

Agenda

SCHOOLS FORUM

Date: Tuesday 26 September 2017
Time: 1.30 pm
Venue: Knight Hall, Green Park, Aston Clinton

Reminder - If you are unable to attend a meeting, please send a substitute from the sector you represent.

Agenda Item	Time	Page No
1 ELECTION OF CHAIRMAN/ VICE CHAIRMAN		
2 ELECTION OF SCHOOLS FORUM FUNDING GROUP MEMBERS		
3 APOLOGIES FOR ABSENCE		
4 DECLARATIONS OF INTEREST To disclose any Personal or Disclosable Pecuniary Interests		
5 MINUTES OF THE MEETING/ MATTERS ARISING To confirm the minutes of the meeting held on 08 June 2017.		5 - 8
6 CONSTITUTION APPROVAL To confirm the revised constitution.		9 - 18
7 PAY AWARD UPDATE Report attached. Verbal update to be provided by Ms S Ayton.		19 - 20
8 SCHOOLS FORUM FUNDING GROUP UPDATE Update from Mr A Rosen.		
9 CONTINGENCY GROUP UPDATE Update from Mr D Hood.		

- 10 UPDATE ON EDUCATION STRATEGIES**
Update from Ms S Callaghan.
- 11 NATIONAL FUNDING FORMULA PROPOSALS** **21 - 56**
Report attached, update from Mr J Huskinson.
- 12 2018 MEETING DATES**
- 13 AOB/ ITEMS FOR FUTURE MEETINGS**
- 14 DATE OF NEXT AND FUTURE MEETINGS**
31 October 2017, 2-4.30pm. The Stafford Room, Green Park.

If you would like to attend a meeting, but need extra help to do so, for example because of a disability, please contact us as early as possible, so that we can try to put the right support in place.

For further information please contact: Christina Beevers on 01296 382938, email: cbeevers@buckscc.gov.uk

MEMBERSHIP:

Headteachers

Pete Rowe, Princes Risborough School (Chairman)
Roger Burman, The Aylesbury Vale Academy
Olwyn Davison-Oakley, Seer Green Church of England School
Gareth Drawmer, Juniper Hill School
Karen Duckworth, Padbury CE School
Janice Freeman, King's Wood School & Nursery
Andy Gillespie, Burnham Grammar School
David Hood, Cressex Community School
Owen Lloyd, Iver Heath Junior School
Kevin Patrick, Chiltern Hills Academy
Rebecca Richardson, Haddenham St Marys School
Alan Rosen, Aylesbury High School
Debra Rutley, Wycombe Grange PRU
Sue Skinner, Bowerdean School
Steven Sneesby, Kite Ridge House PRU
Kathryn Tamlyn, Cheddington Combined School
Aaron Wanford, Green Ridge Academy

Governors

John Bajina, Parent Governor, Secondary Sector
Gaynor Bull, Haddenham St Mary's Church of England School
Angela Coneron, The Vale Federation of Special Schools
Simon Kearey, Great Kingshill Church of England School
Andrew Nobbs, Ashmead School
Katy Simmons, Cressex Community School
Peter Ward, Chilternway Academy

Representatives

Fiona Brooks, St Mary's Pre-School
Sarah Fahey, Brindley House School
Claudia Glasgow, NASUWT
Lindsey Grexhammer, Bucks NUT
Michael Moore, Catholic Diocese of Northampton
Wendy Terry, Manor Farm Pre-School

Observer

Minutes

SCHOOLS FORUM

MINUTES OF THE MEETING OF THE SCHOOLS FORUM HELD ON THURSDAY 8 JUNE 2017 IN CRESSEX COMMUNITY SCHOOL, ADDRESS: HOLMER LN, HIGH WYCOMBE HP12 4QA, COMMENCING AT 1.30 PM AND CONCLUDING AT 3.45 PM

PRESENT

Headteachers	Mr P Rowe (Chairman)	Princes Risborough School	
	Mr A Wanford	Green Ridge Academy	
	Mr G Drawmer	Juniper Hill School	
	Mr D Hood	Cressex Community School	
	Mr A Rosen	Aylesbury High School	
	Mr S Sneesby	Kite Ridge House PRU	
	Ms S Skinner	Bowerdean School	
	Mr K Patrick	Chiltern Hills Academy	
	Mr A Gillespie	Burnham Grammar School	
	Mr O Lloyd	Iver Heath Junior School	
	Ms K Tamlyn	Cheddington Combined School	
	Governors	Dr K Simmons	Cressex Community School
		Mrs G Bull	Haddenham St Mary's Church of England School
Representative	Mr P Ward	Chilternway Academy	
	Fiona Brooks	St Mary's Pre-School	
	Mr M Moore	Catholic Diocese of Northampton	
	Ms W Terry	Manor Farm Pre-School	
	Ms J Nicholls	Bucks County Council	

In Attendance

Officers Mr J Huskinson, Ms J Nicholls, Try, Ms S Callaghan and Ms C Beevers

1 APOLOGIES FOR ABSENCE / CHANGES IN MEMBERSHIP AND WELCOME TO NEW MEMBERS

Apologies were received from:

- John Bajina
- Andrew Nobbs
- Karen Duckworth



- Claudia Glasgow
- Debra Rutley
- Janice Freeman
- Lyndsey Grexhammer
- Angela Coneron

2 DECLARATIONS OF INTEREST

There were no declarations of interest.

3 MINUTES OF THE MEETING HELD ON 21 MARCH 2017

The minutes of the meeting held on 21 March 2017 were agreed as a correct record and signed by the Chairman.

Matters Arising

Item 5- Ms J Try relayed a response from the legal department as follows:

‘There is nothing in the Constitution dealing with appeals and it would not be appropriate for the Managing Director to hear appeals since he/she has already delegated the decision to the Forum. With any delegation the decision is usually final and provided the Forum has considered the bid I am not sure why they consider an appeals process is necessary’.

Main points from the discussion following this were:

- Cressex Community School made an appeal, initially there was no process; this had to be put in place for a decision to be made. The appeal was upheld that included a substantial amount of funding.
- In the history of the contingency fund how many appeals could there have potentially been? There was the process of resubmission.
- Criteria had been established; an independent group need to be set up
- Judicial Review was the current route that could be taken
- Were the forum happy to put in an extra cycle of resubmitting the application rather than an appeals process.
- Work to be done offline to go to legal for clarification

Item 6- Green Ridge-The fund had been agreed. An exceptional case had been brought to light; this would not set a precedent and would not continue. Growth fund would come back to the September forum.

