

ITEM 5

Rolls-Royce Plc ---Submission to the Admission Forum of Derby City Council

Introduction

Rolls-Royce plc is a global business currently employing almost 39,000 people, of which over 10,000 are employed from its Derby sites. A critical factor in the success of the Company is its ability to assign key employees from Derby to business-critical locations overseas.

Recently, a number of employees who have repatriated back to their home base in Derby, after completion of their international assignment (typically lasting from 12 to 36 months), have found that they are unable to secure a place for their child at their “catchment” school because their relatively short and temporary absence away from their normal workplace in Derby relegates their school place application to a lower priority. They are then considered as ‘out of area’ applicants. Some children have even been refused a place at the school they had previously attended before their parent’s international assignment began. Had the employee refused to accept their international assignment offer and remained in Derby, much to the detriment of the company, these schooling problems would be significantly less likely, but Rolls-Royce would suffer as a consequence.

School Admissions Policy

Changes to the School Admission Code, implemented in statute by the Government in February 2009, state that Local Authority Admission Forums should consider “**Fairness of Applications rather than the Legality of proposed Admission Arrangements**”.

It is this emphasis on ‘fairness’ which we would draw to the attention of the Admission Forum in this context.

As stated above, families with children in this situation are finding that when they apply from overseas, often a year in advance, for a place in their local school on their return to Derby, they are treated as “**out of area applicants**” and consequently have a significantly reduced chance of gaining a place in the school of their choice, in spite of the fact that by the end of their assignment, and at the start of the new school session, they will again be resident in Derby, usually living in their original house in the school catchment area.

The effect of this current educational policy is now, regrettably, causing the company considerable problems with the key group of employees we require to undertake international assignments.

Employees with school age children are now turning down international assignment opportunities, due to the educational uncertainties they are likely to experience on their return to Derby. This is having a significantly negative impact on the Company, and particularly risking its global operations.

Without the availability of qualified staff to take up temporary international assignments, important contracts might be lost to competitors to the detriment of Derby and the wider community.

The Company is not seeking priority for staff returning to Derby after an international assignment.

Rather it asks that such staff, when supported by any required verification from the company, are considered as Derby residents when School Applications are being initially considered by the Education Authorities. In that sense “fairness rather than legality” takes priority.

Rolls-Royce plc hopes that the Admissions Forum will see the ‘fairness’ in this request and will therefore make a recommendation to the Admission Teams in Derby City Council to take this problem into consideration when looking at School Applications.

In conclusion, without a satisfactory resolution to this Schools’ Admission Problem it is the Company’s considered view that both Rolls-Royce plc and the City of Derby will be adversely affected.