

Schools Funding Formula 2026/27: Consultation Results

Report being considered by: Schools' Forum

Date of Meeting: 1st December 2025

Report Author: Lisa Potts

Item for: Decision **By:** All Forum Members

1. Purpose of the Report

- 1.1 To set out the results of the consultation with all schools on the proposed primary and secondary school funding formula for 2026/27.
- 1.2 For Schools Forum to consider the Local Authority and Heads Funding Group recommendations to Schools Forum.

2. Recommendations

- 2.1 Following consultation, the Local Authority recommend the following for setting the school funding formula for 2026/27, for approval at Schools Forum and to go as a recommendation for political ratification:
 - (a) To mirror the Department for Education's (DfE) 2026/27 National Funding Formula (NFF) to calculate the funding allocations.
 - (b) To address any surplus or shortfall in funding by adjusting the AWPU values.
 - (c) To consider whether to apply a top slice to the schools' funding to support the High Needs Block, and at what percentage.
 - (d) To approve the criteria to be used to allocate additional funds.
 - (e) To approve the proposed services to be de-delegated.
- 2.2 Following the meeting of 18th November 2025, the Heads Funding Group (HFG) recommendations were as follows:
 - (a) Agree
 - (b) Agree
 - (c) Recommended a 0% block transfer
 - (d) Agree
 - (e) Agree for 2026/27 in line with the consultation responses. However, recommendation that the de-delegation of PIPS is voted on separately.

Is the Schools' Forum required to make a decision as part of this report or subsequent versions due to be considered later in the meeting cycle?

Yes:

No:

3. Implications and Impact Assessment

Equalities Impact:	Positive	No Impact	Negative	Commentary
A Are there any aspects of the proposed decision, including how it is delivered or accessed, that could impact on inequality?		X		
B Will the proposed decision have an impact upon the lives of people with protected characteristics, including employees and service users?	X			The NFF has a positive impact on some protected characteristics. If a transfer to the high needs block is supported this would further support disability.
Data Impact:		X		

4. Executive Summary

- 4.1 2026/27 is the fourth year of transition to the direct schools National Funding Formula (NFF). Each Local Authority (LA) will continue to have some discretion over their schools funding formulae, in consultation with local schools.
- 4.2 The consultation was open for just over three weeks from 15th October 2025 to 7th November 2025 and 20 responses were received.
- 4.3 A summary of the responses is tabled below:

	Yes	No	0%	0.35%	0.50%	1%
1. Do you agree that, subject to final affordability, West Berkshire should mirror the DfE's 2026/27 NFF as closely as possible and that this formula should be used to calculate funding allocations?	19	1				
2. Do you agree that any shortfall or surplus in funding is addressed by adjusting the AWPU values?	18	3				
3. What percentage transfer of funding would you support from the Schools Block to the High Needs block?			14	3	2	0
4. Do you agree with the criteria set to access additional funds outside the school formula?	17	3				
5. Do you agree with the proposed De-delegated Services, Education Functions and Health and Safety Service for all maintained schools?	12	1				

Consultation and Engagement

4.4 The consultation was open for just over three weeks from 15th October 2025 to 7th November 2025 with all academy and maintained schools.

Monitoring and Evaluation

4.5 Not required.

Recommended Option

4.6 To take into account the responses of the consultation.

5. Introduction and background

5.1 2026/27 is the fourth year of transition to the direct schools National Funding Formula (NFF). Each Local Authority (LA) will continue to have some discretion over their schools funding formulae, in consultation with local schools.

5.2 In previous years, the DfE has announced provisional financial settlement information for each LA for the upcoming financial year by the end of July. This generally includes confirmed NFF per pupil funding rates to be paid to each individual LA and details of how funding rates and any other elements of the Funding Framework have changed.

5.3 However, the notional NFF allocations for schools for 2026-27 are yet to be published, with an indication as to the publication date being by the end of November 2025. Due to the delay in the confirmation the NFF factor values, a modelling authority proforma tool (APT) for 2026-27 will not be provided.

5.4 A key feature of the budget setting process is the consultation with schools. This takes place each year for the Schools Forum to consider the outcomes early in the autumn. Despite the lack of notional allocations and confirmed factor values, it was important to still seek views from schools on the relevant areas of the budget that remain subject to local decision making.

5.5 The LA will remain responsible for determining final allocations to schools, in consultation with the Schools Forum.

5.6 The LA has the right of appeal to the Secretary of State on any funding decisions made by the Schools Forum.

5.7 Political ratification must be obtained before the January 2026 APT submission deadline (not yet confirmed but expected to be around 21-23 January 2026).

