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| **Report title: Redeployment of school staff** |
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# **Executive Summary**

This report sets out the redeployment options for the council. It provides an update to members on the latest advice.

# **Schools Forum Actions**

1. Note this report that highlights existing schools HR guidance and information for redeployment of staff.

# **Overview:**

The challenges facing schools finances are significant. These are due to a number of factors including a trend of falling rolls, evident across all London boroughs and nationally.

Due to the pressure on school budget, school leaders are increasingly implementing strategies that enable cost efficiencies and cost savings to be made and these are impacting on staffing, the single largest cost for schools. These strategies can reduce the likelihood of a school having a deficit in their budget or continuing an unsustainable overspend with regard to staffing costs.

However, even where robust cost efficiencies are implemented in a school, it may be necessary to take steps to minimise costs still further. Redeployment is a strategy to retain staff skills and expertise by using existing staff from one setting and redeploying them to another, to the same/ a similar or a different role. The LA urges schools to consider redeployment as a first alternative to redundancy.

The benefits of this are:

* Experienced staff are able to continue in employment and avoid possible redundancy
* Other settings gain from high quality additions to their workforce
* High cost savings can be made in schools with critical finances

This information relates to schools who are contemplating redundancies, either through a restructure where roles are being deleted from the structure, or those employees on a fixed term contract, whose contract is due to come to an end with more than 2 years’ continuous service. Also, those school based employees who are at risk of redundancy – this can be either through a restructure where their role is being deleted, or those on a fixed term contract, whose contract is due to come to an end with more than 2 years’ continuous service.

In this context, redundancy is a dismissal that is necessary because the place of work is closing or the employer needs fewer employees to carry out the work.

Governing Bodies are responsible for all staffing decisions. Even in the case of community schools, where the local authority is also the employer, the governing board are directly responsible for all staffing decisions. For this reason, a school employee cannot be forced to take on a role in another school, as this would need to be subject to that school’s governing board sign-off.

# **1.** **What happens when a role is made redundant**?

# 1.1 The school will follow a formal redundancy consultation. As part of this process, the school will offer

 an individual one to one meeting with affected staff and explore options based on needs e.g.

 coaching, skills audit and analysis, alternatives to redundancy, other roles in other schools.

# 1.2 For roles in other schools, which are subject to safer recruitment requirements, in line with Keeping Children Safe in Education, you may still be required to complete an application form.

# 1.3 For roles in the council, you will need to follow the council recruitment process.

# **2. Points to note**:

# 2.1 Redeployment to another role in a school is not guaranteed as individual governing boards are the sole decision makers regarding their staff.

# 2.2 An employee cannot be forced to take on another school-based role, even if the Local Authority is the employer, as this would need that school’s governing board sign-off.

For council based jobs, the school employee will be given preferential treatment as an internal applicant, but will still be required to follow the council’s recruitment process and be successful in the process.

# 2.3 Redeployment can occur throughout the consultation process, up to the end of the employee’s notice

#  period.

# 2.4 The redeployment process will try to match working patterns, remuneration, hours worked, leave

#  entitlement.

# 2.5 In the event of redeployment, a trial period will be established in order that it can be assessed by the

#  employer and employee as successful or not. If not, any redundancy payment will not be forfeit.

# 2.6 The trial period could also be extended if the member of staff is absent for any reason such as

#  sickness absence or leave, or the absence of the manager.

# 2.7 If the trial period is not successful, the employee will then end their employment at that place of work

#  and will receive their redundancy.