

**Report of: The Children's Centre & Early Start Lead**

**Report to: The Director of Childrens services**

**Date: 15 February 2021**

**Subject: Transfer of the Family Services from Cross Gates Primary School to Learning for Life Children & Families**



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|---|---|
| Are specific electoral wards affected?  | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| If yes, name(s) of ward(s): Crossgates and Whinmoor<br>Seacroft and Killingbeck |   |
| Has consultation been carried out?  | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Are there implications for equality and diversity and cohesion and integration? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| Will the decision be open for call-in?  | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| Does the report contain confidential or exempt information?                     | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| If relevant, access to information procedure rule number:<br>Appendix number:   |   |

## Summary

### 1. Main issues

- Cross Gates primary school has notified the Learning for Life Service of their decision to cease the arrangement for the leadership, management and governance of Cross Gates Children's Centre. The proposed date is April 1st 2021.
- There have been conversations, both email and verbal, with the Head teacher and Governors at Cross Gates Primary School who feel they are not in a position to continue to take responsibility for the leadership, management and governance arrangements at this time.
- The Governors have requested to transfer the Family Services to Leeds City Council's Learning for Life, Children & Families who currently manage and govern other Family Services in areas of high deprivation.
- This would be a TUPE transfer.
- This transfer would secure much needed services for vulnerable families in the area for the future.

### 2. Best Council Plan Implications (click [here](#) for the latest version of the Best Council Plan)

- 1.1 The proposal contributes to the City Best Council Plan in supporting families to give their children the best start in life, to maintain capacity to support vulnerable families, improve quality, effectiveness and value for money.
- 1.2 This proposal also supports the Healthy Weight Strategy, ensuring the continued delivery of the very successful and nationally acclaimed Henry programme, which delivers family and parenting support and outreach services to support improved outcomes.
- 1.3 Early Start- Childrens Centres continue to support the Children and Young People's Plan and the Best Start Strategy, delivering universal services in localities for all families and targeting those children with highest levels of need.

### **3. Resource Implications**

- a. A number of staff will be eligible to transfer under TUPE arrangements.
- b. The Transfer will be achieved with no net increase to the childrens centres budget.

### **Recommendations**

- a) The Director of Children & Families is asked to approve the transfer of the Cross Gates and Manston Children's Centre childrens centre and staff from the employment, governance and management of Cross Gates Primary School to the employment, governance and management of the Learning for Life Service under TUPE principles.

### **1. Purpose of this report**

- 1.4 To seek approval for the transfer of the Cross Gates and Manston Children's Centre childrens centre and staff from the employment, governance and management of Cross Gates Primary School to the employment, governance and management of the Learning for life Service under TUPE principles.

### **2. Background information**

- 2.1 The Crossgates and Manston childrens centre serves approximately 790 children in the Crossgates and Whinmoor and Killingbeck and Seacroft area; 90% of the children and families are in areas of deprivation and 23% in the highest level of 30% deprivation.
- 2.2 The centre opened in March 2008 and operates out of an extended and refurbished space within Cross Gates Primary School, it has a separate entrance to school.
- 2.3 Sure Start childrens centre capital funding was used to refurbish existing second hall at Cross Gates primary school and build an extension to the school hall, offering office, meeting room and toilet space. The total cost was £257,000.
- 2.4 The Centre works closely with Swarcliffe Children's Centre as it is in the same ward. The Centre works across the Killingbeck and the Seacroft and Crossgates and Whinmoor wards. The health visiting team works out of Seacroft Health Centre to

make-up the Early Start team delivering health and children centre services in the area.

2.5 The reach area touches the boundaries of Garforth childrens centre reach area.

### **3. Main issues**

- 3.1 Cross Gates primary school has notified the Learning for Life Service of their decision to cease the arrangements for the leadership, management and governance of Cross Gates Children's Centre. The proposed date is April 1st 2021.
- 3.2 There have been a number of conversations, both email and verbal, with the Head teacher and Governors at Cross Gates Primary School who feel they are not in a position to continue to take responsibility for the leadership, management and governance arrangements.
- 3.3 The Governors have requested to transfer the Family Services to Leeds City Council's Learning for Life, Children & Families who currently manage and govern other Family Services in areas of high deprivation.
- 3.4 This would be a TUPE transfer.
- 3.5 This transfer would secure much needed services for vulnerable families in the area for the future.
- 3.6 Asset Management and facilities management will be notified of the change of management and an agreement will be put in place to secure the childrens centre space for future use.