6. Consultation responses

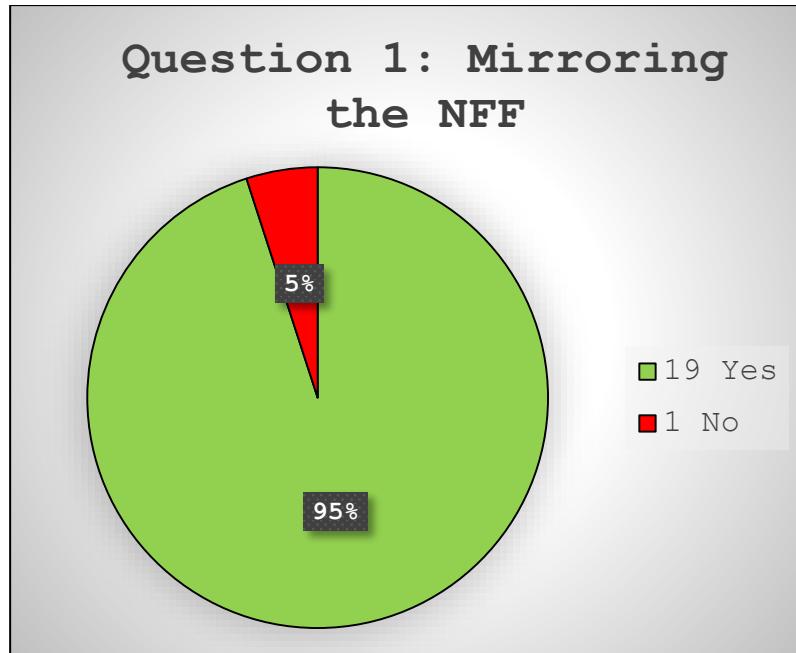
Question 1:

6.1 2026/27 is the fourth year of transition to the direct schools National Funding Formula (NFF). Local authorities:

- Must use all NFF factors other than the following optional factors: rates, PFI contracts and exceptional circumstances.
- Will only be allowed to use NFF factors in their local formulae.

- Must move their local formula factor values at least 10% closer to the NFF, except where local formulae are already 'mirroring' the NFF. (local factors within 2.5% of the respective NFF values are deemed to be mirroring the NFF).

6.2 Do you agree that, subject to final affordability, West Berkshire should mirror the DfE's 2026/27 NFF as closely as possible and that this formula should be used to calculate funding allocations? Yes/No



Comments in support:

“Aligning the local formula with the NFF ensures transparency, predictability, and equity across schools. It also supports long-term financial planning and minimises turbulence in individual school budgets”

“This is consistent with previous years. Not mirroring the NFF would be contrary to the requirement to move local formula factor values closer to the NFF year on year”

Comments against:

“While we support the principle of national consistency, full mirroring of the NFF without local adjustment disadvantages small inclusive schools. The NFF and the proposed Additional High Needs Fund criteria do not recognise the disproportionate costs of meeting statutory SEND duties in small settings with limited economies of scale. We therefore urge West Berkshire to retain local discretion through the lump sum and sparsity factors to protect school viability and to ensure that schools can discharge duties under the Children and Families Act 2014.”

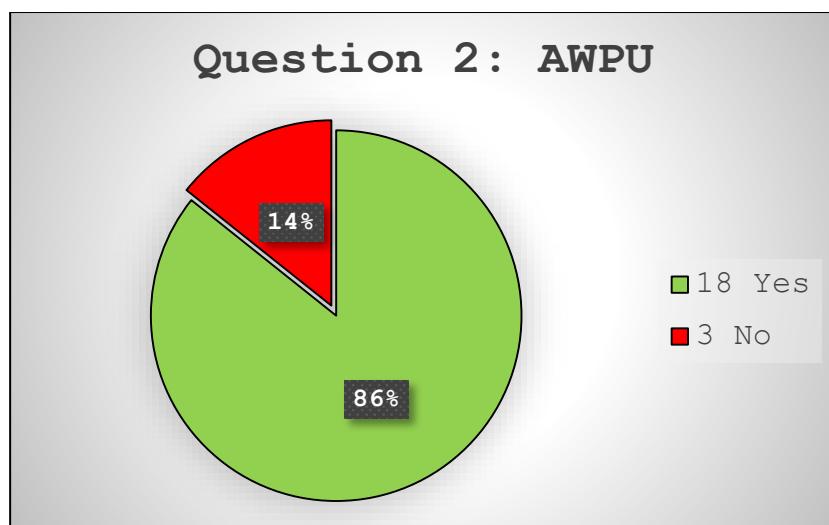
HFG recommendation:

6.3 Agree

Question 2:

6.4 West Berkshire Council replicates the NFF as far as possible, however, a decision needs to be taken locally on how to allocate any surplus or shortfall in the final funding allocation. There are a number of options for ensuring affordability, which effectively means deciding on a methodology for allocating any funding shortfall or surplus. Amending the Age Weighted Pupil Unit (AWPU), the basic funding entitlement, is the LA's recommendation as this would restrict the gains of all schools, but protects some schools by the minimum funding guarantee (MFG).

6.5 Do you agree that any shortfall or surplus in funding is addressed by adjusting the AWPU values? Yes/No

**Comments in support:**

“Yes - if adjusted up/ No if reduced. If AWPU adjusted up may meet challenges faced by small schools. Reducing AWPU would further erode the core budgets of small schools which are already under pressure from unfunded SEND provision. This compromises school's capacity to function under a business model that is appropriate to statutory duties and provisions required of a school. If affordability adjustments are required, they should be spread proportionately across factors or offset against central reserves rather than a flat per-pupil cut.”

“Adjusting AWPU is the fairest and most consistent method to manage affordability, as it applies proportionately to all schools. Alternative approaches could disproportionately affect schools with higher levels of additional needs or smaller schools.”

“Adjusting AWPU values is the fairest way of addressing any shortfall or surplus as it affects all schools equally in proportion to their size and phase. It is consistent with previous years.”

“This is the fairest way of doing this”.

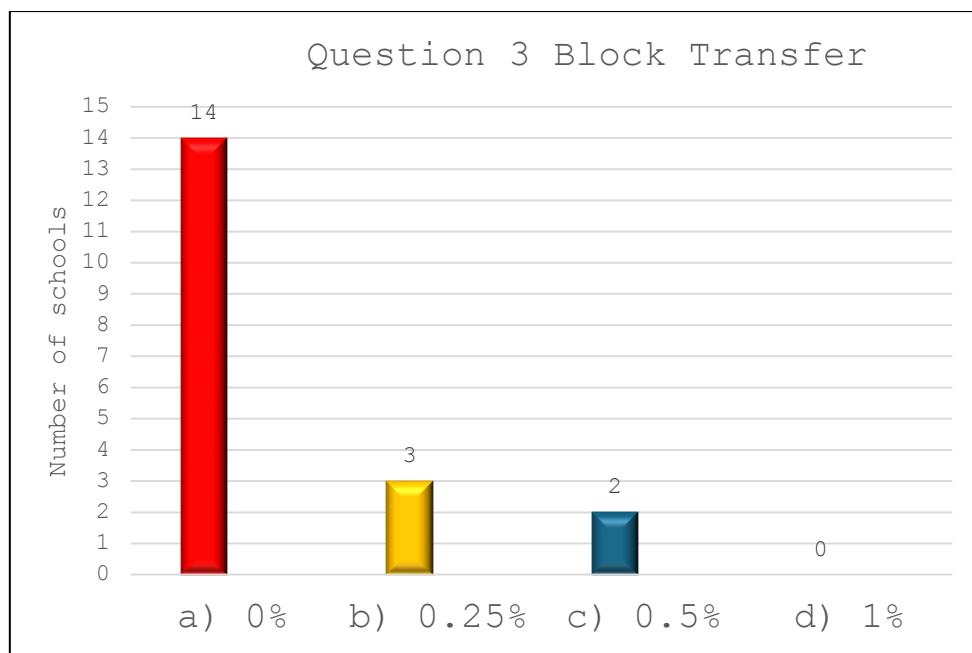
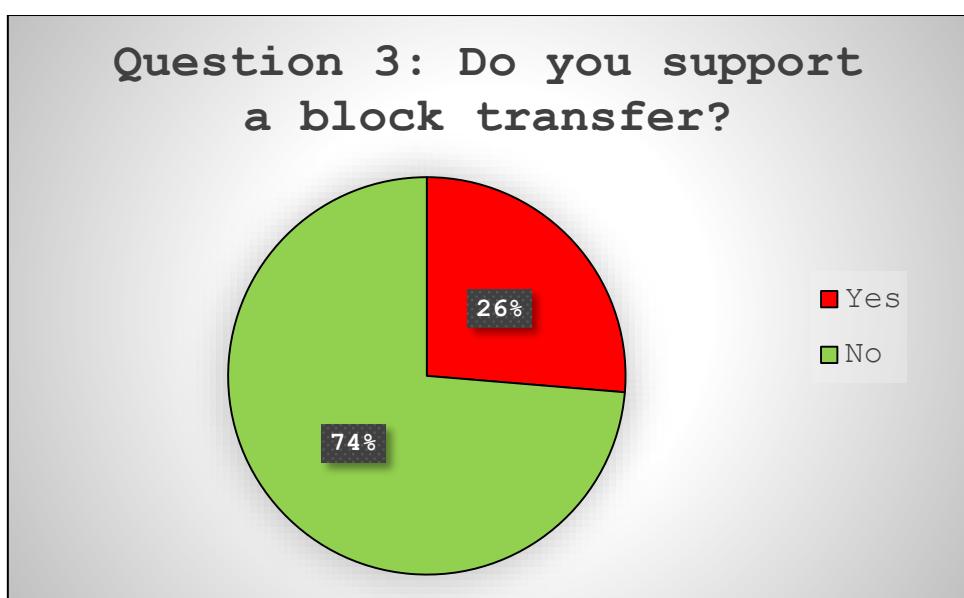
HFG recommendation:

