

## School Funding 2024/25

<b>Schools' Forum Date</b>	22 <sup>nd</sup> November 2023
<b>Type of Decision</b>	For decision
<b>Background Documents</b>	<p>Announcement on 17<sup>th</sup> July 2023 of LA level 2024-25 indicative DSG <a href="#">Link</a></p> <p>Announcement October 2023 of error in 2024-25 indicative DSG <a href="#">Link</a></p> <p>The 2024/25 NFF Policy document <a href="#">Link</a> and LA indicative 2024/25 DSG Allocations <a href="#">Link</a></p> <p>The DfE's indicative school level 2024/25 figures <a href="#">Link</a></p> <p>Announcement on 13<sup>th</sup> July 2023 about Teachers pay additional grant <a href="#">Link</a></p>
<b>Author</b>	<p>Phil Haslett, Head of Education Strategy and Development</p> <p>Neil Egles, Finance Manager – Schools Strategy and Capital</p>
<b>Purpose of Report</b>	<p>To set out the implications of the government's revised indicative announcements on school funding for 2024/25</p> <p>To agree the de-delegated budgets for 2024/25</p> <p>To agree the notional SEN formula for 2024/25</p> <p>To update on proposed changes to SEND targeted support funding (1:30 model)</p>
<b>Key Recommendations</b>	<p><b>Recommendation 1:</b> That following the DfE's revision of the indicative 2024/25 DSG, the Schools Forum note the amendment to the NFF rates and the revised top-slice of the schools block for growth of £0.931m.</p> <p><b>Recommendation 2:</b> Forum members are asked to consider and approve de-delegation at the per pupil rates shown for:</p> <ul style="list-style-type: none"> <li>• in-year increases in pupil numbers (primary)</li> <li>• union facilities (primary)</li> <li>• targeted intervention (primary)</li> <li>• targeted intervention (secondary)</li> </ul> <p><b>Recommendation 3</b> That the Notional SEN formula remains unchanged for 2024/25</p>
<b>Resource Implications</b>	Funding announcements relate to 2024/25 indicative increases in DSG funding. Exact amounts for Gloucestershire are not due to be announced until December 2023.

### 1 Introduction

The DfE first published the 2024-25 NFF and indicative 2024/25 DSG in July 2023 and those figures were reported to the Schools Forum at the meeting on the 14<sup>th</sup> September meeting. Following the discovery of a technical error made by the DfE's

officials during the initial calculations, an update was made to the schools NFF in October 2023. Following the announcement of the error, the local authority circulated an update to Forum members and the wider school system to detail the impact of the changes, this update is attached at Annex D. The figures in this report reflect the update.

The technical error was due to incorrect processing of pupil numbers in the initial calculations. This error meant that nationally the overall cost of the schools NFF was underestimated, and incorrect factor values were published in July. This report contains the new, corrected, factor values. No other changes have been made to the structure of the NFF, or the rules governing the local formulae, since July. The high needs NFF and CSSB are unaffected by this update.

The DSG figures released are indicative only at this stage. Final DSG figures will be released in December 2023 along with the Early Years Block and the October 2023 pupil census and other census data that are used to determine schools' actual budget allocations for 2024/25.

## 2 Revised Indicative 2024/25 DSG allocations

The indicative 2024/25 DSG allocations (before any changes for the updated census data that will be announced in December 2023) are shown below:

<b>2024/25 Indicative DSG Block Summary Comparison to 2023/24</b>	<b>Schools</b>	<b>High Needs</b>	<b>Central Services</b>	<b>Early Years</b>	<b>Total</b>
	<b>£m</b>	<b>£m</b>	<b>£m</b>	<b>£m</b>	<b>£m</b>
23/24 Gross DSG (as at 01/08/23)	455.425	93.232	3.077	37.829	589.563
23/24 Mainstream Schools Additional Grant (MSAG)	15.296				15.296
<b>23/24 DSG &amp; MSAG</b>	<b>470.721</b>	<b>93.232</b>	<b>3.077</b>	<b>37.829</b>	<b>604.859</b>
24/25 Originally announced Indicative DSG with wrong schools block	480.848	96.401	3.198	0.000	580.447
DfE correction to the Schools Block 24/25 indicative DSG	-4.345				-4.345
24/25 Revised Indicative DSG announced October 2023	476.503	96.401	3.198	0.000	576.102
24/25 Growth estimate as not yet announced by DfE	2.836				2.836
23/24 EY DSG as 24/25 not yet announced by DfE				37.829	37.829
<b>24/25 Indicative DSG based on 17/07/2023 announcement</b>	<b>479.339</b>	<b>96.401</b>	<b>3.198</b>	<b>37.829</b>	<b>616.767</b>
<b>Change</b>	<b>8.618</b>	<b>3.169</b>	<b>0.121</b>	<b>0.000</b>	<b>11.908</b>
<b>% Change</b>	<b>1.8%</b>	<b>3.4%</b>	<b>3.9%</b>	<b>0.0%</b>	<b>2.0%</b>

