

## SCHOOLS' FUNDING FORUM

<b>SUBJECT:</b>	Trade Union duties budget
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<b>AUTHOR:</b>	Simon Pleace, Finance Business Partner
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### **SUMMARY OF REPORT:**

In response to a requested at the December 2016 meeting this paper provides Forum members with further information regarding the Trade Union duties budget and specifically including an analysis of costs for release staff for union duties.

<b>FOR:</b>	Information
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### **1. Background**

- 1.1 In April 2013 the Department for Education, as part of its Schools Funding Reforms, directed Local Authorities to delegate a number of budgets which had previously been held centrally. This included the budget held for Trade Union duties.
- 1.2 At the same time as this directed delegation, Forums were given additional powers to de-delegate and return this funding to the Local Authority. This de-delegation power applies only to maintained schools and not to special schools, PRU's or academies. Voting on de-delegation is restricted to maintained school members only and is further restricted to each phase of education (i.e. maintained primary school reps vote on primary de-delegation).
- 1.3 As stated above, de-delegation does not apply to Special Schools or Pupil Referral Units. However separate arrangements have been introduced locally since 2014-15 to enable special schools and PRUs to contribute to the LA pooled arrangements and thereby benefit from the arrangements on offer.
- 1.4 The Schools' Funding Forum has agreed to de-delegate this funding for the last four financial years.
- 1.5 The de-delegated funding provided by maintained schools has been pooled with contributions from participating academies and used to fund the supply cover costs for releasing local trade union stewards to support members in schools and academies.
- 1.5 Schools and academies who employee trade union stewards are only able to reclaim supply cover costs when their steward supports an employee in a

school or academy that has contributed to the pooled arrangement, i.e. all maintained schools and participating academies only.

## 2. **De-delegation Rates per pupil**

- 2.1 The amount of funding per pupil which has been de-delegated / academies have paid has remained consistent for the last four years and is the same across all phases of education.

<b>2017-18 De-delegation rates (£p per pupil)</b>	<b>Primary</b>	<b>Secondary</b>	<b>Special</b>
Supply Cover - Trade Union Duties	£1.85	£1.85	£1.85

## 3. **Analysis of Income and Expenditure**

	<b>2016-17 Outturn £</b>	<b>2017-18 Forecast £</b>
<b><u>Income</u></b>		
Maintained Schools	-195,741	-189,505
Academies	-62,458	-70,000
<b><u>Total Income</u></b>	<b><u>-258,199</u></b>	<b><u>-259,505</u></b>
<b><u>Expenditure</u></b>		
NUT	88,678	88,579
NASUWT	99,257	98,182
ATL	42,006	41,800
NAHT	5,919	9,793
UNISON	25,443	29,200
GMB	30,771	31,368
<b><u>Total Expenditure</u></b>	<b><u>292,074</u></b>	<b><u>299,102</u></b>
<b><u>In Year Net Position</u></b>	<b><u>33,875</u></b>	<b><u>39,597</u></b>

- 3.1 Please note the 2016-17 overspend on this budget was offset with an underspend on another de-delegated budget. However this is not a sustainable position and the LA is planning on working with HR colleagues to review this budget and consider options for increasing income and/or reducing costs.

- 3.2 In addition the NUT and ATL unions are merging to form the National Education Union which will commence in September 2017, and this may generate some efficiency for this budget.

**4. Recommendation**

Members of the Forum are asked to NOTE the content of this report