6.6 Agreed

Question 3:

6.7 The NFF allows for a transfer up to 0.5% of the total schools block allocations to other blocks of the DSG, with Schools Forum agreement. Without Schools Forum agreement, or where they wish to transfer more than 0.5% of their schools block funding into one or more other blocks, local authorities can submit a disapplication request to the Secretary of State.

6.8 What percentage transfer of funding would you support from the Schools Block to the High Needs block?
A) 0%, B) 0.25%, C) 0.5%, D) 1%.



Comments in support:

“Deficits in the high needs block are increasing exponentially. We need to make some attempt to at least appear to reduce the deficit, or we are adding further problems for the future.”

“While I recognise the significant and growing pressure in the High Needs Block and the importance of ensuring appropriate provision for pupils with SEND, any transfer reduces resources available to mainstream schools, which are also facing increasing cost pressures. I would welcome clearer evidence of:

*the specific impact of 0%, 0.25% and 0.5% transfers on mainstream budgets,

*how any transferred funding will be targeted and monitored,

*how this aligns with the long-term strategy to reduce the DSG deficit.

A decision should be based on transparent financial modelling and assurance that both mainstream and high needs sectors are being supported sustainably.”

Comments against:

“Until West Berkshire ensures timely and sufficient top-up payments to mainstream schools, transferring Schools Block funds will worsen pressures on inclusive schools. Our school has funded LA statutory duty to meet need of pupils that far outstrips income we receive. For instance, as a small school we have carried costs exceeding £28,000 for one pupil since March 2024, with only £12,000 confirmed from October 2025. Our full notional is £38,000. Redirecting core funding to the High Needs block without accountability for distribution compounds inequity and risks breaching schools’ ability to meet statutory SEND duties.”

“as we already pick up the shortfall and are underfunded for pupils with complex needs”

“We are sympathetic to the idea of top-slicing Schools Block funding to help support high needs students in the LA. However, it is not clear how past transfers of funding into the high needs block have been used to support high needs students, or what the plan is for using any additional funding from the Schools Block in 2026/27. We are concerned that the funding would simply be used to reduce the HNB deficit. Even if this were the case, a contribution of £0.5m is unlikely to make any significant impact on an estimated HNB deficit of £31.5m. We believe schools would make more effective use of the funding for their high needs students, and so our preference is for a 0% transfer in 2026/27.”

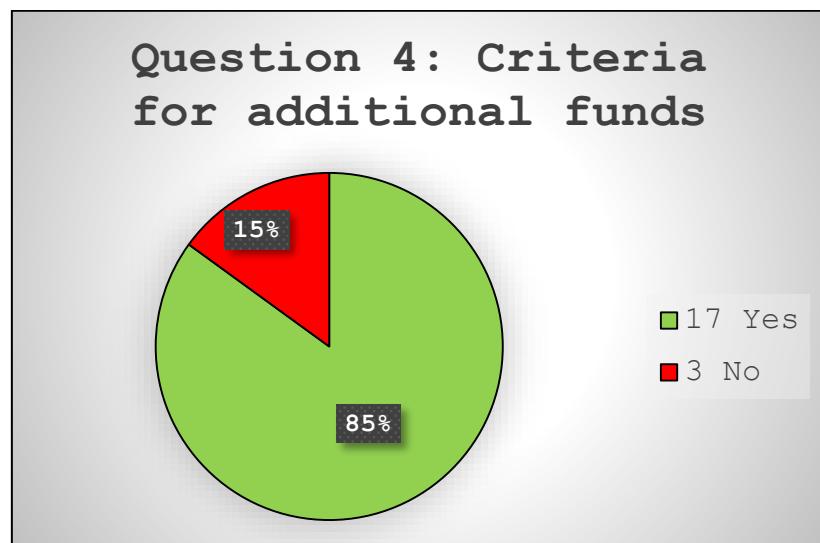
HFG recommendation:

6.9 Recommended a 0% block transfer

Question 4:

6.10 School funding regulations allow a few exceptional circumstances to be funded outside the formula and be top sliced from the DSG. Criteria for allocating these need to be agreed.

6.11 Do you agree with the criteria set to access additional funds outside the school formula? Yes/No

**Comments in support:**

“The criteria appear clear, objective, and compliant with DfE expectations. The Growth Fund supports schools expanding to meet basic need, while the Additional High Needs”

“The formulas for allocating growth funding and additional SEN funding are clear and fair. However, the SEN funding model in Appendix C should take account of all high needs pupils in a school, including those from other LAs, not just those from WBC. The model as currently shown risks disadvantaging schools where a significant proportion of their pupils come from Reading or other LAs.”

Comments against:

“While we welcome transparent criteria, the current proposals do not address the position of small schools with a high proportion of lower-level but cumulative SEND costs. The Additional High Needs Fund threshold (“1 % above average EHCP pupils”) excludes schools like Brightwalton that face disproportionate financial impact without high numbers of EHCPs. We recommend a revised model that includes a “cost-per-pupil impact measure” or a small-school weighting within the Additional High Needs Fund.”

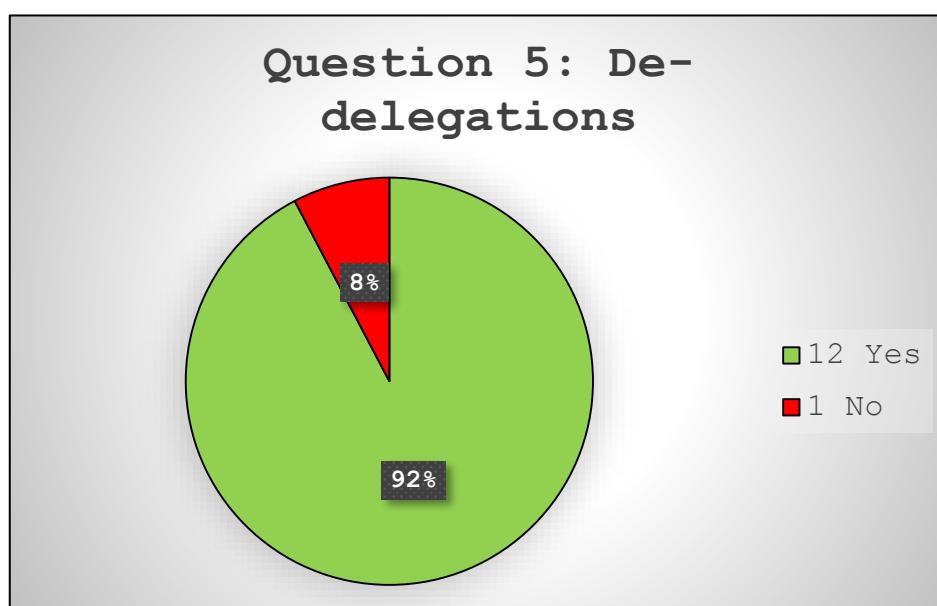
“Be good to see this included as border schools at a disadvantage. I pick it every time and with funding for high needs so poor in schools (mainstream) we need every pound.”

HFG recommendation:

- 6.12 Agree to the criteria. HFG have asked for clarification on the timing of data capture in Appendix C as this is currently taken in September during a large transition for many pupils.
- 6.13 HFG have also requested that officers look at how cross border EHCP placements should be reflected in the criteria for allocating additional high needs funding.