2024/25 Early Years block funding will not be announced until December 2023, so that block is included above at its current 2023/24 level.

For comparison purposes, in 2023/24 at indicative budget stage the increases were: 1.9% Schools Block; 5.6% High Needs Block; 2.5% Central School Services; 2.3% total.

The final DSG position will be presented at the 11<sup>th</sup> January 2024 Schools Forum meeting after being updated for the final DSG and revised pupil data due to be announced in December 2023.

In the last two years there have also been adjustments following increases to education spending announced through the Autumn statement, which have been delivered through additional grants. At this stage it is unclear whether this is likely, particularly given the announcement of the Teacher Pay Grant.

### 3 Growth Fund

In line with DfE requirements, the growth fund is topsliced from the schools block of the DSG to provide funding for new classes required as a result of a shortage of basic need places and for start up costs for any new schools opening in the year. At the September meeting the Schools forum agreed a top-slice of £0.934m for this.

This figure is based on the NFF basic age weighted pupil rates which have since been revised down by the DfE resulting in a small reduction to the growth fund down to £0.931m.

### 4 The Revised NFF and Gloucestershire Schools Funding Formula

The 2024/25 NFF values and key changes from 2023/24 were presented at the September Forum meeting, however the NFF values presented at that meeting have subsequently changed following the October 2023 update from the DfE.

The revised government's NFF rates for 2024/25 are shown below:

NFF and Mainstream Schools additional grant increase from 23/24 to 24/25	As per DfE Published tables Excludes Area Cost Adjustment (ACA)							
	2023/24	2023/24	2023/24	2024/25	Wrong	2024/25	2024/25	2024/25
	DfE Rate	Mainstream Sch	DSG & MSAG	Wrong	NFF	Revised	Revised	Increase
	Via DSG	additional grant	overall	NFF	%	NFF	increase	%
<b>Pupil Led Factors</b>	£	£	£	£		£	£	
Basic per-pupil rate of £97 for primary pupils	3,394	119	3,513	3,597	2.4%	3,562	49	1.4%
Basic per-pupil rate of £137 for key stage 3 pupils	4,785	168	4,953	5,072	2.4%	5,022	69	1.4%
Basic per-pupil rate of £155 for key stage 4 pupils	5,393	190	5,583	5,717	2.4%	5,661	78	1.4%
Deprivation Primary (FSM ever 6)	705	104	809	830	2.6%	820	11	1.4%
Deprivation Secondary (FSM ever 6)	1,030	152	1,182	1,210	2.4%	1,200	18	1.5%
Deprivation Primary (FSM)	480		480	490	2.1%	490	10	2.1%
Deprivation Secondary (FSM)	480		480	490	2.1%	490	10	2.1%
IDACI F Primary	230		230	235	2.2%	235	5	2.2%
IDACI F Secondary	335		335	345	3.0%	340	5	1.5%
IDACI E Primary	280		280	285	1.8%	285	5	1.8%
IDACI E Secondary	445		445	455	2.2%	450	5	1.1%
IDACI D Primary	440		440	450	2.3%	445	5	1.1%
IDACI D Secondary	620		620	635	2.4%	630	10	1.6%
IDACI C Primary	480		480	490	2.1%	485	5	1.0%
IDACI C Secondary	680		680	695	2.2%	690	10	1.5%
IDACI B Primary	510		510	520	2.0%	515	5	1.0%
IDACI B Secondary	730		730	750	2.7%	740	10	1.4%
IDACI A Primary	670		670	685	2.2%	680	10	1.5%
IDACI A Secondary	930		930	950	2.2%	945	15	1.6%
Prior Attainment (Y1-6 Early Years Foundation Sta	1,155		1,155	1,185	2.6%	1,170	15	1.3%
Prior Attainment (Y7 - Y11 LPA)	1,750		1,750	1,790	2.3%	1,775	25	1.4%
English as Additional Language (3 year) Primary	580		580	595	2.6%	590	10	1.7%
English as Additional Language (3 year) Secondar	1,565		1,565	1,605	2.6%	1,585	20	1.3%
Mobility Primary	945		945	970	2.6%	960	15	1.6%
Mobility Secondary	1,360		1,360	1,395	2.6%	1,380	20	1.5%
<b>School Led Factors</b>								
Lump Sum Primary	128,000	4,510	132,510	135,700	2.4%	134,400	1,890	1.4%
Lump Sum Secondary	128,000	4,510	132,510	135,700	2.4%	134,400	1,890	1.4%
Sparsity Primary Maximum	56,300		56,300	57,700	2.5%	57,100	800	1.4%
Sparsity Secondary Maximum	81,900		81,900	83,900	2.4%	83,000	1,100	1.3%
<b>Split sites</b>								
Prior to 24/25 Base local formula	£47,692		£47,692					
Prior to 24/25 Per pupil local formula	£63.64		£63.64					
New 24/25 NFF Split Site Formula Maximum before taper effect				£81,400		£80,600		
<b>Minimum Per Pupil Level (MPPL) Uplift</b>								
Primary	4,405	143	4,548	4,655	2.4%	4,610	62	1.4%
Secondary	5,715	195	5,910	6,050	2.4%	5,995	85	1.4%

