

**Parent Council**  
**31.8.10**  
**Collaborative Problem Solving**

**What actions can we take to reduce costs across the Children and Families Department?**

|   | <b>Group 1</b>   | <b>Group 2</b>  | <b>Group 3</b>  |
|---|--|---|---|
| 1 | Close under used Primaries   | Link posts and buildings , shared skills; shared building eg clusters   | Amalgamate x schools x libraries x police stations  |
| 2 | Absorb CEC into Scottish Government (reduce duplication)   | Review contracts  | Shared management across smaller schools (Head teachers, Business manager)  |
| 3 | Economy of scale   | Rationalisation   | Sort out school heating /energy /waste use  |
| 4 | Increased changes for non essential services   | Increase wages of lowest paid and freeze those of staff paid more than £40k   | Admin budget - make the best in schools in terms of efficiency (measure)  |
| 5 | Devolve catering and cleaning to schools   | Centralise supplier contracts   | Increase class sizes  |
|   | <ul style="list-style-type: none"> <li>• Centralise budgets</li> <li>• Pay freeze</li> <li>• Absence Management Policy</li> <li>• Sell off community Centres or give them to Communities</li> <li>• Means testing and greater parental contribution</li> <li>• Early retirement packages for those who wish to go</li> <li>• Cut cost of home to school transport</li> <li>• Reduce Asset Base</li> <li>• Cut propriety software use freelance</li> <li>• Across the Board pay cuts/redundancies</li> <li>• Out source everything</li> </ul> | <ul style="list-style-type: none"> <li>• Review energy usage</li> <li>• Reduce variety of exams offered</li> <li>• Close final salary pension</li> <li>• Review non-statutory services</li> <li>• Separate C&amp;F into</li> <li>• Constituent parts</li> <li>• Close schools</li> <li>• Share energy and staffing costs with other departments</li> <li>• Business process reviews</li> <li>• Review procurement contracts esp BT</li> <li>• Share more resources with other Departments and Councils</li> <li>• Renegotiate BT contract</li> <li>• Reduce or remove neighbourhood structure</li> <li>• Pay freeze at senior levels</li> <li>• Reduce sporting or musical provision</li> </ul> | <ul style="list-style-type: none"> <li>• Reduce teacher prep and increase face to face teaching</li> <li>• Do away with denominational schools</li> <li>• Free schools to find contractors</li> <li>• Rationalise early years centres = (reduce)</li> <li>• Rationalise number of schools</li> <li>• Reduce number of schools – but education at high quality (people will travel if good quality educ.</li> <li>• Free schools to manage own lets (saves council management)</li> <li>• Combine use of churches/schools</li> <li>• As per 9 libraries</li> <li>• Stop school transport</li> <li>• Early retirement – round 3</li> <li>• Share HTs</li> </ul> |

