



## HILLINGDON SCHOOLS FORUM

### AGENDA

**Thursday 15<sup>th</sup> January 2026 at 1pm**  
**Online – Via Teams**

Item		Approx Timings	Lead	Paper/ Verbal
1.	Welcome, apologies & opening comments	5 mins	Chair	Verbal
2.	Minutes and actions from previous meeting 07.10.2025	5 mins	Chair	Paper
3.	Membership Update & Vice-Chair Nomination	5 mins	AP	Verbal
<b>4. Item for Consultation</b>				
a)	The Skills Hub Charging Rates	10 mins	GB	Paper
b)	Distribution of Trade Union Funds held by LA	5mins	LH/AP	Verbal
<b>5. Items for Information</b>				
a)	Summary of DSG Funding Allocations 2026/2027	10 mins	LH/KK	Paper
b)	2026/2027 Early Years budget and proposed hourly rates	10 mins	PR/KK	Paper
<b>6. Items for Decision</b>				
a)	2026/2027 Schools Block budget & Funding formula	15 mins	<u>LH/KK</u>	Paper
b)	2026/2027 Central Schools block budget	15 mins	LH/KK	Paper
<b>7. AOB</b> Outline process for agreeing next year's Scheme of Delegation for Financing for Schools Update on Free Special School				
<b>8. Next Meeting Date</b>				
	Next meeting will be held on Tuesday 24 <sup>th</sup> March @ 1pm In person – Location TBC		Chair	
<b>9. Closing Comments</b>				

### SCHOOLS FORUM MEMBERSHIP

#### Voting Members

NAME	ORGANISATION	ROLE	TERM ENDS
<b>Maintained Nursery (1)</b>			
Shabana Aslam	McMillan Early Childhood Centre	Headteacher	Sep 2026
<b>Maintained Primary (6)</b>			
Becky Broadhurst	Hayes Park School	Headteacher	Sep 2029
Vicky Jarvis	Field End Infant School	Headteacher	Sep 2029
Carly Rissen	Colham Manor	Headteacher	Sep 2028
John Buckingham	Glebe School	Governor	Sep 2028
Tony Eginton	Minet Infant & Nursery Schools and Hillside Junior School	Governor	Sep 2028
Phil Haigh	Cherry Lane Primary School & Meadow High School	Governor	Sep 2028
<b>Maintained Secondary (1)</b>			
Cathy Mosdell	Harlington School	Governor	Sept 2029
<b>Maintained Special (1)</b>			
Pearl Greenwald	Hedgewood School	Headteacher	Sep 2027
<b>Academy Primary (4)</b>			
Harshindar Buttar	The Park Federation	Principal of Lake Farm Park Academy	Sep 2027

Nicola Edwards	William Byrd School	Headteacher	Sep 2028
Nicola Kelly	Charville Academy	Headteacher	Sep 2029
Roseline Wilkinson	Charville Academy	Governor	Sep 2029
<b>Academy Secondary (8)</b>			
John Garner	Ruislip High School	Governor	Sep 2026
Roger Leighton	Partnership Learning Trust	CEO	Sep 2029
Liam McGillicuddy	Bishopshalt School	Headteacher	Sep 2027
Ben Spinks (CHAIR)	Middlesex Learning Partnership	CEO	Sep 2028
Vacancy x 4			
<b>Special Academies (1)</b>			
Sudhi Pathak	Eden Academy Trust	COO	Sep 2026
<b>Alternative Provision (1)</b>			
Laurie Cornwall	The Skills Hub	Deputy CEO	Sep 2027
<b>Private, Voluntary &amp; Independent Early Years Providers (2)</b>			
Elaine Caffary	4 Street Nursery	Nursery Manager	Sep 2028
Naazish Haq	Little Companions	Manager/Owner	Sep 2027
<b>14-19 Partnership (1)</b>			
Vacancy			
<b>Diocesan Representative (1)</b>			
Nicola Dallibar St Andrews C of E Primary	St Andrews CofE Primary School	Headteacher	

**Other attendees (non-voting)**

NAME	REPRESENTING	ROLE
Debbie Gilder	Pield Heath School	Governor
Nicky Bulpett	Ruislip Gardens	Headteacher
Louise Crook	Coteford Infant School	Headteacher
Graham Cunningham	Meadow High	Headteacher
<b>Officers</b>		
Gary Binstead	LA Head of Education & SEND Commissioning	
Helen Boundy	LA (Clerk)	
Luisa Hansen	LA Head of Children's Finance	
Pamela Hawtree	Lead Finance Business Partner	
Kamaljit Kaur	Lead Finance Business Partner	
Dominika Michalik	LA Assistant Director of SEND & Inclusion	
Nav Minhas	LA School Place Planning Manager	
Steve Muldoon	Corporate Director of Finance	
Cllr Susan O'Brien	Cabinet Member for Children, Families & Education	
Abi Preston	LA Director of Education & SEND	
Philip Ryan	LA Portage and Families' Information Service - Service Manager	



