

Three Year Plan's

Guidance provided for the period 2021-22 to 2023-24

Formula Income 2022-23 (Year 2) & 2023-24 (Year 3)

In the Summer of 2019, the Education Skills and Funding Agency set out its three-year funding commitment for total schools' funding between April 2020 and March 2023, equivalent to an approximate 5% increase per year. However, no details have been issued as to exactly how much of this funding will be passed to schools' budgets in 2022-23, nor is there any news as to any future funding commitments in 2023-24 or beyond. The Government also reinforced its intention to move towards a Hard-National Funding Formula (NFF) in the future but again no details of when this might be. With this in mind, and in the absence of any further information, our advice assumes the Government will ensure the future funding rates used to calculate schools' budgets will increase roughly in line with the estimated future salary awards.

The schools' individual budget for 2021-22 has been published. For 2022-23 (Year 2) and 2023-24 (Year 3) we are basing our recommendations on the following principles:

- The factors within the school budget calculation will increase by a minimum of 3% per year (mimicking the increases seen in 21-22) therefore it is assumed the overall per pupil funding will increase by a minimum of 3% per year, this includes the Minimum Per Pupil Level (MPPL);
- It is expected the minimum funding guarantee will be set at 0.5% (this is the minimum year on year increase in per pupil funding the school would expect to receive). For the small number of schools receiving funding through the minimum funding guarantee factor (you can check this on your Year 1 template) the future percentage increase in per pupil funding will be unique to the school depending on whether this protection still applies.

The year 2 and 3 tabs in the school budget templates have been re written so that schools can enter their assumptions relating to budget uplifts for the formula MFG and MPPL before seeing an illustration of what these will look like.

Teachers & Non-Staffing Staffing Costs

The latest announcement from the DFE suggests that that for most teachers' the inflationary pay award from September 2021 will set be at 0%. The exception to this will be any teacher with a full-time salary of less than £24,000, mainly unqualified teachers, who will receive around £250 increase or national living wage increase (whichever is higher). Please note, schools can still apply performance related pay awards from September 2021, where applicable.

The Government appears to be proposing to pause any further commitment to raise the starting salary of newly qualified teacher to £30,000, by at least one year. The Government has confirmed it still intends to honour its commitment to raise the salary of a newly qualified teacher to £30,000 however the timescale for this is expected to be stretched and for the purposes of budget setting it is assumed this will not be achieved until September 2023.

There is no further detail on future increases in teachers' pay in September 2022 & 2023 therefore it is assumed the average increase will continue to be around 3% each year, this assumes the salary of a new starter would rise by approximately £2,000 per year to a £28,000 in September 2022 (8.8% increase) and to £30,000 by September 2023 (7.4% increase); and an experienced teacher of 2.5% per year in September 2022 and 2.75% in

September 2023 (the increase is mirror expected rises in national average wage as described below).

For non-teaching staff, the Council will confirm any changes to the Kent Scheme Range from April 2021 following the Pay & Personnel Committee in March 2021. The outcome of this will be published on KELSI. In the absence of confirmed pay increases we are recommending non-teaching staff pay increases in line with the forecast national average wage increase published by the Office of Budget Responsibility of 2% from April 2021, 2.4% from April 2022 and a further 3% from April 2023.

Other Grants:

Teachers' Pay Grant (TPG) & Teachers' Pension Employer Contribution Grant

In previous years both the TPG and TPECG were received as separate grants however in 2021-22, these grants have now been added to the main school budget and will no longer be calculated or received separately.

Pupil Premium

This is expected to continue in Year 2 and Year 3 under the same terms and rates as in 2021-22.

Universal Infant Free School Meals

This is academic year grant. The Government has confirmed this will continue to the end of August 2021. The Government has not confirmed its intention to continue with this policy but at this stage we are advising schools to assume this will continue in 2022-23 and 2023-24 but that schools should start to consider exit strategies in case this grant is stopped in future.

Year 7 Catch Up

This is academic year grant and was ended in 2020.

Primary PE and Sports Premium Grant

This is academic year grant. The Government has confirmed this will continue to the end of August 2021. The 2020 Government budget statement confirmed their intention to increase this grant further in future years but there have been no details at this stage. Therefore, we are advocating schools should continue to assume they will receive this grant (at the same level as in previous years) in 2022-23 and 2023-24.

Arts Premium Grant

The Government also announced as part of 2020 budget statement an additional £90 million per year to introduce an Arts Premium from September 2021 to help schools provide high-quality arts programmes and extracurricular activities for pupils. It is unclear at this stage whether this commitment will still be honoured and therefore are advising schools not to include this grant or any associated extra spend.

Post 16 Allocation

This should be included in line with the most recent Government advice.

COVID Catch Up Premium

In response to the COVID pandemic the Government announced the COVID Catch Up premium for the 2020-21 academic year. This will be received in 3 tranches: of which the

first 2 tranches would be received before 31st March 2021 (equating to £46.67 per pupil for primary & secondary schools or £140 per place for special schools) and the final tranche is expected to be received during the Summer Term 2021, which equates to £33.33 per pupil for primary & secondary schools or £100 per place for special schools.

The Government has also recently announced its intention for a further one-off Recovery Premium for state primary and secondary schools, building on the Pupil Premium, to be used by schools to support disadvantaged students. In addition, to extra funding to support secondary schools to deliver face-to-face summer schools. There are no further details as to individual allocations at the time of print, but as further details are published these will need to be considered as part of budget setting.



		2021-22		2022-23		2023-24	
		April to August	September to March	April to August	September to March	April to August	September to March
Formula Budget	Assumed Funding Uplift	Budget issued		3%*		3%*	
Staff Pay 2021	Teachers Pay Inflation**		0%				
	Non-Teaching Staff Pay***	2.0%					
Staff Pay 2022	Teachers Pay Inflation			3.0%			
	Non-Teaching Staff Pay			2.4%			
Staff Pay 2023	Teachers Pay Inflation					3.0%	
	Non-Teaching Staff Pay					3.0%	

Pay assumptions relate only to inflationary increases, schools will need to consider performance related increases on an individual basis.

*Exceptions including those schools receiving the minimum funding guarantee.

**Teachers pay for 2021-22 this is based on the DFE evidence to the STRB published in February 2021 where the Government is proposing to apply an inflationary uplift to those teachers earning less than £24,000 per year. There would be no inflationary increase applied to the pay scales of all other teachers. Performance related increase can be still applied as appropriate. Future years increase mirror future year estimated budget increases. This proposal is not yet final.

***Non-teaching staff pay increase is based on the national forecast for the average wage increase from the Office of Budget Responsibility.