Schools Forum Report

Agenda Item 6 - Trades Union Facility Agreement (TUFA) Time Update 2024-25

**Date Prepared: 25 September 2024**

**Date to present the paper to Schools Forum: 9 October 2024**

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**Details on who has been consulted with on this paper to date: Sara Walsingham**

**Executive Summary**

Report on the Trade Union Facilities Time Agreement (TUFA) 2024-25 cost and income budgeted and forecasted position and the and the outturn position for 2023-24.

**Details of recommendations and timescales for decisions:**

Schools Forum are asked to:

* consider and note the contents of the report
* agree the proposed charging of TUFA costs for all special schools

## TUFA Budget for 2024-2025

* 1. The TUFA budget (income) is met from de-delegation (maintained primary and secondary schools); a contribution (maintained special schools) and a requested contribution from academies and free schools.

The table below shows the budget for 2024-2025 and the projected outturn against budget.

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| **Table 1 Staff costs supply cover budgets** | **Total Budget 2024-2025 (£)** | **Projected Outturn 2024-2025 (£)** | **Projected Overspend / (Underspend) 2024-2025 (£)** |
| Maintained Primary and Secondary Schools | 144,725 | 111,863 | (32,863) |
| All Special Schools (per place) | 0 | 45,600 | 45,600 |
| Academy Estimate | 50,416 | 0 | (50,416) |
| LBTH Teachers | 0 | 37,406 | 37,406 |
| **Totals** | **195,142** | **194,869** | **(273)** |

* 1. The costs are claimed by schools that release staff to support union members across all school types. Costs are also incurred by the local authority that employ the GMB representative. To protect the budget from overspending, reimbursement for claims to support the cover arrangements of released staff are set at universal daily pre-agreed rates. The daily rates used are:
* Headteacher £350
* Teacher £300
* Support Staff £150

	1. The current budget is £195.1k per annum and made up of £144.7k from the de-delegated schools' budget and £50.4k from academy schools.
	2. The current cost of teacher trade union facilities time is £124.2K, and for support staff unions £70.7K per annum.
	3. For consideration, Special Schools income is calculated below. These settings have not been charged before, but their staff are supported by the Trade Union Representatives. Using the national recommended guidelines, the amount charged would be at a rate of 3 times the place numbers of the settings due to the significantly higher ratio of staff numbers to pupils. Applying this to the de-delegated supply cover rate of £5.33 in 2024-25, it would generate a charge of £15.99 per place. Table 2 shows the proposed charge per school, including LEAP Pupil Referral Unit and Ian Mikado Academy. The total contribution is in the region of £17.8k if agreed.

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| --- | --- | --- | --- |
| **Table 2 Special schools Proposals** | **School Type** | **Places** | **Proposed Supply Charge at £15.99 per place** |
| Bowden House | Maintained Special | 52 | £831 |
| Phoenix | Maintained Special | 520 | £8,315 |
| Beatrice Tate | Maintained Special | 125 | £1,999 |
| Stephen Hawking | Maintained Special | 104 | £1,663 |
| London East Alternative Provision (LEAP) | Maintained PRU | 257 | £4,109 |
| Ian Mikado | Special Academy | 55 | £879 |
| **Totals** |  | **1,113** | **£17,796** |

If Special Schools agreed to charges above, then the income per annum to be used to fund Trade Union Facilities Time for 2024-2025 would be £212,937.

## TUFA Outturn Position for Prior Financial Year 2023-24

* 1. In the 2023-24 financial year, the total income received for Trade Union Facilities Time Arrangements was £193,259 comprising of £145,698 from maintained schools de-delegated budgets and a further £47,561 invoiced to academies/free schools.

* 1. The actual expenditure incurred in 2023-24 for TUFA support costs totalled £176,858.
	2. The outturn position for 2023-24 therefore produced an in-year underspend of £16,401.

## Decisions and Next Steps

* 1. Schools Forum is asked to note the de-delegation of the schools’ facilities time budget and the funding arrangements that will determine the available budget.
	2. Schools Forum is asked to agree the proposed charging of all Special Schools as set out in point 1.5 of this report.
	3. If Special Schools were to agree to the proposed charging, then it could be considered to either increase day rates or consider paying the actual costs incurred. However, it must be noted that the year-end underspend in 2023-2024 was minimal and without the agreement of the charging of Special Schools, there would be no additional funding to consider either of these options without putting the Local Authority at risk of overspending.
	4. A further report will be brought to Schools Forum in November 2024 to set out the proposals for the 2025-26 de-delegation arrangements, which will include the proposal for TUFA arrangements.