

Future delivery of the council's Education and Skills service

NAHT Consultation Response

6th July 2020

Introduction

As well as representing school leaders across the London Borough of Barnet, NAHT also represents a number of senior staff members and Learning Network Inspectors working within the Education and Skills service in Barnet.

As such the options appraisal process on the future delivery of the service following Mott McDonalds decision to end the current contract will potentially impact upon our members' roles in the future.

Having consulted with NAHT members affected by the proposals we make the following submission.

Financial Position

Members are concerned that the financial impact of transferring the service back under Council control will have a potentially negative impact on service delivery in the future.

NAHT notes the estimated additional cost associated with transferring existing staff who are not currently members of the Local Government Pension Scheme onto the scheme. There is a concern that this added cost and future financial liability will lead to a need to make cost savings elsewhere within the current staffing structure. This in turn could mean that service delivery levels suffer as staff capacity reduces.

Members are keen to ensure all staff working within the service are employed on terms and conditions which are comparable to those working directly within Local Government, this includes access to a high-quality pension.

Whilst there is concern at the impact the added cost the LGPS will have on the service in the future, members also seek reassurance that, in the event the proposal to set up an LACC is agreed, every effort will be made to offer staff transferring to the LACC a good quality pension.

Governance and Oversight

NAHT members believe that the arrangements for governance, oversight and decision making which currently exist within Cambridge Education should continue as it is widely felt that these work well and allow the primary service users i.e. school leaders, the ability to shape services around the needs of schools locally.

Members feel that a move back into council control would serve to slow down decision making and to diminish the voice that school leaders currently have in the design and provision of services locally.

Preferred Option

NAHT members working within Cambridge Education and affected by this proposal are unanimous in their support for the establishment of an LACC in line with Option 2 of the consultation document.