4 REVIEW OF THE SCHOOLS FORUM CONSTITUTION

A review of the schools forum constitution took place; changes were made and would be circulated for review.

5 DE-DELEGATION

The report update was presented by Mr J Huskinson, outlining the proposed new delegations for 2017-18 following consultation and meetings of a maintained schools working group

Recommendations

- 1. That maintained primary and secondary representatives of Schools Forum agree to a de-delegation of £2.45 per pupil (£15.55 less than the original proposal in budget shares) to cover the activities set out in the detailed proposals below.**
- 2. That special school and PRU representatives on Forum agree a charge of £9.80 per place for their contribution for the activities set out in the detailed proposals below.**
- 3. That maintained schools (of any type) agree to the proposal to add £117k of de-delegated funding held on reserve to the contingency for schools in financial difficulty**
- 4. That the Forum reps support the proposal for the contingency panel to retrospectively address any unresolved claims from 2016/17.**
- 5. That the Forum notes the position on de-delegation for schools converting to academy.**

Resolved, with Maintained and special schools voting-

- 1- 2x secondary, 2x primary- Agreed**
- 2- Agreed.**
- 3- 6- Unanimously Agreed.**
- 4- To be amended to say- 2016/17 up to a maximum of £117k- Unanimously Agreed**
- 5- Unanimously Agreed.**

The Chairman thanked Mr Huskinson for the update.

6 GROWTH FUND

This was covered under another agenda item.

7 EDUCATION AND SKILLS STRATEGY

Ms S Callaghan gave a verbal update on the Education and Skills Strategy; the main points were highlighted as follows:

- It was felt that the schools forum underpinned the financial strategy.
- Outcomes were being explored for more vulnerable groups.
- Dates had been circulated for people to come forward to have discussions.
- The dates for the meetings were the 10 and 12 July 2017.
- The political situation had shifted; there was a real opportunity to look at resources in the Local Authority, schools and other services to work smarter.
- 10 people had currently committed to being part of a working group. Drawing from

the expertise within the field as well as within the County Council.

- Needs to be a level of transparency around decision making. There were still opportunities to be innovative within the restraints of the constitution.
- In whatever format the Local Authority create a group; roles would need to be very clear as to which group were addressing what. a strategic division would be required with clear outlines on what the added value would be for positive outcomes on for young people. .
- The MAT service was not a commissioned service by the County Council; this was an income generation project from the BLT.
- BLT capacity to complete the priorities/commissioned service were being explored, no decision had been made yet.
- There had been historic commitments to strategic goals that had been set which had not been met.

The Chairman thanked Ms Callaghan for the update.

8 AOB

- It was requested that De-delegation notes were sent to schools at the earliest convenience due to starting redundancy programmes.
ACTION: Mr J Huskinson
- The Chairman thanked The Cressex School for hosting the meeting.

Items for future meeting:

- To confirm the Membership levels as to whether they are correct - to be done at the September 2017 meeting due to changes in the new school year.
ACTION: Ms C Beevers
- A Member requested clarity on where schools were significantly overspent and the LA's position and the forums position. For a paper to be prepared as reassurance to the representatives to say how this was able to happen and what would be put in place to ensure it could not happen again.
ACTION: Mr J Huskinson

9 DATE OF NEXT MEETING

Tuesday 11 July 2017, 1.30pm, Knight Hall, Green Park, Aston Clinton

CHAIRMAN

BUCKINGHAMSHIRE SCHOOLS FORUM

CONSTITUTION

1 Name

1.1 The Buckinghamshire Schools' Forum ("the Forum").

2 Terms of reference

2.1 The Forum is established in accordance with Section 47A of the School Standards and Framework Act 1998, and the Schools Forums (England) Regulations 2012.

3 Status

3.1 The Forum exists to advise Buckinghamshire County Council ("BCC") on various matters prescribed by law. It also exists to take certain decisions in its own right.

3.2 The "Schools Revenue Funding 2018 to 2019 Operational guide" sets out the relevant roles, responsibilities and powers of the Local Authority and the Schools Forum.

4 Membership

4.1 The Forum shall consist of the following three types of members:

- (a) "Schools members," defined as members elected to represent governing bodies and head teachers of schools maintained by BCC;
- (b) "Academies members," defined as members who represent the proprietors of academies situated in BCC's area;
- (c) "Other members", defined as members other than schools members or academies members who represent the interests of wider stakeholders.

4.2 There shall be thirty members of the Forum comprising the following:

- (a) Fifteen elected schools members,
- (b) Eight elected academies members,
- (c) Seven other members.

- 4.3 The schools members referred to in 4.1(a) shall consist of the following sub-groups:
- (a) One nursery school member (either head teacher or governor);
 - (b) Two special school members (preferably one head teacher and one governor);
 - (c) Two secondary school members (preferably one head teacher and one governor);
 - (d) One pupil referral unit (PRU) member (either head teacher or governor);
 - (e) Nine primary school members
 - Two infant school members; (preferably one head teacher and one governor)
 - One junior school member; (either head teacher or governor)
 - Six combined school members; (preferably three head teachers and three governors)
- 4.4 The maintained schools members must include at least one head teacher and one governor.
- 4.5 The academies members referred to in 4.1(b) above:
- (a) May include but will not necessarily be restricted to academy principals and governors;
 - (b) Will preferably include at least one representative of primary academy proprietors;
 - (c) Must include at least one representative of a special academy proprietor, in the event that there is such an academy within Buckinghamshire;
 - (d) Must include at least one representative of an alternative provision academy, in the event that there is such an academy within Buckinghamshire.
- 4.6 The other members referred to in 4.1 (c) above shall consist of:
- (a) Two representatives nominated by recognised teachers' trade unions;
 - (b) Two representatives nominated by the diocesan authorities;

- (c) Two representatives nominated by the Early Years Forum at least one of whom who will be there explicitly to represent early years providers from the private, voluntary and independent (PVI) sector;
- (d) Such other members as may be appointed by BCC save that other members shall never number more than a third of the total membership.

4.7 The following categories of people are barred from being other members:

- (a) Elected Members of BCC who are appointed to the executive of i.e. a Lead Member or portfolio holder; ('Executive Members');
- (b) The Director of Children's Services or any officer employed or engaged to work under the management of the Director of Children's Services, and who does not directly provide education to children; (or manage those who do)
- (c) Other officers with a specific role in management of and/or who advise on funding for schools;
- (d) Additionally, the Forum may from time to time consist of observers including an observer appointed by the Secretary of State for Education. Observers shall be entitled to attend meetings but shall not be members and shall not have any voting rights.

