

Delegated Decision Notice

This form is the written record of a key, significant operational or administrative decision taken by an officer.

Decision type	<input type="checkbox"/> Key Decision	<input checked="" type="checkbox"/> Significant Operational Decision	<input type="checkbox"/> Administrative Decision
Approximate value	<input type="checkbox"/> Below £500,000 <input type="checkbox"/> £500,000 to £1,000,000 <input type="checkbox"/> over £1,000,000	<input type="checkbox"/> below £25,000 <input type="checkbox"/> £25,000 to £100,000 <input checked="" type="checkbox"/> £100,000 to £500,000 <input type="checkbox"/> Over £500,000	<input type="checkbox"/> below £25,000 <input type="checkbox"/> £25,000 to £100,000
Director¹	Children and Families		
Contact person:	Karen Jessup	Telephone number: 07891 276544	
Subject²:	Employment of Trainee Educational Psychologists		
Decision details³:	<p>What decision has been taken? (Set out all necessary decisions to be taken by the decision taker including decisions in relation to exempt information, exemption from call in etc.)</p> <p>The Director of Children & Families gave approval for:</p> <ul style="list-style-type: none"> • Creating an additional three LCC employed Trainee Educational Psychologist posts on the structure, on top of the existing three vacant trainee posts already on the structure. • The current six Trainee Educational Psychologists would move from being paid a bursary to being offered a contract of employment as a Trainee Educational Psychologist. <p>This will allow Leeds to compete with surrounding local authorities who have employed arrangements for trainees in place already, reduce the use of costly agency staff and ensure a service to meet the needs of the city.</p> <hr/> <p>A brief statement of the reasons for the decision (Include any significant financial, procurement, legal or equalities implications, having consulted with Finance, PACS, Legal, HR and Equality colleagues as appropriate)</p> <p>There is a national shortage of Educational Psychologists. Recruitment and retention of local authority EPs in Leeds is impacted by this. A lack of EPs means that the local authority is not able to meet its statutory duties, relies on the use of</p>		

¹ Give title of Director with delegated responsibility for function to which decision relates.

² If the decision is key and has appeared on the list of forthcoming key decisions, the title of the decision should be the same as that used in the list

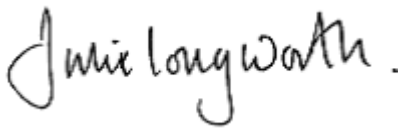
³ Simply refer to supporting report where used as these matters have been set out in detail.

	<p>locum/associates and is significantly limited in its ability to meet other core duties.</p> <p>The most successful approach to recruitment date is a 'grow your own' model. This includes encouraging routes into the profession for a more diverse population and retaining trainees once they qualify. Recruitment of paid trainee EPs is part of Leeds' recruitment and retention plan for this statutory service and one that is mirrored in other West Yorkshire authorities.</p> <p>This approach is part of a long term vision i.e. to meet the statutory duties and core responsibilities of the LA, meeting the needs of the increasing number of children and young people with SEND across the city.</p> <p>Brief details of any alternative options considered and rejected by the decision maker at the time of making the decision</p> <ol style="list-style-type: none"> 1. Continue to offer bursary places to the university - Leeds EPT cannot guarantee that we would receive three trainees each year. 2. Employ trainee EPs on a fixed term two year contract – We would require the same number of trainees either permanently employed or fixed term in order to fill vacancies. 3. Develop a regional training route – This is a viable long term option but needs DfE agreement.
Affected wards:	None.
Details of consultation undertaken⁴:	<p>Executive Member</p> <hr/> <p>Ward Councillors</p> <hr/> <p>Chief Digital and Information Officer⁵</p> <hr/> <p>Chief Asset Management and Regeneration Officer⁶</p> <hr/> <p>Others</p>

⁴ Include details of any interest disclosed by an elected Member on consultation and the date of any relevant dispensation given.

⁵ See Officer Delegation Scheme (Executive Functions) CDIO must be consulted in relation to all matters relating to the Council's use of digital technology

⁶ See Officer Delegation Scheme (Executive Functions) CAMRO must be consulted in relation to all matters relating to the Council's land and buildings.

Implementation	Officer accountable, and proposed timescales for implementation Karen Jessup Val Waite. ASAP April 2023	
List of Forthcoming Key Decisions⁷	Date Added to List:-	
	If Special Urgency or General Exception a brief statement of the reason why it is impracticable to delay the decision	
	If Special Urgency Relevant Scrutiny Chair(s) approval Signature _____ Date _____	
Publication of report⁸	If not published for 5 clear working days prior to decision being taken the reason why not possible:	
	If published late relevant Executive member's approval Signature _____ Date _____	
Call In	Is the decision available ⁹ for call-in?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	If exempt from call-in , the reason why call-in would prejudice the interests of the council or the public:	
Approval of Decision	Authorised decision maker ¹⁰ Julie Longworth – Director of Children & Families	
	Signature 	Date: 13/4/23

⁷ See Executive and Decision Making Procedure Rule 2.4 - 2.6. Complete this section for key decisions only

⁸ See Executive and Decision Making Procedure Rule 3.1. Complete this section for key decisions only

⁹ See Executive and Decision Making Procedure Rule 5.1. Significant operational decisions taken by officers are never available for call in. Key decisions are always available for call in unless they have been exempted from call in under rule 5.1.3.

¹⁰ Give the post title and name of the officer with appropriate delegated authority to take the decision.