



NORTH YORKSHIRE SCHOOLS FORUM

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| Date of meeting: | Thursday, 19 May 2022 |
| Title of report: | Facilities update – LA & Unions Joint Report |
| Type of report: Delete as required | For information only |
| Executive summary: Including reason for submission | Further to a report in November 2021, to update Schools' Forum on progress with work to model increases to the traded Trade Union Facilities Time charges in order to provide sufficient 'release' time for locally elected representatives. |
| Budget / Risk implications: | |
| Recommendations: | Note the progress of the work undertaken by LA officers along with trade union representatives. |
| Voting requirements: | Schools members only / Schools and non-schools |
| Appendices: To be attached | |
| Report originator and contact details: | Mairi Reed, Principal Adviser |
| Presenting officer: If not the originator | Mairi Reed, Principal Adviser and Michael Kidd, ASCL / Louisa Heraty, NAHT. |

(Facilities Update – LA & Unions Joint Report)**1.0 PURPOSE OF THE REPORT**

- 1.1 To update on progress made with modelling incremental increases to per pupil charges in order to work towards increasing release time to the industry standard of 1:200 (1 day release time per 200 members).

2.0 BACKGROUND

- 2.1 In November 2021, a joint report was provided to Schools' Forum to seek support for continuing with the principle of de-delegation. The report also outlined the current challenge to address of there being an inequity in release time and insufficient funds to support adequate release time in North Yorkshire.
- 2.2 It was agreed that the current arrangements for UNISON would continue for de-delegated funds, with a contribution to corporate arrangements (with provision made for cost of living rises). Otherwise, it was agreed that work would continue on financial modelling in order to work towards an incremental plan for increases and to 'level the playing field' to address any current inequity in release time for recognised teaching unions.
- 2.3 LA officers have continued to meet with trade union representatives on a regular basis with support from finance in order to agree a set of principles to be observed in the financial modelling going forward. This modelling will inform any future reports to Schools' Forum to agree increases in de-delegated funds to support local facilities time.

3.0 AGREED PRINCIPLES**3.1 Principle 1 - cap on reimbursement rate at UPR3 with oncosts**

- 3.1.1 Although the original motivation behind this piece of work was to increase the **amount** of release time, it became evident that the current reimbursement arrangements presented significant challenge for unions in securing local representatives, regardless of the amount of time. Securing release from duties for current teaching professionals is difficult nationally, but the problem is further consolidated in North Yorkshire due to the geographical spread of the County.
- 3.1.2 Whilst work was underway to agree common principles for this work, one of the teaching unions with the largest membership needed to negotiate release time for a newly elected representative. Although the group were originally working towards a principle of capping reimbursement at M6 without oncosts, which is a fairly typical reimbursement method, it became evident that a cap of M6 without oncosts would be counter-productive to the overall aim of securing increased local release time in North Yorkshire. Given the context of increased challenges in securing nominees, it was clear that this cap added additional and unhelpful challenge to securing agreement of schools for release time for their staff members where cover for the release time was more than securing 'supply' cover.
- 3.1.3 As a result, LA officers have worked with unions to model an alternative method of reimbursement, capping reimbursement at UPR3 with oncosts, despite the fact that this increased strain would make the original aim of increasing the amount of release time more of a challenge.

(Facilities Update – LA & Unions Joint Report)**3.2 Principle 2 - Maximum increase in costs to schools to be capped at 0.50p, including inflationary increases.**

3.2.1 The need to increase release time for the detailed reasons set out in November's report has to be balanced against ensuring that the impact of the cost increase to schools is managed incrementally over time. As such, on the basis of current modelling and inherent assumptions, a principle of capping any increase in per pupil cost to schools to 0.50p including inflation was agreed. On the basis of current modelling, this means that the overall objective of achieving the industry standard of 1:200 would be achieved in approximately 10 years' time.

3.3 Principle 3 – inclusion of 'handover' days where representatives change

3.3.1 After an extended period of having the same representatives year on year in North Yorkshire, we have seen a significant change in locally elected representatives across most of the teaching unions over the course of the last year. This highlighted the need to accommodate a small allowance for 'handover' where representatives change. As such, an allowance for up to 5 days' handover has now been factored into the financial modelling. This was something which was supported by all unions.

3.4 Additional considerations

3.4.1 Since the last report to Schools' Forum, the education white paper, Opportunity for All has been published by Government. Clearly, the policy direction is for a fully trust-led system. The change to a model based on a formula protects against uncertainty as the amount of facility time for LMS will decrease commensurate with the number of union members in the schools leaving the local authority to become academies.

4.0 RECOMMENDATIONS

4.1 Schools' Forum are asked to note the progress of the financial work on modelling: this will inform future reports proposing increases to per pupil costs for de-delegated funds to support facilities arrangements.

STUART CARLTON

Corporate Director – Children and Young People's Service