An Area Cost Adjustment (ACA) to reflect geographical variation in both the general labour market (GLM) and in teacher pay scales will also be applied to the above 2024/25 amounts. For Gloucestershire the ACA is 1.0063.

A summary of the number of schools on the Minimum Per Pupil Level (MPPL) and the number on the Minimum Funding Guarantee (MFG) based on the revised announcement is shown in **Annex A**.

A more detailed comparison of the NFF rates since 2022/23 is also shown in **Annex B**.

The DfE have also updated their [indicative 2024/25 school level figures](#) which illustrate the impact of the notional NFF for each school. However, these figures are based on data from the October 2022 census while actual budgets schools will receive will be based on the October 2023 school census and other census data for additional needs, so the final figures will be subject to adjustment after the 2023 census is completed.

The deadline for issuing school budgets for 2024/25 is the 29th of February 2024.

The exact amount of funding available will not be known until final updated census data and the final DSG for 2024/25 is issued in December 2023.

At the September meeting the Schools Forum agreed that the basis on which the formula should be allocated for 2024/25 is in line with their previous stated intention to match the NFF method as closely as possible and to utilise any surplus remaining in the schools block to support the 1 in 30 model. It was also agreed that if there is any shortfall in the funding needed, that will be covered by reducing all NFF factor rates (except the MPPL) by the same percentage.

**Recommendation 1: That following the DfE's revision of the indicative 2024/25 DSG, the Schools Forum note the amendment to the NFF rates and the revised top-slice of the schools block for growth of £0.931m.**

### **Funding Consultation with schools**

At the last Forum meeting the LA shared a proposed funding consultation for feedback and approval. Following the Forum, the consultation was live for 3 weeks. It was communicated via email; directly to Forum members; through a webinar and directly to the Heads Associations. The response to the consultation was incredibly poor, with just two respondents, which doesn't provide a reliable basis for feedback.

There were three areas on which we consulted:

- De-delegated funding (LA maintained schools only)
- Notional SEND funding formula (all schools)
- Targeted SEND funding (all schools)

If members wish re-familiarise themselves with the details of the consultation it can be found in the September forum papers [here](#). Next steps regarding the three areas on which we consulted are detailed below.

## **5. De-delegated budgets**

Decision-making on de-delegations rests with maintained school representatives of the forum only and decisions need to be made separately for each phase.

Deductions are made from the formula allocations for maintained schools only. The aggregate total for each de-delegated budget changes each year to reflect both changes in maintained pupil numbers and reductions due to further academy conversions.

Within the funding consultation the LA, was not considering or recommending any changes to the funding levels de-delegated from maintained schools. The only change recommended by the LA was an adjustment to how the de-delegation for LA statutory duties was used; in effect pivoting it to support school improvement services, following the removal of the LAMB grant.

The following de-delegation proposals reflect this change, with all other de-delegations remaining the same for 2024/25.

