

West Berkshire Schools' Forum	
Title of Report:	Trade Union Budget Proposals Financial Year 15-16.
Date of Meeting:	8th December 2014
Contact Officer(s)	Ian Pearson, Robert O'Reilly, Shannon Coleman-Slaughter
For Decision	

1. Background

- 1.1. A number of services with approval from the School's Forum were centrally provided in financial year 14-15 through the pooling of delegations for maintained schools including the trade unions facilities agreement. The trade union facilities agreement compensates individual schools for release time for teacher trade union representatives employed by the school.
- 1.2. The arrangement requires review to determine if the pooled arrangements will continue for financial year 15-16. The Primary and Secondary school representatives on the Schools' Forum are required to make this decision for their own phase.
- 1.3. Academies receive their funding direct and organise independent trade union facilities arrangements.

2. Summary of Arrangements for Financial Year 14-15

2.1. The current financial year 14-15 budget is as follows:

- Maintained primary schools £25k
- Maintained secondary schools £12k
- Academy funding delegated £22k, income from buy back £7k
- No income from special schools, nurseries or pupil referral units.

2.2. The formula reimburses schools on the basis of the actual salary of the representative released. The formula created an over spend of 25% against budget in financial year 13-14 as a result of academy funding being delegated and limited buy back income being received. For financial year 14-15 it has been agreed with trade unions to distribute the budget on the following basis to ensure an over spend is not incurred:

2.3. Each union has a flat rate element of £2k to cover off local authority meetings etc; an allocation equivalent to the cost of one day a week supply teacher was allocated to the NASUWT to allow one day's additional time off for the national executive role currently held by the local representative; the remainder of the available budget was distributed between the five unions

proportionate to their declared teacher membership numbers in WBC schools.

2.4. The current year de-delegations are detailed in appendix A.

3. Proposals for Financial Year 2015-16

3.1. The Department for Education (DfE) has published non statutory guidance requiring schools to be accountable for time spent on trade union duties, i.e. an evaluation of value for money, trade union representatives should be practicing teachers who spend at least 50% of their time teaching, trade union duties should be fulfilled in one day a week or less.

3.2. Three options have been put forward for the Trade Union Facilities budget financial year 2015-16:

3.3. **Option 1** proposed by West Berkshire Council – pooled budget for maintained schools on the basis of:

- Schools should be reimbursed at the rate of the cost of a supply teacher for the release time required for teachers to attend to official trade union business.
- A flat rate of 5 supply days should be allocated per union to cover work such as attendance at joint consultation meetings of the Council.
- 34 supply days should be allocated for the national role undertaken by the NASUWT representative (one day per week for 34 weeks). This will be removed from the formula if the current representative ceases to hold the national role.
- Additional supply days should be allocated per union member at the rate of 0.08 days per member.

3.4. The formula proposed for option 1 produces an overall budget requirement as follows:

- Maintained primary schools £29k
- Maintained secondary schools £14k
- Academy funding to be delegated £25k, likely buy back income unknown £0.
- Income from special schools, nurseries and pupil referral units £0.

3.5. Total proposed pooled budget for maintained schools £43k. Funding detailed is the equivalent to one full time supply teacher. Detailed de-delegation figures are included in appendix A.

3.6. **Option 2** proposed by the Trade Union, pooled budget for maintained schools on the basis of:

- The 15-16 trade union facilities budget is reset to the budget value of financial year 2012-13.
- £15k of additional funding is allocated to reimburse release cost of the elected national member.

3.7. The formula proposed for option 2 produces as overall budget requirement as follows:

- Maintained primary schools £35k
- Maintained secondary schools £19k
- Academy funding to be de-delegated £34k

3.8. Total proposed pooled budget for maintained schools £54k. Detailed delegation figures are included in appendix A.

3.9. **Option 3** cessation of pooled budget for Trade Union facilities. Schools will directly receive the funding and will be responsible for organising their own Trade Union representation arrangements as and when required.

4. The Heads' Funding Group on 25/11/14 agreed to recommend;

4.1. That the funds for both primary and secondary schools be de-delegated to provide for central funding for the release of teacher trade union representatives to carry out their activities (see appendix C "What we do").

4.2. That Option 1 is used to calculate the pooled budget for release time, with a suggested amendment that the budget is not used to cover release for national union duties.

5. Actions

5.1. In respect of Trade Union Facilities, Schools' Forum to decide whether to agree to pool delegations for financial year 2015-16.

5.2. In respect of Trade Union Facilities, Schools' Forum to decide whether to agree options 1 (with amendments proposed by Heads' Funding Group) or 2 as the basis of a pooled budget for financial year 2015-16, if pooling is recommended.

