

Oldham Borough Council
Record of Decision



Key Decision	Work Programme Reference
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1. **TITLE:** Realignment of Early Years staff resources

2. **SERVICE AREA:** Education and Early Years

3. **PURPOSE OF DECISION**

On the 23 November 2023, the Director of Education, Early Years and Skills and children's service's directorate management team approved the request to redesign the early years funding team within the early years service. Consultation has taken place with trade unions and affected staff throughout the formal consultation period on the 20 February to 5 March 2024. There has been no feedback or objections on the proposed structure from trade unions or affected staff. The purpose of this report is to provide an update on the outcome of the staff consultation and to seek approval to progress to implementation. If approved, the required staff changes will take effect from 1 April 2024 onwards.

4. **DECISION MADE BY:** Director of Education, Skills & Early Years

5. **DECISION:**

RESOLVED - That:

Options set out in the November report were:

Option 1: Implement a redesign of the Early Years Funding Team with the associated redundancy of the Early Years Provision Manager with immediate effect.

This option reduces senior management in order to create greater capacity at an operational/ delivery level.

Option 2: Remain 'as is'. This option fails to address the need to target resources where they are most needed to respond to the changing needs of the service.

6. **REASON FOR DECISION**

Option 1 - Implement a redesign of the Early Years Funding Team with the associated redundancy of the Early Years Provision Manager with immediate effect. This option reduces senior management in order to create greater capacity at an operational/ delivery level.

Option 2 - Remain 'as is'. Do not approve implementation and staffing changes.

This option fails to address the need to target resources where they are most needed to respond to the changing needs of the service

7. **ALTERNATIVE OPTIONS CONSIDERED**

Option 1 is the preferred option for the reasons set out above.

8. **INTERESTS AND NATURE OF INTERESTS DECLARED**

None

9. **PRINCIPAL GROUPS CONSULTED:**

Detailed in the report

10. **DOCUMENT CONSIDERED:** Realignment of Early Years staff resources
Realignment of Early Years staff resources