

Directorate	Reference	Savings proposal			
Education & Skills	ESS008 20+	Generation of income from legal process training to provided to schools and alternative providers; and fees payable from education providers for advice and guidance following Ofsted outcomes. This proposal relates to the General Fund only (Education Welfare Service teams)			
Service area	Lead officer				
Alternative Provision, Attendance and Independent Schools	David Bishop				
Theme	Savings type				
Early Intervention	Income generation				
Brief description of the service					
The service works with a broad number of children's challenging needs to ensure that the statutory requirement of children being in education is expedited. This covers the following areas: Alternative Provision, Attendance, Children Missing from Education, Child Employment and Entertainment, Children with No School Place, Education Provision for Children in Temporary Accommodation, Elective Home Education, Exclusions, Gypsy/Roma/Traveller children, Independent Schools, School Age Parents and Pregnant Pupils, Quality Assurance of Alternative Provision for SENAR commissioned children. The service also ensures the safeguarding of school age children at risk of exploitation.					
Budget information			Employee Information		
2019/20 budgets	£m	Planned employee numbers before new proposals		FTE	
Employees	0.524	2019/20		15.00	
Other expenditure	0.097	2020/21		15.00	
Income	(0.565)	2021/22		15.00	
Net budget	0.055	2022/23		15.00	
Capital 2019/20 - 2023/24					
How does the service contribute to the Council's Plan and its priorities?					
The services involved contribute towards the council's ambition for Birmingham to be a i) great place to grow up; ii) we will inspire our children and young people to be ambitious and achieve their full potential; iii) we will improve protection of vulnerable children and young people including to improve the skill levels of residents and to create more employment opportunities in the city.					
Description of the savings proposal					
Our financial commitment to generate at least £20,000 income from legal process training provided to schools and alternative providers; and fees payable from education providers for advice and guidance following Ofsted outcomes. This saving is General Fund through the Education Welfare Service element of the service.					
Level of savings or income expected from the proposal					
		2020/21	2021/22	2022/23	2023/24
		£m	£m	£m	£m
Net savings		(0.020)	(0.020)	(0.020)	(0.020)
Investment required (for Invest to Save proposals only)					
Use of Invest to Save Reserve (negative of the line above)					
Proposed repayment plan to Invest to Save Reserve					
Net benefit to the Council		(0.020)	(0.020)	(0.020)	(0.020)
Identified risks and dependencies					
The risks associated with the proposal assumes that schools will continue to want the training provided, though it is not available anywhere else and concerns legal processes only in use in Birmingham. Last academic year the courses were full but the training was subsidised with penalty notice income. This year the training provided will be for full price, estimated to generate at least £31,500 gross. An estimate of a net surplus of £20,000 contributing to the savings in future years.					
Workforce implications of the proposal					
Year	FTE	Headcount	How will staffing implications be managed?		
2020/21	0.00	0	There are currently no plans to reduce staff - however this will be under constant review. If		
2021/22	0.00	0	staff leave we will assess whether they will need to be replaced and assess whether a full		
2022/23	0.00	0	time post is required or part time. As a result there maybe a process of "natural reduction" of		
2023/24	0.00	0	staffing.		
Equalities information					
Identified equality impact	Equalities legislation will be implemented as it is timely to do so - we will liaise with HR on this process and also seek legal guidance.				

Directorate	Reference	Savings proposal		
Education and Skills	ESS010 20+	Education Infrastructure		
Service area	Lead officer			
Education Infrastructure	Jaswinder Didi ally			
Theme	Savings type			
Organisational Design/ Future Operating Model	Withdrawal/cessation of service			
Brief description of the service				
Education Infrastructure manages the BCC education estate including schools, early years settings, unattached school playing fields and other education assets. The team oversees the compliance of the maintained estate, changes to school status and the management of the Private Finance Initiative (PFI) contracts. The team also fulfills the Council's statutory duty to provide sufficient schools and school places by forecasting future requirements for school places and overseeing the capital programme to create the space required.				
