

Mayor's Executive Decision Making



Friday, 14 October 2022

1. **COMMUNITY LANGUAGE SERVICE ADDITIONAL
STAFFING CAPACITY**

3 - 8

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The best of London in one borough

Tower Hamlets Council

Town Hall
Mulberry Place
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Agenda Item 1

<p style="text-align: center;">Individual Mayoral Decision Proforma</p> <p style="text-align: center;">Decision Log No: <u> 304 </u></p>	 <p style="text-align: center;">TOWER HAMLETS</p>
Report of: James Thomas, Corporate Director Children & Culture	Classification: Unrestricted
Developing a Community Language Service	

Is this a Key Decision?	No – this report has been evaluated as not meeting the Key Decision criteria
Decision Notice Publication Date:	Not applicable
General Exception or Urgency Notice published?	Not required
Restrictions:	N/a
Reason for seeking an Individual Mayoral Decision:	Additional resources are required as soon as possible in year to scope a new Community Language Service for the borough

EXECUTIVE SUMMARY

This reports seeks approval to fund 3.5 additional posts in year (2022/23) which will take forward the planning and scoping of a new Community Language Service for the borough with the aim of implementing the new service in 2023/24.

Full details of the decision sought, including setting out the reasons for the recommendations and/or all the options put forward; other options considered; background information; the comments of the Chief Finance Officer; the concurrent report of the Head of Legal Services; implications for One Tower Hamlets; Risk Assessment; Background Documents; **and other relevant matters are set out in the attached report.**

DECISION

To approve the budget of £130k for three additional posts to scope and plan for a Community Language Service.

APPROVALS

1. (If applicable) Corporate Director proposing the decision or his/her deputy

I approve the attached report and proposed decision above for submission to the Mayor. I confirm that the Mayor and/or Lead Member have agreed to this decision being taken using this process.

Signed  Date 10/07/2022

Chief Finance Officer or his/her deputy

I have been consulted on the content of the attached report which includes my comments.

Signed  Date 10/10/22

2. Monitoring Officer or his/her deputy

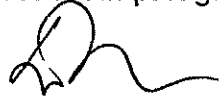
I have been consulted on the content of the attached report which includes my comments.


(For Key Decision only – delete as applicable)
I confirm that this decision:-
(a) has been published in advance on the Council's Forward Plan OR
(b) is urgent and subject to the 'General Exception' or 'Special Urgency' provision at paragraph 18 or 19 respectively of the Access to Information Procedure Rules.

Signed Date 10/10/2022

3. Mayor

I agree the decision proposed in the recommendations above for the reasons set out in paragraph XX in the attached report.

Signed  Date 12/16/22

Individual Mayoral Decision 14 October 2022	 TOWER HAMLETS
Report of: James Thomas, Corporate Director Children & Culture	Classification: Unrestricted
Developing a Community Language Service	

Lead Member	Statutory Deputy Mayor and Cabinet Member for Education and Lifelong Learning
Originating Officer(s)	Layla Richards, Acting Director Commissioning & Culture
Wards affected	All wards
Key Decision?	No
Reason for Key Decision	This report has been reviewed as not meeting the Key Decision criteria.
Forward Plan Notice Published	N/A
Strategic Plan Priority / Outcome	Accelerate Education

Executive Summary

This reports seeks approval to fund 3.5 additional posts in year (2022/23) which will take forward the planning and scoping of a new Community Language Service for the borough with the aim of implementing the new service as a first call in budget setting for 2023/24.

Recommendations:

The Mayor is recommended to:

1. To approve a budget of £130k in year for 3.5 additional posts to scope and plan a new Community Language Service.
2. That the Community Language service be a first call on the setting of the 2023-2026 MTFs, but can only proceed beyond 31 March 2023 once that budgetary approval has been secured.
3. To note that an equalities impact assessment will be undertaken as set out at paragraph 4.1.

1 REASONS FOR THE DECISIONS

- 1.1 It is a priority of this council and the new strategic plan to establish a new Community Language provision for the borough following the closure of the previous service in March 2021. Additional resources are required to scope and plan for the service so that it can go live in 2023/24.