Question 5

- 6.14 De-delegated services are for maintained schools only. Funding for these services must be allocated through the formula but can be passed back, or 'de-delegated' for maintained primary and secondary schools with schools forum approval. The de-delegations need to be re-determined on an annual basis.
- 6.15 The services currently and proposed to be de-delegated for primary and secondary only are Promoting Inclusive Practice Service, Trade Union Local Representation and CLEAPSS.
- 6.16 Education responsibilities held by local authorities for all schools are funded from the Central Schools Services Block of the DSG. Education functions held by local authorities for maintained schools only, can be funded from maintained schools budget shares and de-delegated, with agreement of the maintained schools members of schools forums. The services for maintained schools are Statutory and Regulatory Duties comprising statutory accounting functions, internal audit and administration of pensions.
- 6.17 In order to meet the requirements of the employer under the Health and Safety at Work etc. Act 1974 and the Management of Health and Safety at Work Regulations and other related legislation, a full schools health and safety service will be provided to all maintained schools. All maintained schools will need to agree to be part of this collective agreement to equitably fund the service.
- 6.18 Do you agree with the proposed De-delegated Services, Education Functions and Health and Safety Service for all maintained schools? Yes/No



Comments in support:

“We support de-delegation where services are demonstrably effective and proportionate. However, costs must reflect school size and not absorb funds needed for to ensure appropriate delivery of education, SEND provision or safeguarding compliance and other statutory duties required of a school. Annual service evaluations should show clear value for small schools. Currently we are heading for deficit due to lack of appropriate income to meet needs of pupils who require EHCP provision. This then compromises our ordinary available. Our delegated budget is not sufficient to run our school to meet needs of all pupils. Understanding capacity of schools and associated costs required of them to meet their core business duties is essential. Currently there appears to be a lack of understanding of funding schools require to meet their core costs, further impacted by insufficient LA support to meet duty that is LA's responsibility.”

“An analysis of the impact and costs of each individual service would help assessment with whether they represent VFM”

“These services offer essential support that would be more costly or less efficient to commission individually. The continued provision of statutory and regulatory services, including Health and Safety and financial compliance functions, remains vital to ensuring maintained schools meet legal responsibilities.”

Comments against:

“I can't answer as I would need to know more about the costs and options as very little of these services are used by the federation vs the impact on our funding.”

“Not relevant for academies”

“NO because I don't agree money being taken centrally for the Promoting Inclusive Practice Service – this should be a buy back service IF school s want it”

“unsure as we have to buy SLAs on top regardless of top slice.”

HFG recommendation:

6.19 Agree for 2026/27 in line with the consultation responses. However, recommendation that the de-delegation of PIPS is voted on separately.

7. **View from the Heads' Funding Group**

7.1 Following the meeting of 18th November 2025, the Heads Funding Group (HFG) recommendations were as follows:

- (a) Agree
- (b) Agree
- (c) Recommended a 0% block transfer
- (d) Agree
- (e) Agree for 2026/27 in line with the consultation responses. However, recommendation that the de-delegation of PIPS is voted on separately

7.2 Heads Funding Group requested that the table within Appendix C – Additional High Needs Fund Criteria of the Schools Consultation be re-stated for Schools Forum to ensure September top ups included. This table is shown in Appendix A.

8. Appendices

Appendix A – Schools Consultation – Additional High Needs Funding Criteria

Appendix B – Equality Impact Assessment

Appendix A

Additional SEN Funding for Schools with Disproportionate large numbers of High Needs Pupils