5 Election & Appointment of Members

5.1 Schools members and academies members will each be responsible for their own election processes save that the following rules and restrictions shall apply:

- (a) A single person may not represent more than one group concurrently;
- (b) Election of members from different parts of the County shall be encouraged to ensure the Forum is representative of education provided across the geographic areas, having regard to pupil numbers and school numbers, and that no one geographic area can be seen to have an unfair bias on the Forum;
- (c) Members shall be elected or appointed for the period of three years from the date of their election or appointment;
- (d) Members shall be eligible for re-election or reappointment at the end of their period of membership;

- (e) Members will cease to be a member if he or she resigns from the Schools Forum or no longer occupies the office by which he or she became eligible for election, selection or appointment to the Schools Forum;
 - (f) In the case of an, other member the member shall cease to be a member if he or she is replaced by BCC, or at the request of the body which the member represents, or by another person nominated by that body;
 - (g) BCC may end the appointment of any member before the expiry of his or her term if the member concerned ceases to hold the office by virtue of which he or she became eligible for appointment or election to the Forum;
 - (h) Elections should be organised so that each of the sub-groups listed at 4.3, 4.5(c) and 4.5(d) is able to choose a representative of its own;
 - (i) In the event that an election results in a tie between two or more candidates, BCC may choose which candidate shall become a member.
- 5.2 BCC will offer appropriate support to each of the groups referred to in 3.2 above in managing its election process and if so requested will devise a model scheme in consultation with the Forum which it will then invite the Forum to adopt.
- 5.3 Other members will be appointed by BCC in consultation with the bodies listed in 3.6 above and, where BCC deems appropriate, with wider stakeholders.

6 Meetings

- 6.1 There shall be at least four meetings per year of the Forum but more meetings may be held if the Forum deems it necessary (up to a maximum of 8). All meeting times will be agreed by the Forum for the coming year and will vary to accommodate the needs of members and to meet any specific deadlines imposed by the Department for Education.
- 6.2 All meetings shall be quorate if at least two fifths of the total current members (excluding vacancies) are present. Inquorate meetings may still proceed but cannot legally make decisions, however inquorate meetings can still be consulted with and provide an “unofficial” view or response to BCC.
- 6.3 All meetings of the Forum will be convened by the clerk, but he or she will comply with any direction in the matter given by the Forum in a previous meeting or given by the Chairman (or in his or her absence the Vice Chairman).

- 6.4 Written notice of a meeting, along with a copy of the agenda and papers for the meeting will be given at least five working days before the date of the meeting itself.
- 6.5 All meetings of the Forum will be open to members of public. Furthermore, papers, agendas and minutes must and will be made publicly available in a timely manner on the BCC website.
- 6.6 All members have the right to speak at meetings of the Forum and the following persons may also speak, even though they are not members:
- (a) The Director of Education for BCC, or a designated representative;
 - (b) The Chief Finance officer for BCC, or a designated representative;
 - (c) Any elected member of BCC with primary responsibility for Children's Services or Education;
 - (d) Any Elected Member of BCC with primary responsibility for BCC's resources;
 - (e) Any person who is invited by the Forum to attend in order to provide financial or technical advice to the forum;
 - (f) An observer appointed by the Secretary of State; ~~and~~
 - (g) Any person presenting a paper or other item to the Forum that is on the meeting's agenda, but that person's right to speak shall be limited to matters related to the item that the person is presenting.
 - (h) Any other person with the permission of the Chairman, at the Chairman's discretion, (or the Vice Chairman in the Chairman's absence).
- 6.7 The minutes of proceedings of the Forum will be drawn up by the clerk and will be signed at the same or next subsequent meeting by the Chairman. Proceedings of the Forum shall not be invalidated by any defects in the election or appointment of any member, or the appointment of the Chairman or Vice Chairman. Nor does the existence of any vacancy on the Forum invalidate proceedings.

7 Alternates / Substitutes

7.1 Any member of the Forum may nominate an alternate member ('the alternate member') to attend meetings of the Forum in his or her absence. The alternate member must come from the same sector as that of the member they are covering.

7.2 Where a member has nominated an alternate member, the alternative member may attend and vote in place of the member. A member may only nominate an alternate member who would himself or herself be eligible to be appointed or elected to the Forum under the same category as the member.

7.3 The name of the alternate member must be notified to the clerk of the Forum at least 24 hours in advance of the meeting in question where possible.

8 Chairman and Vice Chairman

8.1 The members must elect a person as Chairman (and preferably a Vice Chairman) from among their number and determine the term of office, as one calendar year.

8.2 The members of the Forum may not elect as Chairman any member of the Forum who is an Elected Member or officer of BCC, even if they are members of the Forum by virtue of representing a school, academy or other group or sector.

8.3 The Chairman and Vice Chairman will hold office until the next meeting which falls after the date which is a year after the meeting at which they were originally elected.

8.4 On ceasing to hold office, the Chairman and Vice Chairman shall be eligible for re-election.

8.5 In the event of a casual vacancy in the office of Chairman or Vice Chairman, the Forum shall, at their next meeting, elect one of their membership to fill that vacancy and the member so elected shall hold office until the date of the meeting to which the previous Chairman or Vice Chairman would have held office had the vacancy not occurred.

8.6 A Chairman or Vice Chairman shall cease to hold office if:

- (a) He or she resigns his or her office by written notice given to the clerk; or
- (b) He or she ceases to be a member of the Forum.

9 Clerk

- 9.1 The Forum shall be assisted by a clerk ('the clerk').
- 9.2 The clerk may either be an employee of BCC or independent.
- 9.3 A member may not also act as the clerk, nor will the clerk be treated as a member.
- 9.4 None of the people listed in 4 above may be the clerk.
- 9.5 The clerk shall attend all meetings, assisting and taking instructions from the Chairman.
- 9.6 The clerk's role may include but will not necessarily be limited to the following:
- (a) Providing a link between the Forum and BCC;
 - (b) Managing meeting logistics including dispatching papers;
 - (c) Taking a note of proceedings.
 - (d) Maintaining an action log of points agreed at a meeting.
 - (e) Providing technical advice to the Forum on the constitution and the law.
 - (f) Providing the route by which members can access further information and co-ordinate communication to schools forum members outside of the formal meeting cycle, responding to any queries about the business of the Forum from head teachers, governors and others who are not on it themselves;
 - (g) Being responsible for ensuring contact details of all members are up to date; maintaining the list of members on the schools forum and advising on membership issues in general;
 - (h) Assisting with the co-ordination of nomination/election processes run by the constituent groups;
 - (i) If appropriate, providing technical advice in relation to the Schools Forum Regulations and in relation to the operation of this Constitution; and organising, operating and recording any voting activity of the Forum in line with the provisions of this Constitution.

