfer occurring over the forthcoming months during the 2009/10 transition period.
- **Transfer of Connexions Service:** It is proposed that the Herefordshire strand of the Connexions service is brought into the local authority and integrated within the re-organised Children and Young People's Directorate. Connexions staff will sit across

three service areas: strategic leadership and quality assurance will come from the improvement and inclusion service area with input from community operations. The information advice and guidance (IAG) service area will sit within improvement and inclusion where it can maintain independence. The targeted service will sit within community operations and is an excellent example of where front line locality team support should work effectively. Finally the significant data and performance management requirements will be integrated in the planning. Performance and development service area, which will improve efficiency of data collection and analysis for the children's trust. Staff will be managed and supervised by appropriately qualified staff.

Alternative Options

- 1 **LSC staffing transfer:** There are no alternative options; this process is a statutory requirement following the Machinery of Government changes
- 2 **Transfer of Connexions service:** The transfer process could have included greater delegation of elements of delivery to schools, colleges and work based learning providers. This option was rejected because it places Herefordshire Council out of line with regional partners and would reduce the ability to deliver creative service improvements and does not maintain the impartiality required.

Reasons for Recommendations

- 3 **LSC Staffing Transfer:** The arrangements for staff transference are recommended because they provide both individual LSC staff and Herefordshire Council with the best way to improve service delivery, whilst taking into consideration the challenges that arise from moving staff from one organisation to another.
- 4 **Transfer of Connexions Service:** The arrangements for the transfer of the Connexions service are recommended because they are the best way to improve both service delivery and outcomes for young people within both the emerging new organisation structure for Children's Services, the effective implementation of the 14-19 reforms and the current financial climate.

Introduction and Background

- 5 Following a national directive that the MoG would need to be implemented locally, Herefordshire and other regional local authorities have been working to effect a smooth transition by April 2010.

LSC Staffing Transfer:

- 6 From April 2010, responsibility for securing sufficient education and training provision for all young people, including those aged 16-19, and 19-25 year olds being assessed for a learning difficulty and/or disability, as well as juveniles in custody will pass from the LSC to local authorities.
- 7 As part of this process Herefordshire Council has been allocated the equivalent of six members of staff. Through consultation, the LSC have advised us that five current members of staff will transfer into the Local Authority. They are at the following levels:

1 x Partnership Manager: Alexia Heath – Experience of contract with FE

3 x Partnership Advisor's: John Riley – ESF/ Capital Projects
Roger Fielder – Apprenticeships/ work based learning
Christine Sheppard - SRG

1 x Administrator: Suellen Holloway – Experienced administrator

- 8 In addition there is one further Band 3 (Partnership Manager) role vacant within the local authority.
- 9 The LSC have matched staff to roles and Herefordshire Council has now received the above individual staff names and details. Local authorities have had no influence on the matching process; it has been conducted wholly within the LSC. Nevertheless for the vacancy within Herefordshire that has not been filled by the matching process we should receive a funding allocation instead of an individual.
- 10 It is intended that the new staff will sit within the Improvement and Inclusion Service Area within 11-19 and Integrated Services. Any data officers transferring will sit within the Performance Planning Team. We will also have to make arrangements to support young people with learning difficulties and disabilities. Once our initial staffing has been determined, more detailed planning can take place.

Transfer of Connexions Service:

- 11 In response to the Machinery of Government Changes and within the context of Herefordshire Council's Children and Young People's Directorate reconfiguration a task group was established to consider the implications for Herefordshire - The Connexions service currently operates as an independent company providing a range of support services for young people primarily aged 14 +. The Local Authority through grant funding purchases such provision. The transfer of the duties and resources of the Learning and Skills Council to the Local Authority will directly impact the commissioning of Connexions Service.
- 12 Current National, Regional and Local Government strategies indicate a requirement to develop integrated youth support policy which encompasses all aspect of business aimed at supporting young people between the ages of 11 – 19. The decision to bring the Connexions service in house is timely so that preparations can be made for the efficient transfer of the service by March 2010 (in line with the LSC transfer).