Budget information		Employee Information		
2019/20 budgets	£m	Planned employee numbers before new proposals		FTE
Employees	1.187	2019/20		22.32
Other expenditure	0.802	2020/21		29.00
Income	(1.241)	2021/22		29.00
Net budget	0.748	2022/23		29.00
Capital 2019/20 - 2023/24				
How does the service contribute to the Council's Plan and its priorities?				
(The figures above include the budgets for the Transforming Education Team and St Thomas Centre.)The Local Authority has a statutory duty to ensure that there are sufficient pupil places, promote diversity and increase parental choice through planning and securing additional provision (Section 14, Education Act 1996 and Education & Inspections Act 2006). This duty extends to our landlord responsibility to maintain the Education property portfolio to prevent school closure and asset failure, thus improving safeguarding for children. - Council Business Plan and Budget 2019+; - A Fair City: Tackling Inequality and Deprivation; - Laying the foundations for a Prosperous city based on an inclusive economy; - A Democratic City involving local people and communities in the future of their local area and public services: a City with local services for local people; - Enjoy and achieve by attending school; - Schools Capital Programme - Compliance with the principles of the 'Birmingham Business Charter for Social Responsibility'				
Description of the savings proposal				
The savings proposal will review professional services around ICT and facilities management provision for Design and Build schools and ICT services for PFI schools; this could generate potential savings of £90k. Streamlining of facilities management of one of BCC's multi-occupancy hubs will also result in a reduced headcount by 1 full time equivalent (FTE) post.				
Level of savings or income expected from the proposal				
		2020/21	2021/22	2022/23
		£m	£m	£m
Net savings		(0.137)	(0.137)	(0.137)
Investment required (for Invest to Save proposals only)				
Use of Invest to Save Reserve (negative of the line above)				
Proposed repayment plan to Invest to Save Reserve				
Net benefit to the Council		(0.137)	(0.137)	(0.137)
Identified risks and dependencies				
None				
Workforce implications of the proposal				
Year	FTE	Headcount	How will staffing implications be managed?	
2020/21	(1.00)	(1)	Staffing implications have been mitigated through the implementation of more cost effective alternative model of delivering services	
2021/22	(1.00)	(1)		
2022/23	(1.00)	(1)		
2023/24	(1.00)	(1)		
Equalities information				
Identified equity impact	Adverse impact has been mitigated through the implementation of more cost effective alternative models of delivery.			

Directorate	Reference	Savings proposal		
Education and Skills	ESS011 20+	Service redesign (General Fund only)		
Service area	Lead officer			
Education Safeguarding	Julia Davey			
Theme	Savings type			
Income Generation & Management	Employee reductions/savings			
Brief description of the service				
The Education Early Help and Safeguarding Service is a trade service with a strategic function. Through two teams, it supports school improvement with regard to safeguarding. The CASS Education team support schools to engage effectively with partnership working for individual cases. The Education Safeguarding team delivers a range of school improvement tasks. The Head of Service role provides oversight to these roles in addition to local authority statutory safeguarding duties.				
Budget information		Employee Information		
2019/20 budgets	£m	Planned employee numbers before new proposals		FTE
Employees	0.315	2019/20		4.82
Other expenditure	1.068	2020/21		4.82
Income	(0.731)	2021/22		4.82
Net budget	0.652	2022/23		4.82
Capital 2019/20 - 2023/24				
How does the service contribute to the Council's Plan and its priorities?				
Effective safeguarding is an essential element in ensuring that Birmingham is an inspirational city to grow up in. The savings proposals in this document are built on the principles outlined in the council priority plan. These include: greater integration between services and functions, reducing head count, redesign and change to services in order to achieve better outcomes for service delivery whilst achieving a cost saving through an innovative and commercial approach.				