10 Sub-Committees

- 10.1 The Forum may set up sub-committees, either standing or ad-hoc, to carry out tasks as specified by the Forum.
- 10.2 The Forum shall decide the terms of reference and membership of any standing sub-committees and membership may include those who are not members of the Forum. The Forum should review standing sub-committee membership and terms of reference annually.
- 10.3 Each standing sub-committee will have a minimum of five members with a quorum of three Forum members.
- 10.4 Membership and terms of reference of any ad-hoc sub-committee's shall be decided when establishing the sub-committee, and may include those who are not members of the Forum. The duration of any ad-hoc sub-committee shall be established and entered in the terms of reference when the group is established.
- 10.5 The members of each sub-committee will choose a Chairman and if required a Vice Chairman. The Chairman or Vice Chairman of the Forum may also be appointed as Chairman or Vice Chairman of any sub-committee.
- 10.6 All sub-committees will be closed meetings but the sub-committee Chairman must report back to the Forum at the next available meeting and the report will be included in the Forum minutes.
- 10.7 Sub-committees shall provide advice and make recommendations to the Forum but are unable to take decisions or provide views to consultation without reference to the Forum unless specifically agreed in the terms of reference for that sub-committee. Where a decision making power is conveyed by the Schools Forum Regulations to the Forum, the Forum cannot delegate this power to a sub-committee. Any recommendations from a sub-committee are to come back to the forum for a recorded vote.
- 10.8 The standing sub-committees of the Forum are:
 - (a) The Schools Forum Funding Group (SFFG);
 - (b) The Early Years and Schools Specific Contingency Group.

11 Voting

- 11.1 Every question to be decided at a meeting of the Forum will be determined by a majority of the votes of members present, and in the case of an equality of votes the Chairman will have a second or casting vote, save that:
- (a) Voting on the funding formula shall be limited to schools members, academies members and the early years others members;
 - (b) Voting on de-delegation will be limited to the specific primary and secondary schools members i.e. only primary school members may vote on primary school de-delegation and only secondary school members may vote on secondary school de-delegation.
- 11.2 Any formal recommendations made to BCC shall be determined by a majority of the votes of members present at a meeting of the Forum and not by sub-groups.
- 11.3 There will be clarity in the procedures for recording the outcome of a vote, and any resolutions the Forum makes in relation to any vote taken.
- 11.4 When voting, members have a responsibility to represent the interests of their peer group as a whole rather than the interests of their own school/institution.

12 Provision of Account to Schools

- 12.1 The Forum shall as soon as reasonably practicable inform the governing bodies of schools maintained by the Council of all consultations carried out under clause 11 above.

13 Expenses

- 13.1 BCC shall meet the expenses of the Forum. Expenses shall be charged to the Schools Budget. The Forum budget cannot increase above the previous years' level without approval of the Secretary of State for Education.
- 13.2 There is an entitlement for members of the Forum to claim expenses. BCC shall reimburse all reasonable expenses of members in connection with attendance at meetings of the Forum. This shall include:

- (a) Travelling expenses;
- (b) Childcare or other care costs; (up to a prescribed maximum from time to time in force)
- (c) Financial loss of earnings may be claimed (up to a prescribed maximum from time to time in force) but is only available to those not employed at a school maintained by Buckinghamshire County Council and where a financial loss has been suffered.

14 Review of the Constitution

- 14.1 The Forum will review its constitution annually to ensure that it continues to meet statutory requirements and continues to proportionately represent the education community of Buckinghamshire having regards to pupil numbers.

Bucks Pay (Schools) Annual Pay Review Consultation for pay year 2018/19

Schools Forum 26th September 2017

1. Role of the Schools Forum

The Senior Appointments and Bucks Pay Award Committee (SABPAC) are required each year to make a decision on the pay award to apply to Bucks Pay (Schools). However, because the budget for pay awards is held by individual schools, they seek input and advice from Schools management via the Schools Forum (SF). SABPAC will make a provisional decision on December 7th which will then go out for formal consultation via the schools bulletin.

2. Background to the Pay Review April 2018- March 2019

In February 2016 the decision was made, in consultation with schools management, to maintain Range 1A as a single point which increases in line with the NLW and to delete the lower points of Range 1B as these are overtaken by the NLW.

The impact of the increase to R1A, which will be required in order to remain compliant with NLW and any consequential impact on the bottom of Range 1B, can only be fully assessed once the rate for Living Wage (NLW) 2018/19 is announced in the autumn budget in late November or early December.

Range 1A is currently £7.50 per hour in line with the NLW 2017/18.

3. Update on National Living Wage

The stated aim of the Government is for the NLW to reach 60% of median earnings by 2020. When it was announced in July 2015, it was anticipated that it would be a minimum of £9.00 per hour by April 2020.

The Office for Budget Responsibility ¹(OBR) was created in 2010 to provide independent and authoritative analysis of the UK's public finances. The OBR has said that the increase of the NLW to £9 by 2020 will not happen due to slow earnings growth and have revised their forecasted increases up to 2020- see table below.

2018	2019	2020	2021
£7.90	£8.30	£8.75	£9.10

4. Pay considerations

Bucks Schools may be once more considering a 1% pay increase for Bucks Pay (Schools) staff in 2018/19 in line with the Governments public sector pay cap. For Teachers the model pay policy, currently out to consultation with Unions, includes a provision for schools to uprate salaries for all Teachers on the Main pay range by 2% and for all other salaries and allowances to be uprated by 1%, prior to any uplifts applied as a result of appraisal recommendations. This is based on the School Teachers Pay & Conditions document 2017, published in August, which gives schools discretion to decide appropriate pay levels for Teachers within certain prescribed parameters.

¹ <http://budgetresponsibility.org.uk/faq/where-can-i-find-your-latest-forecasts/>

The Bucks Pay (Schools) Range 1A hourly rate is currently £7.50 per hour and it is possible that it will need to be increased by 5.3% to £7.90 per hour to be in line with the NLW, if the OBR forecasts are correct.

