

EXECUTIVE MEMBER DECISION



REPORT OF:	Executive Member for Resources Executive Member for Children's Services, Young People and Education
LEAD OFFICERS:	Director of HR, Legal and Corporate Services Director of Children's Services
DATE:	20/12/2018

PORTFOLIO/S AFFECTED:	Resources	Children's Services, Young People and Education
WARD/S AFFECTED:	All	

SUBJECT: Redundancy Policy for Schools

1. EXECUTIVE SUMMARY

The Redundancy Policy, Guidance and Appendices have been updated to ensure that we continue to meet statutory and legislative requirements and best practice.

2. RECOMMENDATIONS

The Executive Member for Resources and the Executive Member for Children's Services, Young People and Education are asked to approve and sign off a revised Redundancy Policy for Schools.

3. BACKGROUND

The Policy, Guidance and Appendices have been updated as part of a normal three year cycle to ensure that we continue to meet statutory and legislative requirements and best practice concerning the redundancy process. The policy, guidance and appendices including the selection matrix have also been reviewed to make them simpler and more user friendly.

Following the application of the selection matrix, it has been updated to clarify that should scores be equal then the school reserves the right to select the individual whose dismissal for redundancy would have the least financial impact, however if that right is not exercised, then a competitive interview will be used as the deciding factor.

4. KEY ISSUES & RISKS

None

5. POLICY IMPLICATIONS

There are no new policy implications

6. FINANCIAL IMPLICATIONS

There are no new financial implications

7. LEGAL IMPLICATIONS

The introduction of competitive interview in a tie-break situation results in no new legal implications as this is a transparent, factual and evidence based way to determine a decision.

8. RESOURCE IMPLICATIONS

There are no new resource implications

9. EQUALITY AND HEALTH IMPLICATIONS

Please select one of the options below. Where appropriate please include the hyperlink to the EIA.

Option 1 Equality Impact Assessment (EIA) not required – the EIA checklist has been completed.

Option 2 In determining this matter the Executive Member needs to consider the EIA associated with this item in advance of making the decision. (*insert EIA link here*)

Option 3 In determining this matter the Executive Board Members need to consider the EIA associated with this item in advance of making the decision. (*insert EIA attachment*)

10. CONSULTATIONS

Consultation has taken place with key stakeholders and Trade Unions via policy development meetings and Schools' LNJCC.

11. STATEMENT OF COMPLIANCE

The recommendations are made further to advice from the Monitoring Officer and the Section 151 Officer has confirmed that they do not incur unlawful expenditure. They are also compliant with equality legislation and an equality analysis and impact assessment has been considered. The recommendations reflect the core principles of good governance set out in the Council's Code of Corporate Governance.

12. DECLARATION OF INTEREST

All Declarations of Interest of any Executive Member consulted and note of any dispensation granted by the Chief Executive will be recorded and published if applicable.

VERSION:	3.0
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CONTACT OFFICER:	Sally-Ann Wolstenholme
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DATE:	20 th December 2018
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BACKGROUND PAPER:	Redundancy Policy for Schools
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