Description of the savings proposal				
This savings proposal streamlines delivery by merging the Education Safeguarding team with School and Governor support. In doing so, it is possible to reduce the number of posts in the team by one. This will not result in any redundancies (as a result of staff retirement). Subscription costs to the service currently in operation will also be raised. This will ensure that the quality of delivery is improved and that schools have the best advice; support and guidance with regard to safeguarding; in addition, the service will make savings through income generation.				
Level of savings or income expected from the proposal				
		2020/21	2021/22	2022/23
		£m	£m	£m
Net savings		(0.052)	(0.052)	(0.052)
Investment required (for Invest to Save proposals only)				
Use of Invest to Save Reserve (negative of the line above)				
Proposed repayment plan to Invest to Save Reserve				
Net benefit to the Council		(0.052)	(0.052)	(0.052)
Identified risks and dependencies				
There is a risk with increased income generation that schools may suspend subscriptions. This is mitigated by the support to schools to claim payment by results for Early Help work with families.				
Workforce implications of the proposal				
Year	FTE	Headcount	How will staffing implications be managed?	
2020/21	(1.00)	(1.00)	Loss of 1 post will occur by the end of 2019/20 financial year through service redesign.	
2021/22	(1.00)	(1.00)		
2022/23	(1.00)	(1.00)		
2023/24	(1.00)	(1.00)		
Equalities information				
Identified equality impact	No equality issues with this proposal			

Directorate	Reference	Savings proposal		
Education and Skills	ESS013 20+	School & Governor Support - fully traded service		
Service area	Lead officer			
School and Governor Support	Karen M Davies			
Theme	Savings type			
Income Generation & Management	General efficiencies			
Brief description of the service				
<p>School and Governor Support (S&GS) is a fully traded service and is available, through Birmingham City Council (BCC), to maintained schools and academies for an annual subscription. It provides a range of services that support schools, academies and their governing boards to deal effectively with day-to-day leadership and management issues and create strong governance. S&GS also facilitates and performs a significant number of functions for and on behalf of BCC for which the team receives no additional funding. Without the traded offer, the team would not be able to support BCC in these functions. Subscribers have access to the following core elements of S&GS:</p> <ul style="list-style-type: none"> • advice on routine matters relating to the day-to-day management and governance; • updated guidance on managing key roles and responsibilities and • consultancy in complex and challenging situations which require a tailored solution leading to a satisfactory outcome. 				
Budget information		Employee Information		
2019/20 budgets	£m	Planned employee numbers before new proposals		FTE
Employees	0.483	2019/20		7.00
Other expenditure	0.219	2020/21		7.00
Income	(0.751)	2021/22		7.00
Net budget	(0.049)	2022/23		7.00
Capital 2019/20 - 2023/24				
How does the service contribute to the Council's Plan and its priorities?				
<p>S&GS does not receive monies from BCC, it is a fully traded service and therefore the 'savings' that need to be made take the form of 'surplus' at the end of the financial year. The current predicted surplus for the financial year is in excess of the savings target for the first of four financial years and will be in excess of the required 10% cumulative saving over four years. However, in line with the Council's Plan and the financial priorities, S&GS will continue to look closely at its budget to identify and implement ways of continuing to improve service delivery so that subscriptions are retained and more time is made for paid consultancy and training (revenue stream).</p>				
Description of the savings proposal				
<p>The service currently makes use of specific and technical expertise held within Business Support. A review of the use of Business Support indicates that there is scope for savings to be made through S&GS making less demand on this service, without an impact on the service. The cost saving would arise in Business Support, though as a consequence the recharge from Business Support into the service would be reduced and deliver a financial benefit.</p>				
Level of savings or income expected from the proposal				
		2020/21	2021/22	2022/23
		£m	£m	£m
Net savings		(0.050)	(0.050)	(0.050)
Investment required (for Invest to Save proposals only)				
Use of Invest to Save Reserve (negative of the line above)				
Proposed repayment plan to Invest to Save Reserve				
Net benefit to the Council		(0.050)	(0.050)	(0.050)
Identified risks and dependencies				
<p>The risk is always that revenue from training and consultancy will not mitigate against the potential loss from declining subscriptions. This is both a risk to schools of us not having the number of personnel available as well as the risk to the Council of us not being able to have the capacity for other work.</p>				
Workforce implications of the proposal				
Year	FTE	Headcount	How will staffing implications be managed?	