Currently the lowest point on Range 1B is £15,084 per annum/£7.82 per hour. If, for example, a 1% is applied then this would rise to £7.90 per hour. Therefore if the NLW is increased to £7.90, in order to maintain any differential between grades, the increase to R1B ISN6 would need to be a minimum of 1.5%.

The table below illustrates some scenario increases to R1A and demonstrates that it is still possible to maintain R1B ISN6 without intrusion into ISN 7 in 2018/19, if the OBR forecast is accurate.

Range	ISN point	Current Annual Rate	Current Hourly Rate	Living Wage increased to	Impact of increase on Annual Rate	Percentage increase
1A	n/a	£14,468	£7.50	£7.75	£14,945	3.3%
				£7.90	£15,235	5.3%
				£8.00	£15,431	6.66%
Range	ISN Point	Current Annual Rate	Current Hourly Rate	Example % increase	Impact of increase on Annual Rate	Impact of increase on Hourly Rate
1B	6	£15,084	£7.82	1%	£15,235	£7.90
				1.5%	£15,310	£7.94
				2%	£15,386	£7.97
				2.5%	£15,461	£8.01
	7	£15,756	£8.17	1%	£15,914	£8.25
	8	£16,430	£8.52	1%	£16,594	£8.60
	9	£17,093	£8.86	1%	£17,264	£8.95
	10	£17,768	£9.21	1%	£17,946	£9.30

Members will be strongly guided by the views of the Schools Forum when making a decision; therefore the Schools Forum is asked to share their view on the scenarios illustrated in the table above.

1. A view concerning the position of percentage increases to R1B ISN6 in relation to a NLW increase of £7.90 or lower;
2. A view concerning an increase of the NLW of £8.00 or higher and the deletion of ISN6?
3. A view on a percentage increase on Range 1B ISN 7 – Range 12.

There will be a further opportunity for Schools management to share their views during December and January when a consultation with school employees on a proposal for April 2018, will be published via the Schools Bulletin. SABPAC welcome any further feedback over this period and will take it fully into consideration when they make a decision on Bucks Pay (Schools) in February 2018.

HR Contact: Sandy Ayton – Senior HR Officer; Email: sayton@buckscc.gov.uk

Education Funding Matters

14th Sept National Funding Formula

<https://www.gov.uk/government/publications/national-funding-formula-for-schools-and-high-needs>

NFF update –schools block

- Buckinghamshire gains more in % than most authorities. At least £33.3m additional cash funding over next 3 years.
- Final amounts will be based on pupil numbers and cohort characteristics in October 2017 census. (expect c 1% increase each year)

year	NFF pupil- and school-led factors.	NFF growth, premises and mobility factors	Total NFF	Notes
17/18	£290.0m	£5.5m	£295.5m	average funding is 3rd lowest in the country
18/19	£300.7m	£5.5m	£306.2m	£10.7m (3.6%) increase =6th highest in the Country.
19/20	£309.5m	£5.5m	£315.0m	£19.4m (£8.7m in year) (6.6%) increase = 6th highest in the Country.
20/21	£311.2m	£5.5m	£316.7m	£21.2m (£1.8m in year) (7.2%) increase =10th highest in the Country.



NFF update –high needs block

- DfE has already reset the high needs block (£3m higher than 2017.18) based on our budgets for 2017.18.
- Plus additional £3.8m in cash funding over next 3 years
- High needs funding formula includes £15m of floor protection funding (7% of the national pot) due to our historically high spend on high needs.
- The £80.3m from 2019.20 is expected to be the maximum funding for many years.

Year	Funding	Notes
17/18	£78.8m	
18/19	£79.9m	(£1.1m extra)
19/20	£80.3m	(further £0.4)
20/21+	£80.3m	(same as 2019/20)



NFF update –central schools services block

- Reduction in funding (tapering) as expected to a per pupil amount of c £31 per pupil by 2020/21 (includes ex ESG funding).
- Historic commitments funding will be challenged each year by DfE as expected to unwind over time, for example when a contract has reached its end point. £1.7m of the figures below is already expected to be removed. £2.3m also funds BLT services.

Year	Ongoing functions	Historic commitments	Total
2017/18	£2.9m	£4.7m	£7.5m
2018/19	£2.8m	£4.7m	£7.4m
2019/20	£2.7m	£4.7m	£7.3m
2020/21	£2.4m	£4.7m	£7.1m



NFF update –implementing NFF

- The funding for Buckinghamshire should be sufficient to fully fund the 2018.19 NFF in Buckinghamshire if that is desired.
- The DfE funding also includes 0.5% increases on all schools as a minimum. As some schools will already be receiving more funding than the NFF proposes this will create some “headroom” to be allocated.
- There are several calls on this headroom apart from funding schools:
 - high needs block pressures
 - Growth and rates funding due to lag in funding from DfE
 - Early years and central blocks



NFF update – Funding includes

- All revised factors proposed in NFF for 2018/19, plus:
- 2018/19 min. £3,300 /pupil primary; £4,600 secondary
- 2019/20 min. £3,500 /pupil primary; £4,800 secondary
- Minimum 0.5% per school funding increase regardless.
- Revised area cost adjustment to take account of variation in costs between different parts of the country (c 5.4% for Bucks).



NFF update –where are NFF funding factors significantly different to ours?

- Lump sums reducing.
- Basic need funding (age weighted pupil unit) increasing.
- Low attainment for primary reducing.
- Use of FSM (Ever6) factor as well as FSM current
- Use of sparsity factor.
- Removal of Looked After Child (LAC) factor (Pupil premium plus for LAC increased instead)
- Option to set minimum funding level per pupils in both phases.
- Option to set Minimum funding guarantee between 0% and 1.5%
- Growth, mobility and rates will be funded on historic levels (outside of main formula)



NFF update –next steps

- Digest technical guidance when published
- Discuss with Schools Forum (Sept +)
- Consult with schools (Nov)
- Cabinet Member for Education decision in principle (late Dec. 2017 / early Jan 2018)
- Determine final formula and inform DfE by January 19th 2018
- Publish final allocation by school for them to set budgets (end of Jan)



Education Funding Matters

Schools Forum

2018-19

14th Sept NFF proposals announced

<https://www.gov.uk/government/publications/national-funding-formula-for-schools-and-high-needs>



NFF update –schools block

Good news (relatively given pressures on costs) Bucks gain more than most authorities

year	Illustrative NFF funding through NFF pupil-led factors, school-led factors and the funding floor.	Illustrative NFF funding through the growth, premises and mobility factors	Illustrative NFF funding if formula implemented in full	Notes
2017/18	£290,010,577	£5,494,747	£295,505,324	average funding is 3rd lowest in the country
2018/19	£300,743,483	£5,494,747	£306,238,230	3.6% increase 6th highest in the Country.
2019/20	£309,458,001	£5,494,747	£314,952,748	6.6% increase is 6th highest in the Country.
2020/21	£311,249,416	£5,494,747	£316,744,163	7.2% increase is 10th highest in the Country.