Appendices

Appendix A – Trade Union Budget Proposals Financial Year 15-16

Appendix B – NEOST Trade Unions facilities Letter 3.10.14

Appendix C – "What we do" – outline of TU activities for which paid release time is used in West Berkshire

Appendix A

Cost Centre	School	Data Pupil No's	Method: Primary £: Sec'y £:	Trade Union de-delegations		
				Current	West Berkshire Option 1	Trade Union Proposal Option 2
				FY 14-15	FY 15-16	FY 15-16
				Pupil No's	Pupil no's	Pupil No's
				£2.06	£2.39	£2.88
				£3.50	£4.07	£5.50
91000	Aldermaston Church of England Primary School	177		365	423	510
91100	Basildon Church of England Primary School	138		284	330	397
91300	Beedon Church of England Controlled Primary School	41		84	98	118
91400	Beenham Primary School	94		194	225	271
91200	Birch Copse Primary School	417		859	997	1,201
91500	Bradfield Church of England Primary School	157		323	375	452
91600	Brightw alton Church of England Aided Primary School	103		212	246	297
91700	Brimpton Church of England Primary School	41		84	98	118
91800	Bucklebury Church of England Primary School	126		260	301	363
91900	Burghfield St. Mary's Church of England Primary School	194		400	464	559
92000	Calcot Infant School & Nursery	231		476	552	665
92100	Calcot Junior School	228		470	545	657
95600	Chaddlew orth St. Andrew's Church of England Primary School	23		47	55	66
92400	Chieveley Primary School	186		383	445	536
95900	Cold Ash St. Mark's Church of England Primary School	183		377	437	527
92200	Compton Church of England Primary School	145		299	347	418
92300	Curridge Primary School	101		208	241	291
92500	Dow nsw ay Primary School	211		435	504	608
92800	Enborne Church of England Primary School	58		119	139	167
92900	Englefield Church of England Primary School	109		225	261	314
93000	Falkland Primary School	448		923	1,071	1,290
93200	Francis Baily Primary School	528		1,088	1,262	1,521
93400	Garland Junior School	191		393	456	550
93500	Hampstead Norreys Church of England Primary School	101		208	241	291
93600	Hermitage Primary School	202		416	483	582
93700	Hungerford Primary School	409		843	978	1,178
92700	The Ilsleys' Primary School	58		119	139	167
93800	Inkpen Primary School	79		163	189	228
93900	John Rankin Infant & Nursery School	232		478	554	668
94000	John Rankin Junior School	236		486	564	680
94100	Kennet Valley Primary School	195		402	466	562
94200	Kintbury St. Mary's Church of England Primary School	154		317	368	444
94300	Lambourn Church of England Primary School	189		389	452	544
94400	Long Lane Primary School	263		542	629	757
95800	Mortimer St. Johns Church of England Infant School	169		348	404	487
97500	Mortimer St. Mary's Church of England Junior School	230		474	550	662
94500	Mrs. Bland's Infant & Nursery School	172		354	411	495
94600	Pangbourne Primary School	188		387	449	541
94700	Parsons Dow n Infant School	251		517	600	723
94800	Parsons Dow n Junior School	290		597	693	835
94900	Purley Church of England Infants School	69		142	165	199
95000	Robert Sandilands Primary School & Nursery	213		439	509	613
95100	Shaw -cum-Donnington Church of England Primary School	84		173	201	242
95200	Shefford Church of England Primary School	23		47	55	66
95300	Speenhamland Primary School	261		538	624	752
95400	Springfield Primary School	289		595	691	832
95500	Spurcroft Primary School	373		768	891	1,074
95700	St. Finian's Catholic Primary School	190		391	454	547
97700	St. John the Evangelist Infant & Nursery School	178		367	425	513
97800	St. Joseph's Catholic Primary School	205		422	490	590
96200	St. Nicolas Church of England Junior School	253		521	605	729
96100	St. Pauls Catholic Primary School	330		680	789	950
96300	Stockcross Church of England Primary School	107		220	256	308
96400	Streatley Church of England Voluntary Controlled Primary School	95		196	227	274
96500	Sulhamstead and Ufton Nervet Church of England Voluntary Aided P	104		214	249	300
99700	Thatcham Park Church of England Primary School	382		787	913	1,100
96600	Theale Church of England Primary School	232		478	554	668
96700	Welford and Wickham Church of England Primary School	87		179	208	251
96800	Westw ood Farm Infant School	169		348	404	487
96900	Westw ood Farm Junior School	219		451	523	631
98700	The Willow s Primary School	251		517	600	723
99400	The Winchcombe School	275		567	657	792
97300	Woolhampton Church of England Primary School	98		202	234	282
97400	Yattendon Church of England Primary School	82		169	196	236
98800	The Dow ns School	901		3,154	3,667	4,956
99000	John O'Gaunt Community Technology College	376		1,316	1,530	2,068
99200	Little Heath School	1,296		4,536	5,275	7,128
99600	The Willink School	821		2,874	3,341	4,516
98900	Denefield School	848		2,968	3,451	4,664
93100	Fir Tree Primary School & Nursery	169		348	404	487
99100	Kennet School	1,393		4,876	5,670	7,662
99300	Park House School	773		2,706	3,146	4,252
99800	St. Bartholomew's School	1,239		4,337	5,043	6,815
99500	Theale Green Community School	899		3,147	3,659	4,945
99900	Trinity School & Performing Arts College	700		2,450	2,849	3,850
97000	Whitelands Park Primary School	314		647	750	904
PRIMARY TOTAL		12,117		24,961	28,960	34,897
SECONDARY TOTAL		3,394		11,879	13,814	18,667
ACADEMY TOTAL		6,335		21,477	24,972	33,577
TOTAL ALL SCHOOLS		21,846		58,317	67,745	87,141