Key Considerations

- 13 **LSC Staffing Transfer:** It is proposed that LSC staff transferring into Herefordshire Council are brought into the 11 -19 Integrated Services (Improvement and Inclusion Service Area) The date for the LSC Staff transference process to be finalised is March 2010, however planning for this has taken into consideration the needs of both the service area and individual staff; therefore the process will be managed over the forthcoming months during the transition year 2009/ 10 in order to integrate staff and methods of working.

14 **Time line for proposed Induction activities:**

August 2009

Names/ details of staff transferring received

3rd September 2009

Herefordshire Council 'welcome packs' issued to transferring LSC staff

By end of September 2009 (date to be confirmed) –

Introduction to Herefordshire CYPD 14-19 Team – to include representatives of the Secondary National Strategy Team, representatives of IT Team who support the Area Prospectus and Common Application Process (14-19 Team).

January 2010

All Staff Briefing – half day Sharon Menghini

March 2010

Diversity Training – half day (HR)

Artemis – to be confirmed (WFD Strategy)

March/April 2010

Corporate Induction – full day (HR)

Health & Safety – half day (HR)

- 15 The above list is not exhaustive and further activities will be planned in. However, the above Induction activities will also be aligned with the needs of the Connexions staff as appropriate.
- 16 As part of the Induction process, transferring staff will be also be introduced to the various networks supporting 14-19 local implementation in order to familiarise themselves with the organisations involved and the local approach to implementation.
- 17 The Interim Head of 11-19 Integrated Services and the HR team, are currently developing a full and comprehensive timeline of induction events which will also take into account the needs of the Connexions transfer.
- 18 Regular (monthly) meetings between the Interim Head of 11-19 Integrated Services, 14-19 Strategy Manager, Herefordshire Council HR team and the LSC lead person have now been agreed and an action plan outlining all the activities/issues that need to take place/be resolved over the next six months is currently being developed by this team to ensure that the transfer is timely and as smooth as possible.

Transfer of Connexions Service

- 19 Responsibility for funding for Information Advice and Guidance provision transferred to Local Authorities across England in April 2008. Connexions Herefordshire and Worcestershire as the local provider has continued to provide the remaining services as an interim arrangement whilst the counties consulted upon the model for delivery from April 2010. The recommendations outlined in the cabinet paper attached reflect the need to move towards a more permanent arrangement once Cabinet approval has been confirmed.

Community Impact

20 LSC Staffing Transfer and Transfer of Connexions Service

The Government's long-term strategy for children is to make the UK the best place in the world for children and young people to grow up. The changes in the current delivery arrangements that Herefordshire Council are making will impact on the whole of the County of Herefordshire by:

- placing 0-19 commissioning under the CYPD enabling local decision-making at the right level;
- more fully integrate the commissioning of services and provision for young people to support delivery of raising the participation age and access to the 14-19 entitlements;
- provide greater focus on strengthening the role of local authorities and Children's Trusts as champions of young people; and
- provide greater impetus for implementing the Common Application Process.

Financial Implications

LSC Transfer

- 21 Not applicable as all funding will come direct from Government to support the transfer.

Connexions Transfer

- 22 See Cabinet papers.

Legal Implications

LSC Transfer

- 23 The transfer is a statutory requirement.

Connexions Transfer

- 24 See Cabinet papers.

Risk Management

- 25 Consideration should be given to;

- **LSC Staffing transfer:** There is considerable expertise within the LSC to inform the commissioning process, without integrating LSC staff during this transition year Herefordshire Council runs the risk of falling behind the required timescales for the commissioning process for 2010/ 11.
- **Transfer of Connexions Service:** Please see attached risk register within the Cabinet report.

Consultees

26 Transfer of Connexions Service : See details of the Cabinet report.

Appendices

27 Herefordshire Council – Machinery of Government Update Briefing 4 June 2009
(updated 7th September 2009)

Background Papers

Cabinet Report of 10 September 2009: Connexions transfer and new delivery arrangements