NB. AFTER £0.955m transfer from High needs for ARP funding changes



NFF update –Funding to LAs

- 18/19 minimum £3,300 per pupil primary and £4,600 secondary
- 19/20 minimum £3,500 primary per pupil and £4,800 secondary
- But Authority doesn't have to use these in local formula (many will be in excess of these already)
- Area cost adjustment to take account of variation in costs between different parts of the country (c 5.4% for Bucks). Unclear what factors this is applied to (all or some)



NFF update –could we implement NFF in full?

- The funding from the proposed schools block would be £306.2m, including £2.03m growth fund. Therefore if there were no calls on schools block, in theory the NFF model costing £304.1m could be afforded in full.
- The APT tool (needs updating) shows £302m cost with 0% MFG (assuming NFF model used that also) not £304m so need to investigate this once technical guide issued and a new APT is provided. Potential claims on Schools block beyond formula are:
 - Growth lag funding (£0.3m?)
 - Request for high needs contingency (£1.5m?)
 - Rates – these change, but funding lagged.



NFF update –where is NFF different to ours?

- Lump sums, big loss in primary and moderate loss in secondary.
- AWPU –big increases, roughly on par with loss of lump sums for primary but big gains on secondary.
- Low attainment – big loss in primary.
- FSM (Ever6 impact), big cost to both primary and secondary
- Minimum funding level per pupils. Big cost to secondary (Grammar schools mostly)



NFF update –issues

- Lump sums, but guidance suggests protecting difference in the baselines. Should we leave lump sums if it could increase funding to our school long term? Unclear what they mean.
- MFG –Who will pay for MFG in 2021/21?
- Notional SEN (first £6k) no mention! Maybe in high needs operational guidance still due out.
- Technical guidance not yet released.



NFF update –minimum funding levels

- there are 12 primary schools on less than £3,300 per pupil after MFG. With 0% MFG it is still 12.
- With MFG at 1.5% there are 14 secondary with less than £4,600 per pupil. At 0% there are still 14.
- The cost of the secondary taper is c £2.8m. The cost of the primary taper is c £0.4m.
- The taper overrules any MFG calculations.



Funding Factors	Unit values	Total Funding (including ACA)	Proportion of core total
Basic per-pupil funding		£24,183m	72.9%
Age Weighted Pupil Unit (AWPU): Primary	£2,747	£12,595m	38.0%
Age Weighted Pupil Unit (AWPU): Secondary - KS3	£3,863	£8,868m	20.1%
Age Weighted Pupil Unit (AWPU): Secondary - KS4	£4,386	£4,734m	14.3%
Minimum per pupil funding level	NA	£185m	0.6%
Additional needs funding		£5,906m	17.8%
Deprivation		£3,022m	9.1%
Current FSM top up (Pupils currently claiming FSM at the last census): Primary	£440	£291m	0.9%
Current FSM top up (Pupils currently claiming FSM at the last census): Secondary	£440	£173m	0.5%
FSM6 (Any pupil that has ever claimed FSM in the past 6 years): Primary	£540	£826m	1.9%
FSM6 (Any pupil that has ever claimed FSM in the past 6 years): Secondary	£785	£841m	1.9%
IDACI band F: Primary	£200	£94m	0.3%
IDACI band F: Secondary	£290	£80m	0.2%
IDACI band E: Primary	£240	£101m	0.3%
IDACI band E: Secondary	£390	£95m	0.3%
IDACI band D: Primary	£360	£131m	0.4%
IDACI band D: Secondary	£515	£108m	0.3%
IDACI band C: Primary	£390	£123m	0.4%
IDACI band C: Secondary	£560	£102m	0.3%
IDACI band B: Primary	£420	£165m	0.5%
IDACI band B: Secondary	£600	£135m	0.4%
IDACI band A: Primary	£575	£88m	0.3%
IDACI band A: Secondary	£810	£69m	0.2%
Low prior attainment		£2,458m	7.4%
Low prior attainment: Primary	£1,050	£1,531m	4.6%
Low prior attainment: Secondary	£1,550	£928m	2.8%
English as an additional language		£404m	1.2%
English as an additional language: Primary	£515	£299m	0.9%
English as an additional language: Secondary	£1,385	£106m	0.3%
Mobility		£22m	0.1%
School led funding		£3,077m	9.3%
Lump sum		£2,267m	6.8%
Lump sum: Primary	£110,000	£1,892m	5.7%
Lump sum: Secondary	£110,000	£375m	1.1%
Sparsity		£26m	0.1%
Sparsity: Primary	£25,000	£21m	0.1%
Sparsity: Secondary	£65,000	£5m	0.0%
Premises		£610m	1.8%
Explicit Growth		£174m	0.5%
<i>Area Cost Adjustment: A multiplier that is applied to basic per pupil, additional needs and school led funding (ACA is already included in each of the factor subtotals)</i>		£824m	
Core Total (Excluding funding floor)		£33,166m	
Funding Floor		£624m	
Total (including funding floor)		£33,790m	

Full NFF formula



NFF update –AWPU

- **Increasing the age weighted pupil units** to £2,747 for primary, £3,863 for key stage 3, and £4,386 for key stage 4. (we used £2,646, £3,758 and £4,335 respectively so AWPU increases may be required in our formula to meet new levels)

Bucks spends £230.7m in total on AWPU (81%):

- £115m on AWPU in primary for 43,451 pupils.
- £67m on KS3 for 17,858 pupils and
- £49m on KS4 for 11,216 pupils

- Adopting the NFF rates would change these to £237.5m (£119m, £69m and £49m respectively).
- Need to clarify if we have discretion on AWPU rates in 2018.19 and 2019/20 or not.