2020/21	0.00	0		
2021/22	0.00	0		
2022/23	0.00	0		
2023/24	0.00	0		
Equalities information				
Identified equality impact	<p>A Full Equality Assessment is not required, Initial Screening has demonstrated that the Policy, Strategy, Function or Service is robust; there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.</p>			

Directorate	Reference	Savings proposal		
Education and Skills	ESS014 20+	Development of a traded service to sit alongside (and complement) the required service delivery to meet statutory duties.		
Service area	Lead officer			
Early Years, Childcare and Childrens Centre	Lindsey Trivett			
Theme	Savings type			
Income Generation & Management	Income generation			
Brief description of the service				
Responsible for statutory duties ensuring there is sufficient, good quality childcare for children aged 0-14 (16 with special educational needs) and access to early education places for all 3 and 4 year olds, targeted 2 year olds and 30 hours for 3 year olds of working parents. Includes the information duty for parents and support to providers through information, advice, challenge and continuous professional development (CPD) opportunities to the workforce. The service also ensures that there are sufficient children's centres to deliver the core purpose and improve outcomes for young children and their families. There are 964 private, voluntary and independent (PVI) childcare providers registered with Ofsted in the city. All receive some level of support from the Early Years service. The service also supports parents to access their Early Education Entitlement (EEE) – there are approx. 17,000 children in each year group cohort.				
Budget information		Employee Information		
2019/20 budgets	£m	Planned employee numbers before new proposals		FTE
Employees	5.216	2019/20		187.89
Other expenditure	1.894	2020/21		37.89
Income	(5.155)	2021/22		37.89
Net budget	1.955	2022/23		37.89
Capital 2019/20 - 2023/24				
How does the service contribute to the Council's Plan and its priorities?				
Budget outlined above is General Fund only (see sheet 1 for budget details). The Early Years Childcare and Children's Centre service contributes most to outcome 1 (an entrepreneurial city to learn, work and invest in) through ensuring that there are sufficient childcare places across the city to allow parents to access work and training, and outcome 2 (an aspirational city to grow up in) through ensuring that young children access their early years education entitlement at age two and three, improving attainment in the Early Years Foundation Stage, and identifying children and families in need of additional services through the early intervention opportunities provided through Children's Centre services.				
Description of the savings proposal				
BCC has a statutory duty to provide support where childcare providers are inspected by Ofsted and rated as less than good (currently 8% of providers overall). This is an income generation proposal which will extend support available from council services to childcare providers who are rated as good or outstanding. This service has been requested by early years providers for a number of years and could have a significant impact in raising standards for children at the end of their Reception year.				
Level of savings or income expected from the proposal				
		2020/21	2021/22	2022/23
		£m	£m	£m
Net savings		(0.019)	(0.019)	(0.019)
Investment required (for Invest to Save proposals only)				
Use of Invest to Save Reserve (negative of the line above)				
Proposed repayment plan to Invest to Save Reserve				
Net benefit to the Council		(0.019)	(0.019)	(0.019)
Identified risks and dependencies				
The take-up of services is based on 20% of settings taking up the traded offer at a cost of £200 annually. Whilst this may feel a conservative estimate, it does not take into account that some of the settings are bigger than others and a differentiated pricing structure will be necessary. The development of this service should be possible within existing staffing resources as the expectation for the development of a traded seervice was built into the service redesign.				
Workforce implications of the proposal				
Year	FTE	Headcount	How will staffing implications be managed?	
2020/21	0.00	0	There are no staffing implications associated to this proposal. The recently completed service redesign has taken account of the development of a traded service and this can be done within existing capacity.	