### **5.1 In-year increases in pupil numbers at primary schools**

This supports maintained primaries with significant pupil increases above a threshold in their NOR between October census dates. The formula has been reviewed by the Forum a number of times and has been agreed as:

*Where the increase in October School Census numbers exceeds the higher of 5% or 10 pupils (the 5% threshold is subject to a ceiling of 15 pupils) then 7/12 of the Basic Entitlement (Age Weighted Pupil Unit) pupil allocation will be triggered for each pupil above this threshold.*

### **5.2 Union Facilities-Primary**

A report summarising the use of facilities time funding is attached at **Annex C**.

### **5.3 Targeted Intervention (primary) and (Secondary)**

The local authority will continue to operate a school improvement service for maintained schools that is partially funded through de-delegation and partly funded through a traded service (GLOSSI).

Targeted intervention funding enables the LA to provide support schools that are identified as 'at risk'. It funds both the infrastructure to support the oversight of all LA maintained schools and where appropriate implement project groups, which are the vehicle for overseeing and implementing rapid improvement plans.

Research shows that schools at risk of decline or failure are likely to benefit from specialist HR advice. A HR business partner for schools is funded and dedicated to the Education Outcomes and Intervention Team.

The increased level of funding for primary schools provides enhanced intervention and prevention funding for schools. As outlined in the consultation, this is to ensure that funding pressures are not a limiting factor to the school's ability to deliver the required improvements. As in previous years, the funding will be used where it is identified that the school would benefit from other specialist support (e.g. Safeguarding, Finance, Health and Safety) this is coordinated and funded through the project group. There are currently 29 active project groups.

## 5.5 The de-delegation rates to apply in 2024/25

In summary the relevant phase maintained school representatives on the Forum are asked to consider agreeing deductions, from the budgets of maintained schools only, for the functions listed in the table below.

Items 1, 2 and 3 cover the primary maintained sector only and item 4 covers the secondary maintained sector only. Those eligible to vote are shown against each de-delegation proposal.

	De-delegation proposal	Eligible to vote	Estimated Budgets based on maintained schools October 2022 census numbers & known academy conversions. <i>(Will be updated for October 2023 census)</i> Primary 32,966 Secondary 4,412	
			Per pupil Rate £	Total £000
1	In-year increases in pupil numbers – <b>primary</b>	Justin Godding Jon Millin Rhian Evans Mikey Ezewudo Matt Bishop Karen Lewis	6.32	208
2	Union facilities - <b>primary</b>	Justin Godding Jon Millin Rhian Evans Mikey Ezewudo Matt Bishop Karen Lewis	3.05	101
3	Targeted intervention – <b>Primary</b>	Justin Godding Jon Millin Rhian Evans Mikey Ezewudo Matt Bishop Karen Lewis	14.27	470
4	Targeted intervention – <b>Secondary</b>	Karen Clinton	5.00	22

### Recommendation 2

Forum members are asked to consider and approve de-delegation at the per pupil rates shown for:

- in-year increases in pupil numbers (primary)
- union facilities (primary)
- targeted intervention (primary)
- targeted intervention (secondary)

## **6. Notional SEN Formula.**

Following the poor response to the funding consultation the local authority does not feel it is appropriate to recommend any changes to the Notional SEND formula for 2024/25. As such we are proposing that the formula for 2024/25 remains:

- 2.5% of the basic entitlement;
- and the full low prior attainment allocation.

The formula will be reviewed again at the June 2024 Forum meeting.

## **Recommendation 3**

That the Notional SEN formula remains unchanged for 2024/25

## **7. Targeted SEND funding (1 in 30 model)**

Following the funding consultation we will now move forward with changes to the way in which targeted SEND funding is allocated in 2024/25. The School's Forum, High Needs working group will be tasked with taking this forward and developing a model for approval by the Schools Forum. Dates and times will be circulated following the November meeting.

**Number of schools on the minimum per pupil funding level (MPPL), or the minimum funding guarantee (MFG) based on the 2024/25 Indicative NFF**

**Primary**

Min Size	Max Size	Total	MPPL Uplift		Receiving MFG	
		Schools	Schools	%	Schools	%
>=0	<100	58	0	0%	3	5%
>=100	<200	84	0	0%	2	2%
>=200	<300	56	8	14%	1	2%
>=300	<400	23	9	39%	0	0%
>=400	<500	17	11	65%	1	6%
>=500	<600	3	2	67%	0	0%
>=600	<700	3	2	67%	0	0%
2024/25 APT Total		244	32	13%	7	3%
2023/24 APT Total		244	35	14%	35	14%
Movement		0	-3		-28	

