

<b>Schools Management Forum</b>
---------------------------------

**Report of:** Dianne Nielsen

**Subject:** 2020-21 De-delegation Budget Decisions

**Date:** 8<sup>th</sup> July 2020

---

**1.0 Purpose of the report**

- 1.1 The purpose of this report is to review the de-delegation decisions for the 2020-21 financial year.

**2.0 Background**

- 2.1 De-delegation takes funds directly out of a schools budget share calculation to pay for services. De-delegation is only allowed for maintained schools only and must be agreed by relevant school forum members. In Middlesbrough it is for the school forum members for primary maintained schools only to decide whether de-delegation takes place to fund centrally provided services. Any decision taken at school forum will apply to all primary maintained schools. De-delegation does not apply to special schools, nursery schools, PRUs or academies.
- 2.2 De-delegation only applies for one year and is discussed with the forum on an annual basis.
- 2.3 Where a de-delegation service has been agreed at schools forum the local authority can offer the service on a buy-back basis to schools and academies which are not covered by the de-delegation. Where buy back is offered, it is for the individual schools to decide whether they wish to buy in to this service.

**3.0 Proposed De-delegation & Buy Back (for information)**

- 3.1 The following services may be de-delegated:
- Contingencies (not applicable);
  - Additional school improvement services (not applicable);
  - Behaviour support services (not applicable);
  - Support to underperforming ethnic groups and bilingual learners (not applicable);
  - Free school meals eligibility;
  - Insurance (not applicable);
  - Museum and library services (not applicable);
  - Licences /subscriptions;
  - Staff costs supply cover.

## Agenda Item 6

3.2 The following paragraphs explain the areas the LA is offering as a de-delegation/buy back service. A detailed model is attached as Appendix A which provides the proposed charges per school for each item.

### 3.3 Free school meals eligibility

The administration of the free school meals checking service is now provided by Middlesbrough Council following the transfer of service from Kier on the 1<sup>st</sup> January 2019. It achieves value for money as a combined service and therefore could be quite costly for individual schools to undertake this work.

The cost per FSM Ever 6 pupil for 2020-21 is £3.26. Therefore the LA proposes that this service is de-delegated in 2020-21.

### 3.4 Staff costs supply cover - trade union facility time

The trade union facility time has been held centrally for many years now and it was felt that a town wide service works well and achieves value for money as long as all schools contribute. In 2019/20 this service pays for 1 NASUWT rep in Hollis Academy for 3 days per week. The rep performs casework and attends Works Council and Trade Union Liaison meetings with the LA. The rate the LA pays is the actual cost of the member of staff. The total cost anticipated for 2020-21 is £34,915 which includes a 2% pay award.

We also hold £2.5k in case a retired TU rep is replaced by an employed rep for one of the unions.

In addition to the above there are 3 union representatives working for the NEU so their facility time must also be funded. For 2020-21 it is estimated that NEU will require 3 days per week of funding for facility time at a total cost of £21,600. This is charged at a supply rate per day.

There has also been a request

Under the Employment Acts schools are required to release staff for union duties, but there is no requirement for the LA to fund the backfill arrangements. Without this central budget, each school with a member of staff appointed to such a post would have to bear the costs of supply cover.

The following considerations should be taken into account:-

- **Maintained Schools:**

If this is not de-delegated the budget will be delegated and schools will have to make their own arrangements for negotiating and consulting with the trade unions on changes to HR policies which will lead to duplication of effort and inconsistencies across schools.

TU reps have a legal right to time off to participate in the collective bargaining arrangements of their employer and to represent their members. If the de-delegation were not agreed individual schools would have to bear the cost

## Agenda Item 6

of the time off for the TU reps nominated by their union to participate in these discussions.

- Academies:-

They contribute in the same way maintained schools do; or

They are invoiced for actual TU time spent in their establishment by the trade union reps, which have been paid for by the LA, and then pay the LA accordingly; or

They make their own arrangements with the trade unions for representatives from the trade unions amongst their own workforce.

If de-delegation is agreed for trade union facilitation arrangements then the LA would be willing to manage a town wide arrangement and contact academies to make them the offer to buy into the arrangements in support of good industrial relations across the town.

The cost per pupil for 2020-21 is £2.74. Therefore the LA proposes that this budget is de-delegated in 2020-21.

### 3.5 Licences/subscriptions

The following table includes the proposed licences for 2020-21.

Historically the LA has procured Fisher Family Trust subscription on behalf of schools. However with the amount of schools converting to academies the number of schools utilising this license has now dropped to a level that isn't affordable. Therefore all schools will need to procure their own FFT subscription from 1<sup>st</sup> April 2020 onwards.

<b>Licence/Subscription</b>	<b>Basis of charge</b>	<b>2020-21</b>
CAPITA ONE (net of contribution from early years)	Per pupil	£3.75
Liquid Logic: ICS (45% contribution)	Per pupil	£1.47
Technology Forge	Per pupil	£0.72
CLEAPSS Membership and RPA Service	Per pupil (Pri)	£0.15
	Per Pupil (Sec)	£0.15
	Per Pupil (Spec)	£0.15
	Lump Sum (Sec)	£51

The LA proposes that the above licences are de-delegated in 2020-21.

### 4.0 Rules for academy conversions

Although the de-delegation only relates to the maintained sector there are separate rules if Academy conversions take place during the year.

## Agenda Item 6

Where a school converts on or after 2nd April, up to and including 1st September, the authority can retain any de-delegated funding until 1st September. Where a school converts to academy status on or after 2nd September, up to and including 31st March, the authority can retain all of the de-delegated funding for the remainder of the financial year.

### 5.0 Year End Position

Any unspent de-delegated funding remaining at the year-end can be carried forward to the following funding period as with any other centrally retained budget, but its use would be subject to the regulations operating in the new financial year.

## 6.0 Recommendations

- 6.1 Maintained Primary representatives provide a view on which budgets are to be de-delegated in 2020-21.