NORTH YORKSHIRE SCHOOLS FORUM

Date of meeting:	Thursday, 19 November 2026
Title of report:	**School Funding; De-Delegation 2027-28 Facilities Trade Unions and LA joint report**
Type of report: Delete as required	For decision
Executive summary: Including reason for submission	This report seeks approval for continued de-delegation of funds to support local trade union facilities arrangements. It follows on from an initial report in November 2021 outlining work to model increases to the traded Trade Union Facilities Time charges in order to provide sufficient 'release' time for locally elected representatives, acknowledging that North Yorkshire is currently well below the industry standard of 1:200 (1 day release per 200 employees). Reports have continued to be brought annually since that time. By way of recap on progress to date, due to challenges in the unions securing local representatives in 2023/24 and a resultant surplus balance that year, no increase to per pupil rates was proposed for 2024-25 despite the overall aim being to increase Facilities time in North Yorkshire. A combination of (i) the 2024-25 rate freeze, (ii) unions having secured local representatives at a rate more in line with allocations (iii) above average pay awards in recent years, the facilities budget needs to be increased in order to mitigate the negative impacts on the budget and seek to recover the position of increasing the release time available.
Budget / Risk implications:	Increase in de-delegated costs
Recommendations:	To: - continue to support the principle of de-delegation of funds for maintained schools

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	- Agree to an increase of £0.50p plus inflation for 2027-28, equating to an increase from £4.46 to £4.98 per pupil.
Voting requirements:	LA maintained schools members only (by phase)
Appendices: To be attached	None
Report originator and contact details:	Mairi Reed, Principal HR Adviser NYES HR Mairi.reed@northyorks.gov.uk Supported by a working group of all LA officers, recognised teaching trade unions and finance.
Presenting officer: If not the originator	A representative of the teaching unions supported by Mairi Reed, Principal HR Adviser NYES HR

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NORTH YORKSHIRE SCHOOLS FORUM

19 November 2026 - Item 2.3

Facilities de-delegation

1.0 PURPOSE OF THE REPORT

1.1 To seek approval for the continued de-delegation and increase of funds for the 2027-28 financial year to support local trade union facilities arrangements.

1.2 To agree to the proposed uplift in per pupil charges.

2.0 BACKGROUND

2.1 Previous reports have set out the current challenge to address the inequity of release time and insufficient funds to support adequate release time in North Yorkshire. We know that North Yorkshire Council (NYC) has a comparatively low release time ratio compared with other Authorities and it is well below the industry standard of 1:200 (1 day release time per week per 200 members).

2.2. 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. This work would be undertaken in recognition of the fact that, each year, Schools Forum would still need to be asked to continue to support de-delegation and approve any proposed increase in costs for that particular year.

2.3 Previous annual reports in 2022 - 2026 have outlined the principles initially, and subsequently, agreed since the work started. In summary, the budget has faced some challenges with recruitment during and following covid and no increase to the budget in 2024/25, followed by above average pay increases for teaching staff. The cumulative effect of these challenges means that one of the original principles of a cap of 0.50p increase each year was not having the desired impact of increasing facilities time incrementally. As such, last year, it was agreed to review that cap to £0.50p PLUS inflationary increase.

2.4 Additional more recent steps taken to increase facilities time have been to (i) disestablish the teachers' panel, thereby saving on reimbursements for a panel secretary role and (ii) removing the allowance for handover days where representatives change.

3.0 ADDITIONAL CONSIDERATIONS

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3.1 Schools continue to face budgetary challenges and restructuring work is increasing, even where this does not result in redundancies. Maintaining the stability of de-delegated facilities time for maintained schools will be important in ensuring that this predicted increased activity is appropriately supported by recognised unions.

3.2 With the continued trend for conversions to Academy status, 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 is asked to:

- continue to support the principle of de-delegation of funds for maintained schools.
- Agree to an increase of £0.50p plus inflation per pupil for the 2027-28 financial year to support the overall long-term aim of increasing this release time. This is a rise from £4.46 per pupil to £4.98 per pupil.

EL MAYHEW

Corporate Director – Children and Young People's Service

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