

**Item 4****TITLE OF REPORT: De – Delegation Options****Purpose of the Report**

The purpose of the report is to bring to Schools Forum options for them to consider for de-delegation so that maintained phases can consult with their sector on the options for de-delegation.

The options provided in this paper are for the October submission of the Authority Proforma Tool, and therefore not the final proposals as a further paper for EMTAS, In School Support and Fair Access Funding.

**Background**

1. Revenue funding arrangements for schools have changed following the school funding review which started in 2013/14. It is now not permissible for LA's to hold budgets centrally for the provision of some services to schools. This previously centrally held funding has been delegated to schools on a per pupil basis.
2. However there are some areas that schools have the option for de-delegation.

These are:-

- a) Contingencies, (including support for schools in financial difficulties, new/closing/amalgamating schools, closing school deficits and growing schools)
  - b) Behaviour Support Services
  - c) Support for minority ethnic minority pupils or underachieving groups
  - b) Free School Meals (FSM) eligibility
  - c) Insurance
  - d) Library and museum services
  - e) Licences/subscriptions
  - f) Staff costs – supply cover (long term sickness, maternity, trade union and public duties)
3. For each of these areas, it is for the Schools Forum members in the relevant phase (primary or secondary) to decide whether that service should be retained centrally.
  4. The decision will apply to all maintained schools in that phase and will mean that the funding for these services was removed from the formula before school budgets are issued. There can be different decisions for each phase.
  5. Academies, special schools and nursery schools can buy back into these services if they wish too.

6. This report brings proposals for Staff Costs –Maternity Credits and Trade Union Facility time, and reminds Schools Forum of the all current areas of de-delegation.
7. The DfE have requested that all de-delegation be included in the funding proforma that must be completed and returned to them by 31<sup>st</sup> October 2015.

### **Maternity Credits**

8. Under the current Maternity Credits scheme, schools can claim from the 7<sup>th</sup> to the 18<sup>th</sup> week for maternity or adoption leave at a specified daily rate depending on the staff role.

### **Trade Union Facility Time**

9. The trade union facility time credits facilitate the recognised trade union reps undertaking the following duties on behalf of all schools and individual members as required:-
  - Attendance at LA meetings and briefings re policy decisions
  - Attending school based meetings to resolve staffing issues, facilitate return to work interviews, capability meetings and disciplinary meetings
10. Having a central Trade Union resource will benefit all schools as it will negate the need for additional training for staff in every school, ensure a consistent approach and bring economies of scale savings.

### **Support to Underperforming Ethnic Minority Groups - EMTAS**

11. The Ethnic Minority and Traveller Achievement Service (EMTAS) aims to enhance the quality of educational opportunity and support the educational achievement of all ethnic minority and Traveller pupils by offering a range of services to Gateshead schools.
12. It works in partnership with schools and other partners in providing a challenging and exciting learning environment which celebrates cultural diversity, promotes equal opportunities and raises the level of achievement of pupils from all ethnic minority groups including travellers.

### **Behaviour Support – In School Support**

13. The In School Support Team are targeted at early intervention, and work principally with primary aged children in their school setting and offer 1:1 support alongside consultancy for primary heads. This work includes assessment of pupils' needs and training for staff where this is identified as a need.
14. The work of the ISS team is non statutory and since April 2013 TA Team has been subject to a buy back arrangement.
15. The buy-back was calculated on the basis of a 100% uptake by the primary schools plus additional support from the HNFB for the two teacher posts (to maintain consultancy and guidance for all primaries).

## Primary Fair Access Process

16. Transitional support is required when placing a child in a new school. Moving a child from one school to another and/or a child moving into a school from out of borough or out of the country can present with challenges. As with secondary placements, short term transition support will be provided via the Education Support Service under the Fair Access process.
17. The model adopted is for all primary schools to give an agreed amount of funding to be held centrally by the Education Support Service but to be administered by the Fair Access Panel. Criteria for the use of these funds could include: use of a translator, translation of documents, and a one off assessment by an EP etc.
18. To undertake these additional assessments an additional Education Psychologist has been employed at the approximate cost of £65K including on costs.

## Proposal

19. It is proposed that Schools Forum representatives from mainstream maintained schools consult with their colleagues to ascertain if maintained mainstream schools would like to retain the current areas of de-delegation.
20. In the interim it is proposed for the October submission of the APT, that the areas and levels of de-delegation for 2014/15 be replicated, as all areas and amounts for de-delegation can be amended before the final January submission.
21. Current areas of de-delegation are:-
  - a. Supply Cover
    - i. Maternity Credits £ 8.00 per pupil
    - ii. Trade Union Cover £ 4.00 per pupil
  - b. EMTAS £14.78 per pupil (primary only)
  - c. In School Support £ 7.50 per pupil (primary only)
  - d. Fair Access £ 4.50 per pupil (primary only)
22. Further reports on the areas of de-delegation will be brought to Schools Forum for consideration.

## Recommendations

23. That School Forum consults with their respective phases on the areas of de-delegation.
24. Consult with maintained colleagues for their views on the continuation of De-delegation, and note that further reports will be brought to Schools Forum for consideration.

## For the following reason(s):

25. To enable Schools Forum representatives to liaise with mainstream maintained colleagues on de-delegation

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