NFF update –growth, premises & mobility

- Funding for growth and mobility in the formula will also be allocated on the basis of historic spend.
- 18-19, the formula will recognise premises costs by allocating funding for schools for business rates, split sites and exceptional premises factors on the basis of historic spend.
- Dfe will review these for future (away from historic levels)



NFF update –ratios

- school-led funding 9.3%
- 90.7%. pupil-led factors (ours is 88.9%)
- ratio of funding between the primary and secondary phases in NFF is 1:1.29.
- The actual ratio observed in each individual local authority will depend on the characteristics of the pupils in that area and structure of education provision (Bucks is 1:1.26)
- Adopting the rates in the NFF with caveats around changes that the tool cannot handle still shows a ratio of c 1:1.30. The loss of lump sums is offset by AWPU increases but the big change in primary is the loss of low attainment funding of c £3m. Factoring in the minimal primary school funding may offset some of this.



NFF update –additional needs

- additional needs factors overall weighting of 17.8%,
- £3.0 billion for deprived pupils – this represents 9.1% of total funding
- 7.4% of the total national funding formula (£2.5 billion) in respect of pupils with low prior attainment.
- By using both income and area based measures able to reach a broad range of pupils (more than 44%) including those further up the income scale in ordinary working families. This compares with 26.6% that would be reached using FSM eligibility alone.
- So need to consider using FSM current, Ever 6 and IDACI
- Band C IDACI half way between B and D now. (our band rates compared on next slide)



NFF update –IDACI rates

	NFF	Bucks	difference	pupils
• band F: Primary	£200	£210.00	-£10	2,795
• band F: Secondary	£290	£290.00	-	1,916
• band E: Primary	£240	£260.00	-£20	3,148
• band E: Secondary	£390	£380.00	+£10	1,599
• band D: Primary	£360	£350.00	+£10	159
• band D: Secondary	£515	£470.00	+£45	184
• band C: Primary	£390	£350.00	+£40	487
• band C: Secondary	£560	£470.00	+£90	294
• band B: Primary	£420	£425.00	-£5	66
• band B: Secondary	£600	£560.00	+£40	43
• band A: Primary	£575	£480.00	+£95	1
• band A: Secondary	£810	£620.00	+£190	3

IDACI costs Bucks £3.1m. Adopting the NFF would cost £3.1m.



NFF update –FSM rates

NFF FSM	Primary	£440	(Bucks is £850 for 2960 pupils)
	Secondary	£440	(Bucks is £1050 for 1519 pupils)
FSM Ever 6	Primary	£540	N.A to Bucks (5,391 pupils)
	Secondary	£785	N.A to Bucks (4,125 pupils)

Bucks rates are only triggered by FSM current pupils, not ever 6. Using £4.1m of funding. Adopting the NFF would require £8.1m (£2.0m FSM and £6.1m Ever6). This is a significant increase as Ever6 has not been used in the past.



NFF update –low attainment rates

- A pupil who does not achieve the expected level in the Early Years Foundation Stage Profile on entry to primary school will attract an additional £1,050 a year through the formula, throughout their time in primary school. A pupil who does not achieve the expected level at key stage 2 will attract an additional £1,550 a year while in secondary education (Ours are £1,500 for each)
- value same for all pupils, whether they narrowly missed the standard or were at the bottom of their cohort. DfE will consider whether tiering this factor in the longer term might improve targeting of funding to those with the highest level of need.
- Low attainment costs Bucks £17.5m (£10.6m for 7,094 primary pupils and £6.8m for 4,551 pupils in secondary). Moving to NFF would cost £14.5m (£7.5m primary and £7.0m secondary)



NFF update –EAL

- Pupils who speak English as an additional language (EAL)
- £404 million through the EAL factor – this represents 1.2%
- A primary school pupil will attract an additional £515 and a secondary school pupil will attract an additional £1,385. (ours are £460 and £1100 respectively)
- EAL costs Bucks £2.7m (£2.04m primary for 4,431 pupils and £0.64m for 579 secondary). Adopting the NFF would cost £3.1m (£2.3m and £0.8m respectively).



NFF update –mobility

- The mobility factor in the national funding formula is intended to support schools that have a high proportion of pupils joining the school mid-way through the academic year. Where there is a high proportion of mobile pupils, costs can be significant for schools.
- DfE will allocate funding to local authorities on a historic spend basis.
- Mobility costs Bucks £214k in 2017.18 for 413 eligible primary and 16 eligible secondary pupils.



NFF update –lumps sums

- school-led funding 9.3% total
- lump sum in NFF £110,000 (Ours is £126,400)
- £2.3 billion and represents 6.8%
- a positive funding floor will protect schools whose historical lump sum payments were higher than £110,000, as the difference in their lump sum will be included in their baselines.
- Lump sums cost Bucks £27.8m. Adopting the NFF would cost £24.2m. Most of this change would be primary schools who have the most schools.

