

**AGENDA ITEM****9****COMMITTEE: ADMINISTRATION & REGULATION****DATE: Wednesday 25<sup>th</sup> June 2014****SUBJECT: DELETION OF ART TUTOR POST AT CHAUL END  
COMMUNITY CENTRE****REPORT BY: HEAD OF COMMUNITY LIVING****CONTACT OFFICER: SANDRA HAYES, COMMUNITY DEVELOPMENT  
SERVICE MANAGER/SOCIAL JUSTICE SERVICE  
MANAGER Ext: 6945****IMPLICATIONS:**

<b>LEGAL</b>	✓	<b>COMMUNITY SAFETY</b>	
<b>EQUALITIES</b>	✓	<b>ENVIRONMENT</b>	
<b>FINANCIAL</b>	✓	<b>CONSULTATIONS</b>	✓
<b>STAFFING</b>	✓	<b>OTHER</b>	

**WARDS AFFECTED: CHALLNEY**

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**PURPOSE**

1. The purpose of this report is to seek approval of the Administration & Regulation Committee to delete the post of Art Tutor at Chaul End Community Centre.

## **RECOMMENDATION(S)**

2. **Administration & Regulation Committee is recommended to approve the deletion of the Art Tutor post at Chaul End Community Centre as set out in this report.**

## **BACKGROUND**

3. The Art Tutor currently facilitating art activities for members of the local community at Chaul End Centre is an employee of the Council. The operations and management of the 11 Community Centres transferred to Luton Culture on 1<sup>st</sup> 2013. The Art Tutor role did not transfer to Luton Culture as part of the transfer arrangements as the activities did not form part of the undertaking that transferred.

## **REPORT**

4. Prior the transfer of Community Centres, art classes were provided by Chaul End Community Centre as an activity to both customers of adult social care day centres at Chaul End Day Centre and classes for members of the local community. The art activities continued in the same way after the transfer of the community centres. However, an arrangement was put in place between the Council and Luton culture where the Council continued to employ the Art Tutor but Luton Culture would continue to offer art activities for the local community at Chaul End Community Centre.
5. Following the arrangement between the Council and Luton Culture, the Tutor gave notice to Adult Social Care only to discontinue art activities for Chaul End Day Centre customers. The arrangements for art activities for members of the local community continued.
6. On 7<sup>th</sup> March 2014, Luton Culture formally advised the Council that they have decided to discontinue providing art activities at Chaul End Community Centre as it is not financially viable. Luton Culture has however offered to work in partnership with the Art Tutor to provide independent art activities as Chaul End Community Centre.
7. Previous Tutor roles within community centres were deleted in the Community Development Service in 2012 following approval from Administration Committee. The former Council employed Tutors have continued to provide various activities at community centres independently.
8. As a result of the withdrawal of the art activities and arrangements by Luton Culture, there is no requirement for the Council to provide art activities to the local community. Therefore, the post of Art Tutor is no longer required.

## **PROPOSAL**

9. The proposal is to delete the post of Art Tutor at Chaul End Community Centre as there is no longer a service need for this role within the Housing & Community Living Department.
10. Luton Culture to work in partnership with the Art Tutor to continue to provide independent art activities for members of the local community. In doing so, Luton Culture will offer the hire of facilities at a discounted rate to the Art Tutor.

## **LEGAL IMPLICATIONS**

11. The proposals have the potential for one compulsory redundancy. In the event that compulsory redundancy is necessary, there is possibility for an internal appeal (which would be conducted by Officers) and the Council would also need to deal with any potential employment tribunal proceedings.
12. This report has been cleared by John Newman, Solicitor in Legal Services on 6<sup>th</sup> June 2014.

## **EQUALITIES IMPLICATIONS**

13. Due to the small number of employees affected and to protect individual confidentiality an Integrated Impact Assessment has not been attached to this report. Overall, there is no noticeable impact on people sharing a characteristic.
14. This report was cleared by Sandra Legate on 4<sup>th</sup> June 2014

## **FINANCIAL IMPLICATIONS**

15. The deletion of this post will result in the post holder going on the Council's redeployment list. The financial implications are the post holder receiving compulsory redundancy if unsuccessful in securing a new job.
16. This report has been cleared by Dave Kempson, Head of Finance on 10<sup>th</sup> June 2014.

## **STAFFING/HR IMPLICATIONS**

17. Formal consultation in accordance with the Organisational Procedure was carried out from 31<sup>st</sup> March 2014 to 29<sup>th</sup> April 2014. There is only one employee directly affected by this proposal. The employee fully engaged

in the consultation process and a meeting was also held with Luton Culture to explore the proposal of the Art Tutor running the activities from Chaul End Centre independently.

18. Enquiries were made for alternative employment within the Adult and Community Learning Service. Unfortunately, the service has cut this type of activity from the programmes on offer. The Art Tutor has already commenced pursuing the formal arrangements with Luton Culture to provide art activities independently.
19. Should there be no suitable alternative employment available through the redeployment process, the post holder will be at risk of compulsory redundancy. The Organisational Change Procedure will be followed to manage the redundancy.
20. This report has been cleared by Angela Claridge, Head of HR & Monitoring Officer on 9<sup>th</sup> June 2014.

## **APPENDIX**

### **LIST OF BACKGROUND PAPERS** **LOCAL GOVERNMENT ACT 1972, SECTION 100D**

There are no background papers in connection with this report.