2021/22	0.00	0		
2022/23	0.00	0		
2023/24	0.00	0		
Equalities information				
Identified equality impact	Income proposal - no equalities impact.			

Directorate	Reference	Savings proposal		
Education & Skills	ESS015 20+	SENDIASS Income		
Service area	Lead officer			
SENDIASS	Nasreen Hussain			
Theme	Savings type			
Income Generation & Management	Income generation			
Brief description of the service				
The Service is a statutory function and provides information, advice and support to children, young people, and their parents (Children & Families Act 2014)				
Budget information		Employee Information		
2019/20 budgets	£m	Planned employee numbers before new proposals		FTE
Employees	0.292	2019/20		5.50
Other expenditure	0.010	2020/21		5.50
Income	(0.028)	2021/22		5.50
Net budget	0.274	2022/23		5.50
Capital 2019/20 - 2023/24				
How does the service contribute to the Council's Plan and its priorities?				
The Service directly supports vulnerable children and young people as part of the Council's priority 'Birmingham is an Aspirational City to Grow Up In'				
Description of the savings proposal				
There is a statutory requirement for SENDIASS to have joint funding from the Council General Fund, Social Care (Children's Trust) & Health. This should be established in line with the current Information Advice & Support Programme. This is not currently the case and once agreed and additional funding contributions are secured this will reduce the demand on the General Fund. It will also allow the service to expand and bring in more income, to achieve a saving of £20k.				
Level of savings or income expected from the proposal				
		2020/21	2021/22	2022/23
		£m	£m	£m
Net savings		(0.020)	(0.020)	(0.020)
Investment required (for Invest to Save proposals only)				
Use of Invest to Save Reserve (negative of the line above)				
Proposed repayment plan to Invest to Save Reserve				
Net benefit to the Council		(0.020)	(0.020)	(0.020)
Identified risks and dependencies				
This saving cannot be confirmed until the required funding structure has been confirmed.				
Workforce implications of the proposal				
Year	FTE	Headcount	How will staffing implications be managed?	
2020/21	0.00	0	N/A	
2021/22	0.00	0		
2022/23	0.00	0		
2023/24	0.00	0		
Equalities information				
Identified equality impact	None			

Directorate	Reference	Savings proposal		
Education & Skills	ESS019 20+	Birmingham Careers Service - Employee reduction		
Service area	Lead officer			
Birmingham Careers Service	Kev Jones (Head of Service) / Anne Ainsworth (Assistant Director)			
Theme	Savings type			
Organisational Design/ Future Operating Model	Employee reductions/savings			
Brief description of the service				
<p>Delivery of targeted impartial careers guidance on a face to face basis with NEET (Not in Education, Employment or Training) young people aged 16-19. Enabling young people to make informed decisions about entering into EET (Employment, Education or Training) in line with Outcome 2 Priority 3 within the Council Plan. Through income generation the service also provides a service to 25 mainstream and special schools and delivers on the Umbrella sexual health contract.</p> <p>The service is one of two available within the LA to support, deliver and match against EU Bids related to tackling youth unemployment - Youth Promise Plus. The budget is currently used as match funding to draw down grant to support project delivery on Employment & Skills. It is currently delivering</p>				
Budget information		Employee Information		
2019/20 budgets	£m	Planned employee numbers before new proposals		FTE
Employees	1.913	2019/20		38.10
Other expenditure	0.097	2020/21		38.10
Income	(1.007)	2021/22		38.10
Net budget	1.003	2022/23		38.10
Capital 2019/20 - 2023/24				
How does the service contribute to the Council's Plan and its priorities?				
<p>Delivery enables BCC to meet Outcome 2 (was Priority 3) within the Council Plan - inspire our children and young people to be ambitious and achieve their full potential, clear pathways to achieve success and realise their full potential. Outcome 1 - an entrepreneurial city to learn, work and invest in - 'realise potential through lifelong learning, skills and good jobs'.</p> <p>One of two major services within the Local Authority used as match for EU funding draw down of Youth Employment Initiative match until October 2021.</p>				
Description of the savings proposal				
Savings within Birmingham Careers Service will be made through a reduction of 2 full time equivalent posts by 2021/22. There will be a minimal impact on service delivery.				