**Secondary**

Min Size	Max Size	Total	MPPL Uplift		Receiving MFG	
		Schools	Schools	%	Schools	%
>=0	<100	0	0	0%	0	0%
>=100	<200	1	0	0%	1	100%
>=200	<300	1	0	0%	0	0%
>=300	<400	1	0	0%	1	100%
>=400	<500	1	0	0%	0	0%
>=500	<600	1	0	0%	0	0%
>=600	<700	2	0	0%	0	0%
>=700	<800	10	7	70%	0	0%
>=800	<900	8	1	13%	0	0%
>=900	<1000	3	1	33%	0	0%
>=1000	<1100	2	0	0%	0	0%
>=1100	<1200	6	0	0%	0	0%
>=1200	<1300	2	1	50%	0	0%
>=1300	<2000	3	0	0%	0	0%
2024/25 APT Total		41	10	24%	2	5%
2023/24 APT Total		41	10	24%	2	5%
Movement		0	0		0	

Sector	No of schools on Formula	% of schools	No of schools on MPPL	% of schools	No of schools on MFG	% of schools	No of schools on MPPL + MFG	% of schools
Primary	206	84%	31	13%	6	2%	1	0%
Secondary	29	71%	10	24%	2	5%	0	0%
<b>Total</b>	<b>235</b>	<b>82%</b>	<b>41</b>	<b>14%</b>	<b>8</b>	<b>3%</b>	<b>1</b>	<b>0%</b>



NFF and Additional Grants Comparison Increase from 22/23 to 23/24 & increases from 23/24 to 24/25	As per DfE Published tables Excludes Area Cost Adjustment (ACA)						Excluding MSAG		Including MSAG		Excludes any 24/25 MSAG		
	2022/23	22/23 Schools	2022/23	2023/24	2023/24	2023/24	23/24	23/24	23/24	23/24	2024/25	24/25	24/25
	DfE Rate	Supplementary	DSG & SSG	DfE Rate	2023/24	DSG & MSAG	increase	Overall	increase	Overall	NFF	Overall	Overall
	Via DSG	Grant (SSG)	overall	Via DSG	MSAG	overall	on 22/23	percent	on 22/23	percent	Rates	increase	percent
School Led Factors	£	£	£	£	£	£	£	£	£	£	£	£	£
Basic per-pupil rate of £97 for primary pupils	3,217	97	3,314	3,394	119	3,513	80	2.4%	199	6.0%	3,562	49	1.4%
Basic per-pupil rate of £137 for key stage 3 pupils	4,536	137	4,673	4,785	168	4,953	112	2.4%	280	6.0%	5,022	69	1.4%
Basic per-pupil rate of £155 for key stage 4 pupils	5,112	155	5,267	5,393	190	5,583	126	2.4%	316	6.0%	5,661	78	1.4%
Deprivation Primary (FSM ever 6)	590	85	675	705	104	809	30	4.4%	134	19.9%	820	11	1.4%
Deprivation Secondary (FSM ever 6)	865	124	989	1,030	152	1,182	41	4.1%	193	19.5%	1,200	18	1.5%
Deprivation Primary (FSM)	470		470	480		480	10	2.1%	10	2.1%	490	10	2.1%
Deprivation Secondary (FSM)	470		470	480		480	10	2.1%	10	2.1%	490	10	2.1%
IDACI F Primary	220		220	230		230	10	4.5%	10	4.5%	235	5	2.2%
IDACI F Secondary	320		320	335		335	15	4.7%	15	4.7%	340	5	1.5%
IDACI E Primary	270		270	280		280	10	3.7%	10	3.7%	285	5	1.8%
IDACI E Secondary	425		425	445		445	20	4.7%	20	4.7%	450	5	1.1%
IDACI D Primary	420		420	440		440	20	4.8%	20	4.8%	445	5	1.1%
IDACI D Secondary	595		595	620		620	25	4.2%	25	4.2%	630	10	1.6%
IDACI C Primary	460		460	480		480	20	4.3%	20	4.3%	485	5	1.0%
IDACI C Secondary	650		650	680		680	30	4.6%	30	4.6%	690	10	1.5%
IDACI B Primary	490		490	510		510	20	4.1%	20	4.1%	515	5	1.0%
IDACI B Secondary	700		700	730		730	30	4.3%	30	4.3%	740	10	1.4%
IDACI A Primary	640		640	670		670	30	4.7%	30	4.7%	680	10	1.5%
IDACI A Secondary	890		890	930		930	40	4.5%	40	4.5%	945	15	1.6%
Prior Attainment (Y1-6 Early Years Foundation Sta	1,130		1,130	1,155		1,155	25	2.2%	25	2.2%	1,170	15	1.3%
Prior Attainment (Y7 - Y11 LPA)	1,710		1,710	1,750		1,750	40	2.3%	40	2.3%	1,775	25	1.4%
English as Additional Language (3 year EAL)	565		565	580		580	15	2.7%	15	2.7%	590	10	1.7%
English as Additional Language (3 year EAL)	1,530		1,530	1,565		1,565	35	2.3%	35	2.3%	1,585	20	1.3%
Mobility Primary	925		925	945		945	20	2.2%	20	2.2%	960	15	1.6%
Mobility Secondary	1,330		1,330	1,360		1,360	30	2.3%	30	2.3%	1,380	20	1.5%