Cost Centre	SCHOOL	Relevant Data			Indicative Funding		
		Total Pre 16 Pupil No.s (Oct 2024 Census) less RU Pupils	Mainstream Pre 16 Pupil No.s Receiving Top Ups November 2025	Notional SEN Budget 2025/26	Average No. of Pupils Formula Funded	High Needs Pupils Above Average (un rounded)	Indicative Add'l Funding
	Primary Secondary				3.87%	1% above LA avg	£6,000
91000	Aldermaston C.E. Primary School	116	5	51,606	4.49	3.39%	1% above LA avg
91100	Basildon C.E. Primary School	156	1	46,601	6.03	0.00	0
91300	Beedon C.E. (Controlled) Primary School	22	3	15,978	0.85	2.15	12,895
91400	Beeham Primary School	45	5	23,291	1.74	3.26	19,559
91200	Birch Coppice Primary School	417	6	101,334	16.13	0.00	0
91500	Bradfield C.E. Primary School	150	6	46,924	5.80	0.20	1,195
91600	Brightwalton C.E. Aided Primary School	87	1	25,718	3.36	0.00	0
91700	Brimpton C.E. Primary School	47	0	24,071	1.82	0.00	0
91800	Bucklebury C.E. Primary School	113	3	40,856	4.37	0.00	0
91900	Burghfield St Mary's C.E. Primary School	207	5	82,588	8.01	0.00	0
92000	Calcot Infant School and Nursery	170	5	79,756	6.57	0.00	0
92100	Calcot Junior School	261	10	97,280	10.09	0.00	0
95222	Chaddleworth St Andrew's C.E. Primary School	26	0	10,341	1.01	0.00	0
92400	Chieveley Primary School	171	4	52,184	6.61	0.00	0
95900	Cold Ash St Mark's C.E. School	203	4	51,568	7.85	0.00	0
92200	Compton C.E. Primary School	166	3	60,214	6.42	0.00	0
92300	Curridge Primary School	96	5	30,056	3.71	1.29	7,725
92500	Downsway Primary School	212	9	73,148	8.20	0.80	4,809
92800	Enborne C.E. Primary School	81	1	14,770	3.13	0.00	0
92900	Englefield C.E. Primary School	110	0	19,770	4.25	0.00	0
93000	Falkland Primary School	411	6	137,268	15.89	0.00	0
93100	Fir Tree Primary School and Nursery	211	4	91,701	8.16	0.00	0
93200	Francis Baily Primary School	531	14	254,233	20.53	0.00	0
93400	Garland Junior School	185	7	57,304	7.15	0.00	0
93500	Hampstead Norreys C.E. Primary School	49	0	17,024	1.89	0.00	0
93600	Hermitage Primary School	172	8	43,150	6.65	1.35	8,091
	Highwood Copse Primary School	138	4	19,024	5.32	0.00	0
93700	Hungerford Primary School	328	14	182,060	(2.68)	1.32	7,894
92700	The Islesley Primary School	49	1	11,430	1.89	0.00	0
93800	Inkpen Primary School	37	5	21,146	1.43	3.57	21,415
93922	John Rankin Infant and Nursery School	228	12	155,777	8.82	3.18	19,097
94000	John Rankin Junior School	348	4	125,812	13.46	0.00	0
94100	Kennet Valley Primary School	199	18	84,000	7.70	10.30	61,826
94200	Kinbury St Mary's C.E. Primary School	122	6	59,224	4.72	1.28	7,692
94300	Lambourn CofE Primary School	136	4	68,352	5.26	0.00	0
94400	Long Lane Primary School	207	6	105,243	8.01	0.00	0
97522	Mortimer St John's C.E. Infant School	165	3	48,078	6.38	0.00	0
97522	Mortimer St Mary's C.E. Junior School	235	10	62,831	9.09	0.91	5,473
94500	Mrs Bland's Infant School	126	4	37,922	4.87	0.00	0
94600	Pangbourne Primary School	136	3	53,364	5.26	0.00	0
94822	Parsons Down Partnership	257	8	111,975	9.94	0.00	0
94900	Purley CofE Primary School	81	3	40,280	3.13	0.00	0
95000	Robert Sandlands Primary School and Nursery	211	7	74,607	8.16	0.00	0
95100	Shaw-cum-Donnington C.E. Primary School	91	1	52,866	3.52	0.00	0
95200	Shefford C.E. Primary School	52	2	15,951	2.01	0.00	0
95300	Speenhamland School	292	11	136,868	(1.29)	0.00	0
95400	Springfield Primary School	300	8	101,919	11.60	0.00	0
95500	Spurcroft Primary School	368	11	142,593	14.23	0.00	0
95700	St Finian's Catholic Primary School	203	9	69,600	7.85	1.15	6,898
97700	St John the Evangelist C.E. Nursery and Infant Sch	171	1	58,925	6.61	0.00	0
97800	St Joseph's Catholic Primary School	213	7	84,192	8.24	0.00	0
96200	St Nicolas C.E. Junior School	255	7	81,240	9.86	0.00	0
96100	St Paul's Catholic Primary School	296	2	108,943	11.45	0.00	0
96322	Stockcross C.E. School	80	1	18,165	3.09	0.00	0
96400	Streatley C.E. Voluntary Controlled School	98	0	25,573	3.79	0.00	0
96500	Sulhamstead and Ulton Nerves School	99	3	47,946	3.83	0.00	0
99700	Thatcham Park CofE Primary	318	9	92,728	12.30	0.00	0
96600	Theale C.E. Primary School	308	7	70,572	11.91	0.00	0
96322	Welford and Wickham C.E. Primary School	62	2	18,872	2.40	0.00	0
96800	Westwood Farm Infant School	178	1	63,523	6.88	0.00	0
96900	Westwood Farm Junior School	239	6	76,756	9.24	0.00	0
97000	Whitelands Park Primary School	396	10	187,350	15.31	0.00	0
98700	The Willows Primary School	339	10	182,731	13.11	0.00	0
99400	The Winchcombe School	414	14	191,340	16.01	0.00	0
97300	Woolhampton C.E. Primary School	102	3	37,930	3.94	0.00	0
97400	Yattendon C.E. Primary School	90	3	26,490	3.48	0.00	0
99800	Denefield School	963	14	409,296	32.69	0.00	0
98800	The Downs School	1,045	25	359,218	35.47	0.00	0
99000	John Ogaunt School	448	20	277,274	15.21	4.79	28,765
99100	Kennet School	1,485	37	729,271	50.40	0.00	0
99200	Little Heath School	1,313	9	471,318	44.57	0.00	0
99300	Park House School	892	14	343,376	30.28	0.00	0
99800	St Bartholomew's School	1,352	41	517,511	45.89	0.00	0
99500	Theale Green School	725	17	305,569	24.61	0.00	0
99900	Trinity School	1,188	35	622,721	40.32	0.00	0
99600	The Willink School	1,031	38	389,543	34.99	3.01	18,036
PRIMARY TOTAL		12,382	355	479	31	187,653	
SECONDARY TOTAL		10,442	250	354	8	46,801	
TOTAL ALL SCHOOLS		22,824	605	833	39	234,454	