Level of savings or income expected from the proposal				
		2020/21	2021/22	2022/23
		£m	£m	£m
Net savings		(0.050)	(0.100)	(0.100)
Investment required (for Invest to Save proposals only)				
Use of Invest to Save Reserve (negative of the line above)				
Proposed repayment plan to Invest to Save Reserve				
Net benefit to the Council		(0.050)	(0.100)	(0.100)
Identified risks and dependencies				
There is a small risk that the reduction of two posts may impact on the ability of the service to deliver the YEI contract, though this will be managed.				
Workforce implications of the proposal				
Year	FTE	Headcount	How will staffing implications be managed?	
2020/21	(1.00)	(1)	A reduction of 1 fte by April 2020, a reduction of a further 1 fte by Dec 2021.	
2021/22	(2.00)	(2)		
2022/23	(2.00)	(2)		
2023/24	(2.00)	(2)		
Equalities information				
Identified equality impact				

Directorate	Reference	Savings proposal		
Education and Skills	ESS022 20+	Schools Financial Services Budget Savings		
Service area	Lead officer			
Schools Financial Services (SFS)	Sue Beer			
Theme	Savings type			
Organisational Design/ Future Operating Model	Employee reductions/savings			
Brief description of the service				
SFS is a trading service providing financial support services to maintained schools helping them to maximise their financial resources in order to raise and maintain educational standards. SFS is required to generate income to meet annual targets and to fund the salaries and other running costs of the Section. In addition, SFS also undertakes a financial monitoring role on behalf of the Chief Finance Officer to ensure that financial governance and accountability for the use of public funds is being implemented in maintained schools and that budget overspending is being managed in order to reduce the financial risks to BCC				
Budget information		Employee Information		
2019/20 budgets	£m	Planned employee numbers before new proposals		FTE
Employees	1.901	2019/20		33.06
Other expenditure	0.118	2020/21		33.06
Income	(1.537)	2021/22		33.06
Net budget	0.482	2022/23		33.06
Capital 2019/20 - 2023/24	N/A			
How does the service contribute to the Council's Plan and its priorities?				
SFS undertakes a financial monitoring role on behalf of the Chief Finance Officer in ensuring that maintained schools budgets are being effectively managed and that overspending is appropriately addressed in order that the financial risks to BCC are kept to a minimum.				
Description of the savings proposal				
In light of diminishing trading opportunities Schools Financial Services may not be able to meet future income targets and this, coupled with the savings targets that need to be achieved, means that there is a requirement to review aspects of the staffing structure. Initially it is proposed that the service could reduce staff numbers by 1.3 FTE through the voluntary redundancy or early retirement process. Further savings through these routes may need to be implemented at a later stage.				
Level of savings or income expected from the proposal				
		2020/21	2021/22	2022/23
		£m	£m	£m
Net savings		(0.049)	(0.049)	(0.049)
Investment required (for Invest to Save proposals only)				
Use of Invest to Save Reserve (negative of the line above)				
Proposed repayment plan to Invest to Save Reserve				
Net benefit to the Council		(0.049)	(0.049)	(0.049)
Identified risks and dependencies				
There is a concern over the level of deficits in schools across Birmingham, though the changes proposed will minimise the impact on this area of work within Schools Financial Services.				
Workforce implications of the proposal				
Year	FTE	Headcount	How will staffing implications be managed?	
2020/21	(1.30)	(2)	Through restructuring of the trading arm within Schools Financial Services	
2021/22	(1.30)	(2)		
2022/23	(1.30)	(2)		
2023/24	(1.30)	(2)		
Equalities information				
Identified equality impact	Staffing reduction - no equalities impact.			