

## **MEMBERS' QUESTIONS – PEOPLE DIRECTORATE**

**Whilst the offering of savings of £126K from Children's Services is cautiously welcomed, please could the vacancies being withdrawn be specified and certainty be given as to how these roles are to be covered by existing posts?**

**I am mindful that much was made from the outcome of our last Ofsted report about recruitment and I wish to seek assurances that officers are not overstretched and that we wouldn't be placed in a detrimental or critical position without these posts bearing in mind we do not know the true outcome of the impact of Covid and the impact it may have caused our children and young people.**

All decisions regarding savings have been taken in the context of wanting to ensure that we do not put children at risk and that we are able to address the issues raised in our previous Ofsted inspection. The recent focused visit from Ofsted indicates that we have been successfully able to do that.

The majority of the saving relates to the removal of 1 management post from early help service and the removal of budget for 5 student social workers. This budget is able to be removed as our student social workers have now all qualified and have taken up permanent social work vacancies in children's social care.

**What is the backup plan should these roles in the future be deemed necessary?**

The budget includes a 1% contingency for demand led budgets so, should the need arise, we could look to access this. Having access to this contingency is particularly important given that we are making savings and clearly are carrying a risk that we cannot always control "demand". As you say above, there may be longer term impacts rising from Covid that we have not yet materialised and we are monitoring this closely.

**14.1.5 Is it correct that there is now only one maintained school, and are there any risks associated with its financial position in the next 12 to 18 months?**

The Council current has two maintained schools; however, a school has started the process to join the Rutland Learning Trust (Multi Academy Trust). There is no date for conversion yet. There is one maintained school remaining and this is a voluntary aided school, meaning it has support of diocese. There are currently no financial concerns with the school.

**P58 and p59. Removal of vacant posts in Adults and Children's. Why? If they were not needed, why were they in the budget anyway and if they are needed why are they removed? Concern that some departments cut too tight in terms of staffing which risks delivery of services.**

Because we are showing how the 22/23 budget has been created. In 21/22 these posts were in the budget and were deemed needed. We worked hard to change practice and manage demand so now we are stating we can remove the posts hence they are not included in the 22/23 budget and shown as a saving.