### **4. Corporate considerations**

#### **4.1 Consultation and engagement**

- 4.1.1 The extended services cluster has been consulted about the option of taking on the leadership and governance of the childrens centre. Whilst the cluster appreciates and recognises the good work of the centre and its impact, this is not a viable option at this time.
- 4.1.2 On-going consultation is underway with the staff and trade unions on the TUPE transfer of management from Cross Gates Primary school to Learning for Life, Children and Families service.
- 4.1.3 Elected members in the area have been involved and consulted about the planned changes and are supportive. They have asked to be kept up to date on developments.
- 4.1.4 Services will continue as they are and there will be no impact on the families and children in the area. For this reason consultation with families is not required or advised at this time. They will be informed of the change of management when appropriate.

#### **4.2 Equality and diversity / cohesion and integration**

- 4.2.1 An equality impact assessment screening form has been completed and is

Attached as Appendix A

### **4.3 Council policies and the Best Council Plan**

- 4.3.1 The proposal contributes to the City Best Council Plan in supporting families to give their children the best start in life, to maintain capacity to support vulnerable families, improve quality, effectiveness and value for money.
- 4.3.2 This proposal also supports the Healthy Weight Strategy, ensuring the continued delivery of the very successful and nationally acclaimed Henry programme, which delivers family and parenting support and outreach services to support improved outcomes.
- 4.3.3 Early Start- Childrens Centres continue to support the Children and Young People's Plan and the Best Start Strategy, delivering universal services in localities for all families and targeting those children with highest levels of need.

#### Climate Emergency

- 4.3.4 By keeping Crossgates and Manston open, the family services will continue to be delivered locally which will prevent families having to use transport to access services.

### **4.4 Resources, procurement and value for money**

- 4.4.1 A number of staff will be eligible to transfer under TUPE arrangements
- 4.4.2 1 FTE children's centre manager (PO1)
  - 1 Senior Family Outreach worker (C3) 21 hours TTO plus 5 days
  - 1 Family Outreach worker (B3) 27.5 hours AYR
  - 1 Family Outreach workers (B3) 18.5 hours AYR who also does the admin role (B1) 18.5 hours AYR.
- 4.4.3 The total cost of running the centre including staffing in 2020/2021 is £111,690
- 4.4.4 The budget for the centre will transfer back into Leeds City Council control. This currently stands at £82,500 plus £4,250 in ongoing grants and is budgeted at the same amount for 2021/22.
- 4.4.5 There is a budget shortfall of £24,950 in the current financial year. However, once aligned with an existing Leeds city Council group, this shortfall will be absorbed within the groups budget with no net increase to the childrens centre budget overall.
- 4.4.6 Finance and HR have been consulted about the decision.
- 4.4.7 Finance have confirmed that there will be not net impact on the Family Services Budget overall and as such they are happy to support the transfer.
- 4.4.8 HR have confirmed this will be a TUPE transfer and continue to be involved with supporting this work.

### **4.5 Legal implications, access to information, and call-in**

4.5.1 There are no legal implications for Children and Families services arising from these proposals.

## **4.6 Risk management**

4.6.1 The programme will be managed using the Council's Delivering Successful Change Procedures which ensures comprehensive risk management.

## **5. Conclusions**

5.1 The transfer in of Crossgates and Manston childrens centre will ensure the continuation of much needed family services in this area, secure the future of the £247,000 capital investment and add capacity to the childrens centre group to which it is aligned. There will be no net impact on the family services budget.

## **6. Recommendations**

7. The Director of Children & Families is asked to approve the transfer of the Cross Gates and Manston Children's Centre childrens centre and staff from the employment, governance and management of Cross Gates Primary School to the employment, governance and management of the Learning for Life Service under TUPE principles.

## **8. Background documents<sup>1</sup>**

8.1 None

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<sup>1</sup> The background documents listed in this section are available to download from the council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.