Lump Sum Primary	121,300	3,680	124,980	128,000	4,510	132,510	3,020	2.4%	7,530	6.0%	134,400	1,890	1.4%
Lump Sum Secondary	121,300	3,680	124,980	128,000	4,510	132,510	3,020	2.4%	7,530	6.0%	134,400	1,890	1.4%
Sparsity Primary Maximum	55,000		55,000	56,300		56,300	1,300	2.4%	1,300	2.4%	57,100	800	1.4%
Sparsity Secondary Maximum	80,000		80,000	81,900		81,900	1,900	2.4%	1,900	2.4%	83,000	1,100	1.3%

**Split sites**

Prior to 24/25 Base local formula	£46,567		£46,567	£47,692		£47,692	£1,125	2.4%	1,125	2.4%			
Prior to 24/25 Per pupil local formula	£62.14		£62.14	£63.64		£63.64	£1.50	2.4%	2	2.4%			
New 24/25 NFF Split Site Formula Max											£80,600	Better than GCC formula	

**Minimum Per Pupil Level (MPPL) Uplift**

	SSG equivalent		MSAG equivalent											
Primary	4,265	119	4,384	4,405	143	4,548	21	0.5%	164	3.7%	4,610	62	1.4%	
Secondary	5,525	162	5,687	5,715	195	5,910	28	0.5%	223	3.9%	5,995	85	1.4%	

**MFG/Funding Floor**

22/23	2.00%	23/24	0.50%	24/25	0.50%
-------	-------	-------	-------	-------	-------

Note: ACA of 1.0063 will be added to all the above NFF rates except the MPPL

## Annex C

### Local Authority Teaching Union Facilities 2023 Report for Schools' Forum

#### Overview

LA facilities time allows teaching unions to provide Gloucestershire schools access to effective statutory and collective consultation, bargaining and individual representation from trained and accredited local teaching union officials. Consequently, school leaders and managers also have access to a valuable resource in the resolution of workplace issues and disputes. *This allows LA schools to meet all **statutory** and procedural entitlements to union representation*, which include:

- capability
- grievance
- disciplinaries
- long term absence
- pay and grading appeals
- redundancy and restructuring consultations (all relevant unions)
- equality and discrimination issues
- introduction of new or revised policies and procedures
- health and safety issues

It also allows local officers to respond to the large proportion of queries for informal advice from members, via phone and email, which result in issues being dealt with without having to involve the school or without escalation to any formal procedure. We strongly believe that this de-escalation saves head teachers a substantial amount of time and helps to enhance school cohesiveness.

To enable a certified union representative to be available, facilities time allows for:

- time off for relevant training
- time to prepare for the meeting
- travel time
- “follow up” time

Elected County Union representatives – Tony Chong (TC) (NASUWT), Sarah Murphy and David Hampson (SM, DH) (NEU) are trained in current employment law and related matters, have an excellent working knowledge of procedures and have considerable experience in bringing issues to a speedy conclusion and resolving disputes. They work across the county and hence have an understanding of how disputes and employee issues have been **resolved in a mutually acceptable** way across the whole of the Gloucestershire building up a substantial amount of **local knowledge**. This provides a unique insight into the **background and historical development of local schools**. This expertise is supported by high-level regular training arranged and funded by the respective teacher unions (not by facilities funding). They have access to resources, colleagues and solicitors at regional and national level who provide information and advice on policy and professional matters and on employment relations issues.