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| <ul style="list-style-type: none"><li>• Reduce number of secondaries</li><li>• Continue to use jotter across</li><li>• Temp freeze on CPD</li><li>• Cut Art/Sports unit</li><li>• Performance management system</li><li>• Reduce energy costs</li><li>• Efficiency through IT</li><li>• Reduce layers of management</li><li>• Compulsory redundancies for de-prioritised departments</li><li>• Remove</li><li>• Allow parents to start community schools</li></ul> |  | <ul style="list-style-type: none"><li>• Share libraries and early years centres</li><li>• Turn heating</li></ul> |
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|   | <b>Group 4</b>   | <b>Group 5</b>   | <b>Group 6</b>  |
|---|--|--|---|
| 1 | Identify ways to make money from schools   | Sixth form colleges  | Apply systems approach to identify duplication within the department and with other departments   |
| 2 | Tourist tax to subsidise education   | Better shared services people and facilities   | Ensure schools obtain goods and services as cheaply as possible   |
| 3 | Review reduce oracle/BT contracts  | Schools have control over service budget   | Negotiate ICT and Facilities managers and insurance contacts  |
| 4 | Increase income of school buildings  | Combine schools  | Maximise income from assets   |
| 5 | Parental contributions to supplies – means test for exemptions   | Close under occupied schools   | Are schools too top - heavy   |
|   | <ul style="list-style-type: none"> <li>• Better charges for lets</li> <li>• Budget holder to have ability control resources</li> <li>• Improved control over PPP school budget</li> <li>• Split education from Social Work</li> <li>• Sell or lease non school buildings</li> <li>• Give schools more autonomy to manage energy costs</li> <li>• Clarity about what efficiency means with regard to cost per pupil</li> <li>• Review delivery home – school transport</li> </ul> | <ul style="list-style-type: none"> <li>• Schools buying independently</li> <li>• Reduce head count - not teachers</li> <li>• Open source software</li> <li>• Reduce paper reports</li> <li>• Cut salaries</li> <li>• Solar panels</li> <li>• Shared admin costs</li> <li>• Use property efficiently – out of hours use</li> <li>• Specialisation</li> <li>• Reduce central admin costs</li> <li>• More flexibility for H.Ts.</li> <li>• Cut paper use</li> <li>• Thinning down admin staff</li> <li>• Retire people earlier</li> <li>• Cut selective music services</li> </ul> | <ul style="list-style-type: none"> <li>• Be as effective as possible</li> <li>• Improve energy efficiency for schools</li> <li>• Transport costs</li> <li>• Central services to be shared between council departments</li> <li>• Make equipment last longer in special schools – don't get the latest model?</li> <li>• Cut discretionary grants for non-key items</li> <li>• Be as efficient as possible</li> <li>• Buildings – can we do more to use them better</li> <li>• Innovative ways of funding capital like social impact bonds, energy efficiency grants</li> <li>• Have fewer meetings</li> <li>• Concentrate on core learning skills</li> <li>• Seek commercial sponsorship</li> </ul> |

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| <ul style="list-style-type: none"><li>• Reduce working group membership of front line services</li><li>• Improve IT contracts</li><li>• Review early years funding</li><li>• Better co-ordination / sharing with community services</li><li>• Review support of private nurseries</li><li>• Reduce number of Administrators (central services)</li><li>• Reduce waste from over ordering</li><li>• Freeze quality assurance staff</li><li>• Ordering from central budget which is not flexible</li><li>• Reduce IT costs</li></ul> | <ul style="list-style-type: none"><li>• Simplify inspections</li><li>• Allow more parent helpers</li><li>• Reduce unoccupied list</li><li>• Cut grants to other groups</li><li>• Combine jobs</li><li>• Voluntary retirement incentives</li></ul> | <ul style="list-style-type: none"><li>• Transport</li><li>• Look at insurance</li></ul> |
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|   | <b>Group 7</b>   |
| 1 | Negotiate better contracts for the long-term (includes employee contracts and ICT and procurement  |
| 2 | Co-operate with partners to share delivery   |
| 3 | Reduce structures (management / people)  |
| 4 | Rate things as essential, desirable and non-essential based on meeting children's needs  |
| 5 | Suspend new school building  |
|   | <ul style="list-style-type: none"> <li>• Review conserved salaries</li> <li>• Have more people use resources already in place</li> <li>• Look at costs closely</li> <li>• Economies of scale – buying services and materials with other councils</li> <li>• Transport costs in particular excluded pupils</li> <li>• Increase efficiency of oracle</li> <li>• Look at ICT contracts – better deal</li> <li>• Reduce school week</li> <li>• Look at admin / management costs</li> <li>• Reduce non-teaching employees</li> <li>• Bring through C for E and glow quickly so that money can be redirected</li> <li>• Using voluntary sector more for social work</li> <li>• Review school meals</li> <li>• Renegotiate procurement contracts</li> <li>• Avoid duplication</li> <li>• Shut buildings more often</li> </ul> |