

<b>MEETING</b>	SCHOOLS FINANCE FORUM
<b>DATE</b>	3 November 2014
<b>TITLE</b>	Secondary Schools' Inclusion Strategy
<b>PURPOSE</b>	To respond to the consultation
<b>RECOMMENDATION</b>	To agree the allocation formula for 2015/16
<b>AUTHOR</b>	Owen Owens, Interim Head of Education
<b>CABINET MEMBER FOR EDUCATION</b>	Councillor Gareth Thomas

## **1 Background -**

- 1.1 The aim of the Inclusion Strategy is to avoid the suspension of pupils in our secondary schools. The protocol has been established and implemented with cross county agreement between the Authority and schools. Schools inherited staff from Ysgol Coed Menai when it was closed in August 2012.
- 1.2 Background information is presented about the consultation process and the creation of the allocation formula for inclusion in 2015/16 -

Consultation letter 6/10/2014 (appendix 1) with the formula being proposed on the basis of -

- 25% Additional Learning Needs (ALN)
- 25% Free School Meals
- 25% pupil numbers KS3
- 25% pupil numbers KS4
- Guaranteed minimum £20,000 to each school core

*the majority of the group agreed with this basis, but it was not an unanimous decision*

## **2 Response to the consultation (deadline 10/03/2014) -**

- 2.1 Summary of responses
- 10 schools supported the proposal
  - 2 schools objected to the proposal and have offered an alternative basis
  - 1 school responded after the deadline - no comment
  - 1 school did not respond
- 2.2 Comments of schools who supported the proposal (10) -
1. Concern about operating within the required timescale due to employment issues such as redundancies etc.

2. Confirmation is required of the actual process of transferring staff currently employed by the Authority to the employment of the schools
3. Offer is fair when considering the future financial environment
4. Model includes an appropriate compromise between the various factors
5. Confirmation is required of the true costs of employing staff within the inclusion plan
6. It is not possible to have a formula that pleases each individual school
7. The new approach is fair and certainly fairer than the current method

### 2.3 Comments of schools who objected to the proposal (2) -

The two schools who opposed the model, have offered a different allocation basis (same offer) -

- Minimum core funding to all schools of £ 47,495 (the cost of employing a teacher at a maximum rate UPS3)
- The remainder of the funding to be allocated to schools with more than 500 pupils on the basis of the original proposal , namely -
  - 25% Additional Learning Needs (ALN)
  - 25% Free School Meals
  - 25% pupil numbers KS3
  - 25% pupil numbers KS4

1. During the pilot stage of the project, the funding guarantee that each school received was that of at least the equivalent cost of employing a teacher. There are concerns that this promise is now being broken.
2. The model being offered does not guarantee sufficient funds to continue the employment of a teacher. When transferring inclusion strategy staff alongside the proposed cuts to schools, it will lead to compulsory redundancies within schools.
3. There is concern that by the time a decision is made on the allocation basis, complying with the timetable for implementing staff cuts (excess) will be difficult.
4. At the beginning of the process the Authority recommended that a teacher should lead the inclusion work, this mindset now seems to have changed.
5. If the School Budget Forum recommends the model that is being offered by the Group, it should consider delaying devolution of funding and the transfer of inclusion strategy staff from the authority to schools until April 2016.

### 2.4 In appendix 2 the two proposals are compared with the original arrangements that were made in September 2012.

## **3 Recommendation**

- 3.1 The Forum is asked to recommend an allocation basis for the inclusion strategy funding to secondary schools, including the transfer of employment from the Authority to the schools, giving the date of implementation.