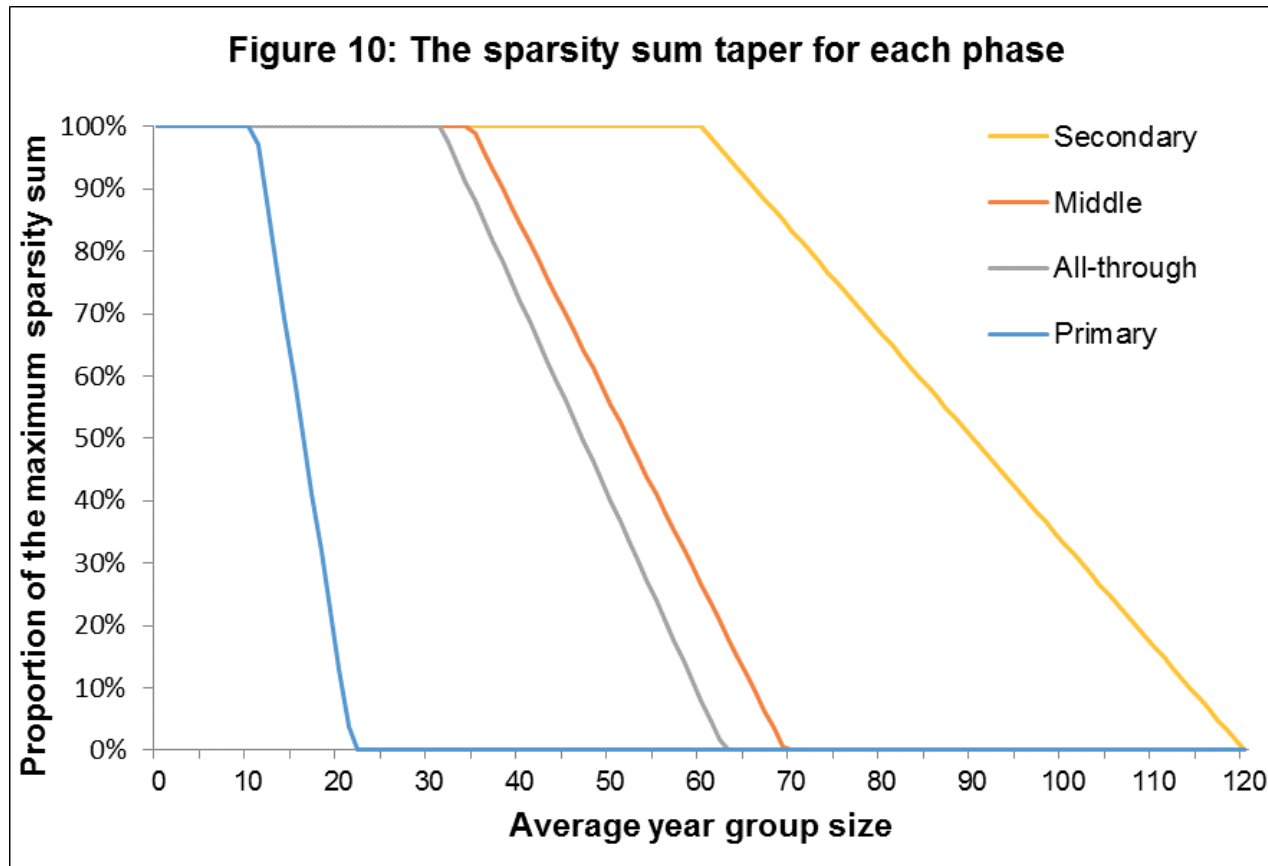


NFF update –sparsity

- New sparsity factor (we don't use one) Primary schools qualifying will attract up to £25,000 and secondary schools (including middle and all-through schools) up to £65,000.
- A small, rural primary school will attract up to £135,000, in total, through the lump sum and sparsity factors.
- Adopting the sparsity would cost likely <£100k as few schools trigger it, but the DfE model has changed so cannot be modelled in the current tool.
- An analysis of the dataset used by DfE in the Collect system by school would be needed to assess this or await a technical update due to be published after the main announcement.



Sparsity tapering



NFF update –premises factors

- Premises-related funding will be allocated through four factors: rates, split-sites, private finance initiative (PFI) and exceptional circumstances. (we don't have PFI)
- In 2018-19, the formula will allocate what local authorities plan to spend on rates, split-sites and exceptional circumstances in their local formulae in 2017-18.
- £610 million represents 1.8%. (Ours was £3.2m)



NFF update –MFG and capping

- MFG can be set at 0% to -1.5% now. -1.5% MFG costs c. £2.1m.
- 0% costs £3.2m; -0.5% costs £2.8m; -1% costs £2.4m.
- Capping makes very little (saving) difference at any rate.
- If a school receives MFG protection it means the current per pupil funding of the school is higher than the new formula suggests is fair and the differences is greater than the MFG % set.
- Only 1 secondary is receiving MFG at -1.5%. At 0% 3 would.
- 75 primary schools are in MFG (-1.5% applied). At 0% 130 receive protection. The change in low attainment funding in NFF appears to be triggering many combined with the lump sum reduction.
- Keeping low attainment at £1,500 reduces those in MFG to 66 and keeping the lump sum at £126,400 as well reduces this to 23.



NFF update –fringe

- Fringe costs Bucks £1.4m. The current tool automatically calculates it and at this stage we assume this is a passable estimate. We await technical updates.



NFF update –growth

- The national funding formula will also allocate funding to enable local authorities to respond where significant growth in pupil numbers occurs in-year and is not immediately recognised by the lagged funding system.
- In 2018-19, the growth factor will be allocated on the basis of what each local authority plans to spend, in total, on growth in 2017-18 – this totals £174 million and represents 0.5% (£1.7m through growth fund).



NFF update –pupil premiums / LAC

Rates used:

- transferred looked-after children (LAC) factors from the DSG to the pupil premium plus budget. As a result of this transfer, the 2018-19 pupil premium plus rate will be £2,300 (c. £400 increase in PP+, we had 150 pupils at £1000 in our formula).



NFF update –High needs block

Two relative good news items:

- uplift of 0.5% per head in 2018-19 AND 1.0% per head by 2019-20
- AND funding floor (Bucks has £15m protection) to reflect any year-on-year increase in population by using a per head calculation
- 2017/18 baseline £78,831,432
- 2018/19 £79,883,853 (£1m is better than expected)
- 2019/20 £80,256,638 (further £0.4m was unexpected)
- 2020/21+ £80,256,638
- These are AFTER transfer of c £955k TO schools block for Alternative Resource Provision funding changes.
- This is better than expected, but still will require request for schools block transfer of 0.5% as contingency as the budget requirement may exceed the DSG for high needs by £2m



NFF update –notional SEN

- Guidance silent.
- Notional SEN in mainstream schools is 5% AWPU, 50% IDACI and EAL and 100% low attainment in our formula.
- Overall notional SEN under the NFF proposals is £29.6m. (£16.5m primary, £13.1m secondary).
- Under our current model, notional SEN is £32m (£19.3m primary, £12.7m secondary)
- Assuming these support £6k per SEN pupil, mainstream schools could notionally support between them 5,300 pupils (we have 3,600 with plans currently)
- The reduction in notional SEN in primary may result in additional funding requests for high needs block DSG.
- We await DfE view on this topic.



NFF update –central schools services block

90% of funding according to a per-pupil factor and 10% of funding according to a deprivation factor (FSM ever 6). There is a labour market adjustment (1.11 for Bucks)

- historic commitments based on evidence, expectation will unwind over time, for example when a contract has reached its end point.

	ongoing functions	historic commitments	Total
2017/18	£2,853,000	£4,654,000	£7,507,000
2018/19	£2,781,675	£4,654,000	£7,435,675
2019/20	£2,712,133	£4,654,000	£7,366,133
2020/21	£2,431,947	£4,654,000	£7,085,947

As expected (bigger than 2.5% reduction in 2020/21).

The rate per pupil in 2018.19 for Bucks will be £38.46. If statute changes, rates may be adjusted.

