

**Title of Report:** De-Delegation Trade Union Facility and Maternity Credits Time

**Report of:** Darren Collins, Strategic Director, Resource and Digital

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### **Purpose of the Report**

1. The purpose of the report is to bring to Schools Forum options for them to consider for de-delegation so that maintained schools by phases (primary and secondary schools) can consult with their sector on the options for de-delegation.

### **Background**

2. De-delegation is the process by which Schools Forum can agree for the LA to centrally hold funding for specific purposes.
3. Revenue funding arrangements for schools changed following the school funding review which commenced 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.
4. 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
  - d) Free School Meals (FSM) eligibility
  - e) Insurance
  - f) Library and museum services
  - g) Licences/subscriptions
  - h) Staff costs – supply cover (long term sickness, maternity, trade union and public duties)
5. 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.

6. The decision will apply to all maintained schools in that phase and will mean that the funding for these services will be removed from the formula before school budgets are issued. There can be different decisions for each phase.
7. Academies, special schools, the behaviour support service and nursery schools can buy back into these services if they wish to.
8. This report brings proposals for Staff Costs –Maternity Credits and Trade Union Facility Time (TUFT).

### **Maternity Credits**

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

### **Trade Union Facility Time**

10. The TUFT 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
11. 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.

### **Proposal**

12. It is proposed for the January submission of the APT the level of de-delegation is maintained for TUFT and maternity credits at the below rates (the same levels as 2024/25):-
  - Maternity Credits £8.50 per pupil
  - Trade Union Facility Time £4.50 per pupil

### **Recommendations**

13. That School Forum agrees on behalf of their respective phases on the possible areas of de-delegation and brings their views to enable Schools Forum to decide on de-delegation.

### **For the following reasons:**

14. To enable Schools Forum to decide on mainstream school de-delegation for TUFT and Maternity Credits and enable mainstream school budgets to be calculated.

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