#### **What are the implications of not buying this service?**

Without this service LA schools would **individually** be responsible for meeting all statutory obligations (for example: individual right to representation and legal obligation to consult on redundancies and staff changes) **from their own budget**. Schools would be taking on responsibility for agreeing, co-ordinating and paying for release time and paid time off for duties and training of their own school-based reps. This release would be in addition to the normal training required by School Representatives and would need to replicate the training undertaken by County representatives to enable those functions to be fulfilled at school level rather than through the buy-in scheme. This would be necessary if the school is to meet *its statutory obligations in respect of trade union duties for which money is delegated to schools through the funding formula*. The cost of training school reps to this level would, however, be considerably greater than that of the current facilities arrangements. The **cost at £3.05 per student** means that to the majority of primary schools this service will cost just a few hundreds of pounds.

In addition, these trained school-based reps would have to be released from lessons to provide the support required by their colleagues. *LA facilities funding pays for the availability of county representatives to respond to schools' issues*.

All other areas of trade union work and representation are paid for by member subscriptions. With minor variations, this is the same for all recognised teacher unions including the Headteacher associations. Some examples of work paid for by subscriptions are:

- Regional staffing team including regional officials who undertake serious and high-level case work (for example NCTL cases, external exam malpractice and employment tribunal cases).
- Legal advice and support including solicitor teams
- Campaigning and policy work – locally, regionally and nationally
- National telephone advice line for all members and reps to access seven days a week
- Website advice and resources
- Workplace reps training programme
- Advance training programmes for county representatives
- CPD programmes and courses for members of the NEU and NASUWT

Gloucestershire officials (TC, SM and DH) receive paid release time from the facilities funding to provide advice, support and representation (a summary to follow). The time is allocated on the basis of the respective membership of each union in the county. We promote and maintain partnership working, best practice and consistency across the county. **We work with schools and academies to facilitate early resolution of difficulties to reduce the risk of disputes or legal claims.** TC, SM and DH, in many instances work collaboratively within schools.

#### **How facilities time was spent in 2022-2023 by NEU and NASUWT**

#### **Report for Schools' Forum by Sarah Murphy (District and Branch Secretary Gloucestershire NEU)**

From September 2022 I have been carrying out casework on behalf of National Education Union Members for 3 days per week funded through Union Facilities Time as has my colleague, David Hampson.

We currently have 111 Work Place Representatives (Reps) who have also supported their colleagues in schools.

We receive casework via our Advice Line, our Regional Office and direct from members.

During the past year we have supported teaching assistants and HLTAs, teachers (including supply), TLR holders, assistant head teachers and head teachers.

### **Breakdown of cases September 2022 – August 2023:**

• Disciplinary 57 • Sickness/ R to W/ absence 26 • Restructuring/ Redundancies 11 • Flexible working and part time issues 13 • Grievance 23 • Capability 28 • Contract Issues 40 • Maternity/Paternity Issues 11 • Pay disputes 44 • H & S and injuries at work 13 • Other 124

Total 390

To note: often when we are contacted by an NEU member it is not over just one issue, I have done my best to give a flavour of the main areas of concern. Some of these 390 cases are not individual but represent a group of members.

Interesting changes from last year's analysis: Disciplinary up 24%, Issues around pay up 47%, sickness/absence up 37%, dramatic increase in grievances being taken out 64%

Distribution across Educational Institution:

Primary 40%, Secondary 38%, Independent 6%, APS/Special School 14%, Supply staff 2%,

It is important to recognise that as union representatives and caseworkers we see it as a priority to resolve issues within education settings swiftly and constructively for all those involved. We visit schools to speak to members on a collective and individual basis, members contact us directly by email on a daily basis, we speak over the phone and meet with members out of school. Head teachers and HR representatives call us directly.

Advice is sought via email from us 24 hours a day with the nature of the query or incident being completely unpredictable. Our role will often involve 'coaching' with the result that teachers return to the classroom ready to teach again without the headteacher probably even being aware that their staff member has raised a concern.

**Sarah Murphy**

**District and Branch Secretary Gloucestershire NEU**

**N.A.S.U.W.T. [National Association of Schoolmasters and Union of Women Teachers]**

### **Report for 2022 to 2023**

Title: Gloucestershire Federation and Negotiating Secretary and Local Association Secretary for Gloucester Severnside. An Accredited Caseworker, working for N.A.S.U.W.T. two days a week funded through Union Facility Time.

