

LONDON BOROUGH OF WALTHAM FOREST

Meeting / Date	SCHOOLS FORUM 14 JANUARY 2015	Agenda Item	9
Report Title	Trade Union Facility Time De-delegation for 2015-16		
Decision/ Discussion/ Information	For Decision		
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1. SUMMARY

- 1.1 This report provides the opportunity for Primary and Secondary maintained schools to de-delegate funding for Trade Union Facility Time.

2 RECOMMENDATIONS

That voting members of Schools Forum, who are Governors and Head Teachers of maintained primary schools only, agree

- 2.1 To de-delegate Trade Union Facility Time funding of £46,400

That voting members of Schools Forum, who are Governors and Head Teachers of maintained secondary schools only, agree

- 2.2 To de-delegate Trade Union Facility Time funding of £27,300

3 REASON

- 3.1 Maintained mainstream schools can opt to return (“de-delegate”) some elements of central funding. These amounts are deducted from the final school budget shares after applying the Local Funding Formula. Regulations require that Schools Forum by sector must decide to de-delegate these amounts i.e. Primary and Secondary sectors. De-delegation is not an option for academies, special schools, nurseries or PRUs; however these settings may contribute by buying back any service provided by the local authority.

4 BACKGROUND

- 4.1 There has been a significant downward adjustment in the Facilities Time and associated costs in Waltham Forest. For 2015-16 the costs will be **£106,000 (£2.88 per pupil)**. This is down from **£132,000 (£3.75 per pupil)** in 2014-15 and **£175,000 (£5.06 per pupil)** in 2013-14, compared to the **£204, 000** that was fully delegated including overheads in 2012-13.
- 4.2 There has been significant progress in employee relations over the last year. Schools were concerned regarding the nature and tone of Trade Union (TU) engagement and we now have an agreed code of conduct in place. This has been used to good effect on more than one occasion this year.
- 4.3 The NUT has provided an indication of their usage of Facility time in the borough, with 70% of their allocated time being focussed on individual representation of members. They have confirmed to the Council that:
- “We [The NUT] have over 2,100 members in the borough and handle in excess of 100 cases a year. We also deal with hundreds of enquiries from members seeking advice and information that don’t develop into full cases where members need representation. In giving advice to members both in person and on the telephone or by email we aim to prevent issues developing into formal situations wherever possible..... We spend a lot of time advising newly qualified teachers and help to resolve any issues between NQTs and the school in order to ensure that induction progresses smoothly. We always try to resolve any problems before they become major issues”.*
- 4.4 The NUT have further indicated that where schools don’t de-delegate or pool funding this will have an impact on how quickly the union can respond to requests for attendance at meetings. This latest move was in response to schools seeking to understand the benefits of agreeing to de-delegate or pool funding.
- 4.5 A survey conducted by London Councils in July 2014 regarding Trade Union Facilities Time had responses from 9 London Boroughs including Barking and Dagenham, Westminster, Ealing, Camden, Greenwich and Waltham Forest. The average TU Facility Time for teachers TU’s in the nine Boroughs was 2.01 FTE. Waltham Forest was ranked 5th out of 9 with 2 FTE. The highest reported FTE was 2.7 and the lowest 1. Each Borough was asked to indicate teachers TU membership numbers and on this indicator Waltham Forest had the highest reported number of members.
- 4.6 A further survey was conducted by London Councils regarding de-delegation and per-pupil costs of TU Facility Time. This indicated that last year 2014-15 schools in the vast majority of Boroughs agreed to de-delegate. In terms of per-pupil costs from those Boroughs that responded our costs were in the median band between **£2.94 - £3.75 per pupil**. The lowest figure quoted was **£1.80 per pupil** and the highest **£6.69 per pupil**.

- 4.7 The Council, led by the Deputy Chief Executive, Families is committed to effective partnership working with the TU's and ensuring that Value for Money is sought in relation to Facility Time. The agreement to the provision of cost effective Facilities Time is essential for this. Without an effective Facilities Agreement individual schools will have to negotiate directly with other schools where trade union representatives are based to allow release for representation of members. This will only result in significant delay in the management of staffing issues and the associated hidden costs that schools will bear.
- 4.8 The Deputy Chief Executive has established a termly meeting with the TU's to personally lead in the on-going development of more effective relations ensuring that the interests of the wider families of schools, individual schools and individual members are represented appropriately and proportionately.
- 4.9 In addition to this, with more schools buying into the Councils revamped HR Service this represents a further opportunity to make facilities time arrangements even more effective.
- 4.10 Academies, Nursery schools, Special schools and PRUs are not able to de-delegate funding for trade union facility time, but will be able to contribute to a pooled fund with maintained schools.