



Department
for Education

Strategic Asset Management Plan

2017/18

The Department for Education's (DfE) purpose is to provide world-class education and care that allows every child and young person to reach his or her potential, regardless of background. This Strategic Asset Management Plan (SAMP) provides a strategic vision to the Department's property plan and identifies opportunities to further align the Department's operational assets with current and future business need.

Our Portfolio

DfE is committed to delivering core activity, working closely with partners across the government to manage, maintain and support the day to day running of a highly complex and diverse estate.

Following the Machinery of Government (MOG) changes in July 2016, DfE gained a number of additional public bodies including the Higher Education Funding Council for England (HEFCE) and the Skills Funding Agency. This document however focuses on those DfE properties held prior to MOG as we are still in the process of fully integrating them into the DfE estate.

The DfE estate prior to MOG changes included 12 buildings, covering a collective floor area of c 58,000 square metres of which c 33,000 square metres is occupied by the Department. This includes 16 property interests; 7 leaseholds, 1 freehold, and 4 Memorandum of Terms of Occupations (MOTOs).

Our Progress

DfE has previously delivered a reduction in the number of core operational properties reducing the Department's costs from £63 million in 2010 to £34 million in 2015. In 2016, net running costs were £28 million. The Department continues to strive to achieve cost saving efficiencies while recognising that the Department's headcount is increasing significantly, not including civil servants who joined DfE through the MOG transfers.

As of April 2017, DfE became formally part of the MoJ's Shared Service Estates Cluster. The MoJ Cluster provides an array of estates and facilities management service provisions, with DfE operating an Intelligent Client Function (ICF) to ensure the Departments' property requirements are detailed and met in full, with services that are fit for purpose, satisfactorily delivered, and that represent value for money. The Estates Cluster focuses on delivering customer business needs and the wider pan-government strategic property objectives of reducing the size of the Civil Estate and improving the utilisation of retained properties.

Our people

We will invest in our people to develop inclusive, valued and high performing teams empowered by inspiring leaders. During 2017/18 we will build on our investment in learning and development by supporting professional development in property, project delivery, facilities management and health and safety disciplines. We will also strengthen our entry level jobs offer with apprenticeships, internships and Fast Stream opportunities.

Cross-Government Objectives

The Department is working in collaboration with partner organisations including the Government Property Unit (GPU) and is committed to supporting activity to deliver the Government Property Agency, One Public Estate (OPE) agenda and the Government Hubs Programme. In doing so, DfE is committed to placing these wider government objectives at the core of its Departmental strategy by developing four core strategic estate priorities to deliver the strategy vision:

- 1. Provide estate solutions to support business operations**
Transitioning to the new Estates Cluster FM contracting model, enhancing reliability of data for decision-making and developing a strong account management function.
- 2. Continue to build and buy expert capability to deliver estate priorities**
Recruiting and retaining expert staff from diverse backgrounds. Engaging with our staff to make the Estates Cluster a better place to work, promoting line management that encourages development opportunities, holding more all staff engagement sessions, and supporting the creation of a diverse and inclusive workforce.
- 3. Make the estate affordable by effectively prioritising investments**
Achievement of this objective will be measured by on-track performance of Greening Government Commitments and the reduction of property running costs, whilst maintaining our estate and ensuring business operations continue to be supported.
- 4. Modernise the estate to current and future standards**
Success of this priority will be measured based on the monitoring of estates efficiency metrics, as well as the delivery of projects to the targets set out in the government's construction strategy.

These core priorities are designed to support the government estate strategy and Departmental strategies within the Estates Cluster. To ensure they are met, the Department is working to improve data management, ways of working and delivering greater value through our estate and facilities management supply chain contracts. This will ensure that DfE operates from an affordable, fit for purpose and efficient estate, which is capable of supporting a modern education system.

Our Plan

Aligning to the strategic priorities above, DfE will continue to work hard to reduce its remaining footprint from its current levels and deliver further savings through a combination of regionalisation, smarter working and reduction in the costs of facilities management services. As part of this, the objective is to reduce the number of posts in London and focus on increasing the number of posts in regional locations, to reduce overall estates costs. The future strategy is for the Department to consolidate functions into 1-2 locations in London, while regional facing functions will continue to be based around customers and stakeholders. As with all SAMPs, the DfE estate strategy is therefore heavily influenced by the Department's future resourcing plans, which are currently being developed.

DfE supports the aim to Create a decent working environment for all staff, with modern workplaces enabling flexible working, substantially improving IT tools and streamlining security requirements to be less burdensome for staff. DfE is doing this through "Building our Department Together" programme, which includes looking at all aspects of how the Department works including the working environment.

The Department will continue to work on providing flexible office environments consistent with government space targets, increasing utilisation and reducing the size and cost of the estate. As a facilitator, the Estates Cluster continues to collaborate with the IT function who are delivering a radical transformation of technology across DfE employees to enable staff to work more remotely and freely. Surplus space will be released or sub-let providing value for money both for the Department and its sub-tenants.