

**FLINTSHIRE COUNTY COUNCIL**

**REPORT TO:** **LIFELONG LEARNING OVERVIEW & SCRUTINY COMMITTEE**

**DATE:** **THURSDAY, 14 NOVEMBER 2013**

**REPORT BY:** **DIRECTOR OF LIFELONG LEARNING**

**SUBJECT:** **FACILITIES REVIEW**

**1.00 PURPOSE OF REPORT**

1.01 To provide members with a comprehensive update with regards to the implementation of various service improvement initiatives designed to ensure the Facilities Services Unit complements 21<sup>st</sup> Century Schools and meets the legislative requirements of the Welsh Governments Appetite for Life health and wellbeing programme.

**2.00 BACKGROUND**

2.01 Based on the Association of Public Service Excellence (APSE) consultancy report the Facilities Services Improvement project is now in its second year.

2.02 The APSE report cited Efficiency, Innovation, Investment and Growth as the main criteria for sustained service improvement.

2.03 Appendix 1 provides members with a comprehensive breakdown of the service improvements under each of the headings of Efficiency, Innovation, Investment and Growth. Completion of these service improvements which is being project managed under the Flintshire Futures programme will result in a resilient high quality modern Facilities Service, in which investment in staff, technology and updated working practices will secure efficiencies and ensure service improvements.

**3.00 CONSIDERATIONS**

3.01 In order to secure the future viability of the school meals and cleaning service, organisational redesign and practice change will be implemented as part of the review programme. The aim of this work is to generate additional income through new and existing business, control and reduce material costs, whilst promoting flexibility in staffing arrangements and a reduction in management overheads.

#### **4.00 RECOMMENDATIONS**

- 4.01 That members note the contents of this report and that further updates will be provided on a quarterly basis.

#### **5.00 FINANCIAL IMPLICATIONS**

- 5.01 Due to the initiatives actioned as part of this service improvement programme like for like income compared to the same period in 2012/13 has increased in the following areas:

High schools: 4.1%  
Primary schools: 4.4%  
County Hall Bistro: 11.2%

#### **6.00 ANTI POVERTY IMPACT**

- 6.01 The schools PLASC data taken from the 2013 January census shows the following improvement in Free School Meal (FSM) uptake for those eligible:

High schools from 63.17% in 2012 to 78.44% in 2013.  
Primary schools from 73.79% in 2012 to 79.72% in 2013.

- 6.02 The service will continue to promote the uptake of Free School Meals (FSM) and the Welsh Government universal free breakfast initiative by working in conjunction with schools, the pupil support unit and the Revenues and Benefits section to ensure that school age children in Flintshire have access to high quality food provision throughout the school day.

#### **7.00 ENVIRONMENTAL IMPACT**

- 7.01 The service is working in conjunction with the council's energy management unit and the Carbon Trust to reduce the impact of the ventilation improvement programme in school kitchens in regards to energy consumption and reduced carbon emissions.

#### **8.00 EQUALITIES IMPACT**

- 8.01 An Equalities Impact Assessment (EIP) will be carried out in each service area during the review period in consultation with HR the TU's and employees.

#### **9.00 PERSONNEL IMPLICATIONS**

- 9.01 The primary school kitchen staffing review will result in a more equal distribution of hours based on the number of meals served in each school, whilst the management review will result in a flatter leaner structure based on 'spans of control' meaning no single line reports or

deputies and introducing new ways of working more closely with schools and other council departments such as Community Services, HR and Environment.

**10.00 CONSULTATION REQUIRED**

10.01 The workforce and Trade Unions are being consulted at all key milestones in the review programme.

**11.00 CONSULTATION UNDERTAKEN**

11.01 Consultations have taken place with HR, Trades Unions and individual consultation meetings have taken place with all staff with regards to the primary school staffing review and those managers and supervisors affected in the management review.

**12.00 APPENDICES**

12.01 Appendix 1 Efficiency, Innovation, Investment and Growth.

**LOCAL GOVERNMENT (ACCESS TO INFORMATION ACT) 1985  
BACKGROUND DOCUMENTS**

None.

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