2 ALTERNATIVE OPTIONS

- 2.1 There is not sufficient capacity within existing services to undertake the work needed to develop the new service. An alternative option would be to not fund the additional capacity but this would mean we would be unable to deliver on this priority.

3 DETAILS OF THE REPORT

- 3.1 The council's former Community Language Service was formally closed down on 31 March 2021. The new administration of the council is prioritising the introduction of a new provision for the council with the aim of providing aspirational community languages provision in the form of supplementary schooling. This will be valuable for its learners by supporting attainment and provides an opportunity to develop a new way of delivering community language classes and to ensure that they are fit for purpose, aspirational and responsive. Furthermore, the service would also have a core aim of helping children to understand their heritage with benefits for their positive sense of identity.
- 3.2 While the scoping and development of the service has not yet taken place the aspiration would be to deliver community language provision for children aged 8-14 in a range of community languages delivered in a range of settings. Informal consultation would be undertaken in the development of the specific proposals.
- 3.3 In order to scope and plan for the introduction of a new service the council will need to fund some additional capacity in both the short and longer-term. This report is concerned with the additional capacity required in year for 2022/23 and this is thought to be in the region of £130k until the end of the financial year.
- 3.4 The additional capacity required until the end of the financial year would include:
- Head of Community Languages: the postholder would be responsible for setting the strategic direction of the service working alongside the Director and Corporate Director and the Mayor and Elected Members (indicative in year cost of £43k)

- Project Manager: the postholder would be responsible for supporting the Head of CL with scoping and developing the new service. This would include development of the project and workstreams and undertaking informal consultation and the equalities impact work (indicative in year cost of £35k)
- Community Languages Support Officer: the postholder would provide policy and governance support in the development of the new provision (indicative in year cost of £27k)
- Business Analyst: some business analyst capacity would be required as part of the project. This is likely to be 50% of a full-time equivalent post (indicative in year cost of £20k)

3.5 The staffing and budget required to deliver the service, once introduced, will be modelled as part of the scoping work.

4 EQUALITIES IMPLICATIONS

4.1 An equalities impact assessment will be undertaken in parallel with the development of the proposals for the new service.

5 OTHER STATUTORY IMPLICATIONS

5.1 This section of the report is used to highlight further specific statutory implications that are either not covered in the main body of the report or are required to be highlighted to ensure decision makers give them proper consideration. Examples of other implications may be:

- Best Value Implications,
- Consultations,
- Environmental (including air quality),
- Risk Management,
- Crime Reduction,
- Safeguarding.
- Data Protection / Privacy Impact Assessment.

5.2 Safeguarding considerations will need to be taken into account in developing the service and relevant procedures and policies will be followed.

5.3 Best Value implications will also need to be factored into the development of any new service to ensure value for money and to ensure the service is able to achieve the best outcomes possible for children and young people.

5.4 Consideration will furthermore need to be given to any informal consultation undertaken and data protection implications.

6 COMMENTS OF THE CHIEF FINANCE OFFICER

6.1 The Funding request is for an amount of £130k to be provided from earmarked reserves for the remaining period of the 2022/23 year. Any future

funding for the proposal would be considered as a first call on the setting of the 2023-2026 MTFs and could only continue beyond 31st March 2023 after the approval of the 2023/24 budget. There is no current funding for this service which had previously been removed as a budget saving.

7 COMMENTS OF LEGAL SERVICES

- 7.1 Pursuant to section 112 of the Local Government Act 1972, the Council is required to appoint such officers as it thinks necessary for the proper discharge by the Council of its functions. Pursuant to section 7 of the Local Government and Housing Act 1989, all appointments should be on merit.
- 7.2 When carrying out its employment functions, the Council must comply with the requirements of the Equality Act 2010. It must not discriminate on the grounds of any protected characteristics identified in the Act. It must have due regard to the need to eliminate unlawful conduct under the Equality Act 2010, the need to advance equality of opportunity and the need to foster good relations between persons who share a protected characteristic and those who don't (the public sector equality duty).
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Linked Reports, Appendices and Background Documents

Linked Report

- NONE

Appendices

- NONE

Background Documents – Local Authorities (Executive Arrangements)(Access to Information)(England) Regulations 2012

- NONE

Officer contact details for documents:

Or state N/A