Work Place [School and College] Representatives and Points of Contact have also contributed to supporting member colleagues and employers.

Nature of work: The face and voice of NASUWT in Gloucestershire, providing a point of contact for members – regardless of their setting – concerning every aspect of their current employment. As well as ensuring that current and possible future working conditions and pay as qualified professional educators are within the framework of Employment law.

The benefits of the role to members: For colleague members the benefits are many but crucially it is having an easily contactable local point of contact with a person who has an in-depth understanding, knowledge and experience of the Gloucestershire Education landscape. That contact is then in turn able to access the expertise and knowledge of a National professional organisation dedicated solely for Teachers, regardless of their educational setting.

Individual cases: These are cases that are recorded at and generated from the N.A.S.U.W.T. Regional Centre in Exeter for Gloucestershire.

During the period 1<sup>st</sup> April 2022 to 31<sup>st</sup> March 2023, there were some one hundred individual member cases from across educational settings [an increase of 25% from the last reporting period] who received direct support.

The following list indicates the type of educational institutions members worked.

Secondary 30, Independent Schools 8, Supply 2, Primary 38, Special Schools 5,  
Infant 8, Further Education 5, Alternative Provision 4

This Casework ranged from: Flexible Work Requests – particularly for colleagues returning from Maternity leave – allegations made against colleague members by students / parents and carers / fellow colleagues, individual staff grievances taken out against Senior Leaders, through to Long-term medical absence – associated with CoVid19 and Directed Time Calendars remain an on-going difficulty.

Additionally, there were some two hundred and sixty-four 'one off' member contacts made, an increase of 10% from last year.

Collective Cases: Eight:

Two cases concerned – Schools forming a Trust.

Six cases concerned – New School policies [ Performance Management / Appraisal]

General Policy requests: Fourteen

These have included areas such as: Pay Progression, Performance Management, Redundancy, Attendance and Competency.

Unfortunately, the impact of the Pandemic [CoVid19] is still evident in Education generally, whether that be staff leaving due to Long Co.Vid or the pressure on pupils and students experiencing 'Catching Up'!

This is my last report to School Forum and I would like to take this opportunity to thank my colleague Sarah Murphy who has represented colleague members from both NEU and NASUWT so well over these past years and Margaret WILKINS [GCC] who has always provided such sound professional advice.

**Mr. A. Chong**

12<sup>th</sup> July 2023

## Annex D: DfE Announcement regarding National Funding Formula (NFF) changes for 2024/25

School leaders will no doubt be aware that, on Friday the 6<sup>th</sup> October, the DfE announced that there had been an error in the initial calculations for the NFF in 2024/25. The details of which can be found in the Permanent Secretary's letter to the Education Select Committee: [DfE Permanent Secretary NFF letter to the Education Select Committee - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/1024222/20241006_Permanent_Secretary_Letter_to_the_Education_Select_Committee.pdf).

**Local Impact:** We presented the initial allocations to the local School's Forum in September, showing a 2.85% increase in the school's block to a total of £483.684m. As a consequence of the changes announced on Friday this has reduced by £4.345m to £479.339m. This is now a 1.89% increase to the school block (down 0.95%).

**NFF Impact:** As a consequence, the NFF rates and the Minimum Per Pupil Funding Levels (MPPFL) published in July have reduced as shown in the table below.

NFF factor rate	Average reduction to NFF factor rates published in July	Average Increase to NFF formula rates compared to 23/24
Pupil Led (exc MPPFL)	-0.84%	1.49%
School Led	-0.98%	1.40%
MPPFL	-0.94%	1.40%

**School Impact:** Schools will be affected differently by this change depending on their position in relation to the MPPFL and the minimum funding guarantee. The DfE are updating the Authority Proforma Tool (APT) and will write to schools shortly regarding these changes. To get a feel for the impact of these changes the table below shows the impact for a 300 place primary school and a 900 place secondary school that is on the MPPFL.

NOR x MPPL	Primary	Secondary
Average NOR	300	900
Original MPPL	4,655	6,050
<b>Total</b>	<b>1,396,500</b>	<b>5,445,000</b>
Revised MPPL	4,610	5,995
<b>Total</b>	<b>1,383,000</b>	<b>5,395,500</b>
Difference (reduction)	13,500	49,500

We will continue to keep all schools updated on any further developments regarding the 2024/25 National Funding Formula