West Berkshire Council

Equity Impact Assessment

TEMPLATE

March 2023

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Section 1: Summary details

Directorate and Service Area	People CS, Education and Resources, Finance Property and Procurement
What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).	The schools funding formula 26/27
Is this a new or existing function or policy?	No, annual setting of the formula
Summary of assessment Briefly summarise the policy or proposed service change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community? (following completion of the assessment).	Annual setting of the schools funding formula. WBC follows the NFF so already has funding factors in to protect some characteristics, therefore does not unfairly disadvantage individuals or groups within the community.
Completed By	Lisa Potts
Authorised By	
Date of Assessment	10.11.25

Section 2: Detail of proposal

Context / Background Briefly summarise the background to the policy or proposed service change, including reasons for any changes from previous versions.	Following the NFF for schools funding
Proposals Explain the detail of the proposals, including why this has been decided as the best course of action.	All schools consulted with. Results and recommendations within this report.
Evidence / Intelligence List and explain any data, consultation outcomes, research findings, feedback from service users and stakeholders etc, that supports your proposals and can help to inform the judgements you make about potential impact on different individuals, communities or groups and our ability to deliver our climate commitments.	As per the report.

Consultation Results

<p>Alternatives considered / rejected</p> <p>Summarise any other approaches that have been considered in developing the policy or proposed service change, and the reasons why these were not adopted. This could include reasons why doing nothing is not an option.</p>	<p>Consultation responses have been considered</p>
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Section 3: Impact Assessment - Protected Characteristics

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Age	<input type="checkbox"/> <input checked="" type="checkbox"/>		<input type="checkbox"/>	The NFF differentiates between primary and secondary phases of education, recognising that as pupils progress through key stages, the breadth and complexity of the curriculum increases, leading to higher costs. As WBC follows the NFF there will be no additional impact on age that should be considered.		Lisa Potts, Finance Manager	
Disability	<input type="checkbox"/> <input checked="" type="checkbox"/>		<input type="checkbox"/>	The NFF provides protection for the funding		Lisa Potts, Finance Manager	

Consultation Results

				<p>of children and young people with SEN and disabilities.</p> <p>By supporting a block transfer from schools to high needs, this would further support disability.</p>			
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			Lisa Potts, Finance Manager	
Marriage & Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			Lisa Potts, Finance Manager	
Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			Lisa Potts, Finance Manager	
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The NFF uses additional needs factors of deprivation, low prior attainment and English as a foreign language, and mobility.</p>		Lisa Potts, Finance Manager	
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The NFF does not differentiate by gender</p>		Lisa Potts, Finance Manager	
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			Lisa Potts, Finance Manager	
Religion or Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The NFF is applied to all schools consistently, including faith schools.</p>		Lisa Potts, Finance Manager	

Section 3: Impact Assessment - Additional Community Impacts

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
Rural communities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Sparsity factor		Lisa Potts, Finance Manager	
Areas of deprivation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Deprivation factor		Lisa Potts, Finance Manager	
Displaced communities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Mobility factor		Lisa Potts, Finance Manager	
Care experienced people	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			Lisa Potts, Finance Manager	
The Armed Forces Community	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Mobility factor		Lisa Potts, Finance Manager	

Section 4: Review

Where bias, negative impact or disadvantage is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

Review Date	10.11.25
Person Responsible for Review	Lisa Potts
Authorised By	