



NORTH YORKSHIRE SCHOOLS FORUM

Date of meeting:	17 th November 2022
Title of report:	Facilities time approval of de-delegation – LA & Unions 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 and an increase in charges. It follows on from reports in November 2021 and May 2022 outlining work underway 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:	Increase in costs
Recommendations:	To: <ul style="list-style-type: none"> - continue to support the principle of de-delegation of funds for maintained schools - approve the increase in price per pupil for maintained schools to £3.44 (an increase of £0.32p)
Voting requirements:	Schools members only / Schools and non-schools
Appendices: To be attached	None
Report originator and contact details:	Mairi Reed, Principal Adviser
Presenting officer: If not the originator	Mairi Reed, Principal Adviser

1.0 PURPOSE OF THE REPORT

- 1.1 To seek approval for de-delegation of funds for the 2023/24 financial year to support local trade union facilities arrangements.

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 at the time 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. 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 the proposed increase in costs for that particular year.
- 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 and an update on progress of this work was provided to Schools' Forum in May 2022. As a reminder, the principles agreed and reported in May's report are:

2.3.1 Principle 1 - cap on reimbursement rate at UPR3 with oncosts

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 and schools are reticent to agree to release time unless on costs are covered.

As a result, revised modelling now caps reimbursement at UPR3 **with** on costs, despite the fact that this increased strain will make the original aim of increasing the amount of release time more of a challenge.

2.3.2 Principle 2 - Maximum increase in costs to schools to be capped at 0.50p, including inflationary increases.

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.

2.3.3 Principle 3 – inclusion of ‘handover’ days where representatives change

3.0 PROPOSAL

- 3.1 On the basis of the current financial modelling, based on the principles outlined above, Schools' Forum are asked to continue to support de-delegation of funds with an increase this financial year of £0.32p per pupil, so increasing the price from £3.12 to £3.44.

4.0 ADDITIONAL CONSIDERATIONS

- 4.1 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.

5.0 RECOMMENDATIONS

- 5.1 Schools' Forum is asked to:
- continue to support the principle of de-delegation of funds for maintained schools
 - to approve the increase in price per pupil for maintained schools to £3.44 (an increase of £0.32p)

STUART CARLTON

Corporate Director – Children and Young People's Service