**HILLINGDON SCHOOLS FORUM MINUTES**  
**Tuesday 7<sup>th</sup> October 2025 at 1pm Committee Room 5, Civic Centre**

**Voting Members**

NAME	ORGANISATION	ROLE	ATTENDANCE	TERM ENDS
<b>Maintained Nursery (1)</b>				
Shabana Aslam	McMillan Early Childhood Centre	Headteacher	Apologies	Sep 2026
<b>Maintained Primary (6)</b>				
<b>Vacancy x 1</b>				
Carly Rissen	Colham Manor	Headteacher	Attended	Sep 2028
John Buckingham	Glebe School	Governor	Attended	Sep 2028
Jo Palmer	Hillside Infant & Junior Schools and Minet Junior School	Governor	Attended	Sep 2028
Tony Eginton	Minet Infant & Nursery Schools and Hillside Junior School	Governor	Apologies	Sep 2028
Phil Haigh	Cherry Lane Primary School & Meadow High School	Governor	Attended	Sep 2028
<b>Maintained Secondary (1)</b>				
Dan Cowling (VICE CHAIR)	Oak Wood School	Headteacher	Attended	Sep 2026
<b>Maintained Special (1)</b>				
Pearl Greenwald	Hedgewood School	Headteacher	Attended	Sep 2027
<b>Academy Primary (4)</b>				
Harshindar Buttar	The Park Federation	Principal of Lake Farm Park Academy	Attended	Sep 2027
Nicola Edwards	William Byrd School	Headteacher	Attended	Sep 2028
Nicola Kelly	Charville Academy	Headteacher	Attended	Sep 2029
Roseline Wilkinson	Charville Academy	Governor	Attended	Sep 2029
<b>Academy Secondary (8)</b>				
John Garner	Ruislip High School	Governor	Attended	Sep 2026
Roger Leighton	Partnership Learning Trust	CEO	Attended	Sep 2029
Liam McGillicuddy	Bishopshalt School	Headteacher	Attended	Sep 2027
Ben Spinks (CHAIR)	Middlesex Learning Partnership	CEO	Attended	Sep 2028
<b>Vacancy x 4</b>				
<b>Special Academies (1)</b>				
Sudhi Pathak	Eden Academy Trust	COO	Apologies	Sep 2026
<b>Alternative Provision (1)</b>				
Laurie Cornwall	The Skills Hub	Deputy CEO	Apologies	Sep 2027
<b>Private, Voluntary &amp; Independent Early Years Providers (2)</b>				
Elaine Caffary	4 Street Nursery	Nursery Manager	Attended	Sep 2028
Naazish Haq	Little Companions	Manager/Owner	Apologies	Sep 2027
<b>14-19 Partnership (1)</b>				
<b>Vacancy</b>				
<b>Diocesan Representative (1)</b>				
Nicola Dallibar	St Andrews CofE Primary School	Headteacher	Attended	Sep 2029

**Other attendees (non-voting)**

NAME	REPRESENTING	ROLE
<b>Observers</b>		
Graham Cunningham	Meadow High	Headteacher
Nicky Bulpett	Ruislip Gardens	Headteacher
Bryony Smith	Hedgewood Primary School	Co-Headteacher
Heidi Faure	Rosedale College	COO
Manjit Bringan	Whitehall Infants School	Headteacher
Helen Brown	Warrender Primary School	Headteacher
Vicky Jarvis	Field End Primary School	Headteacher
Simon Warne	NEU	NEU Representative
<b>LA Officers in attendance</b>		

Ndenko Asong	LA Strategic Finance Consultant
Gary Binstead	LA Head of Education & SEND Commissioning
Helen Boundy	LA (Clerk)
Luisa Hansen	LA Head of Children's Finance
Steve Muldoon	Corporate Director of Finance
Abi Preston	Director of Education & SEND
Philip Ryan	Portage & FIS Service Manager

Item	
1.	<p><b>Welcome, apologies &amp; opening comments.</b></p> <ul style="list-style-type: none"> <li>BS welcomed everyone and thanked them for attending the first in-person meeting of the academic year.</li> <li>Apologies have been received from Tony Eginton, Naazish Haq, Laurie Cormwell, Louise Crook, Sudhi Pathak, Shabana Alsam. It was noted that Jonathan Jacobs and Kris O'Sullivan have stepped down as Forum members.</li> </ul>
2.	<p><b>Minutes and actions from previous meeting 09.09.2025</b></p> <ul style="list-style-type: none"> <li>Most actions on agenda from previous meeting have been completed, any outstanding items are included on this meeting's agenda. Details of actions are outlined on table at end of agenda.</li> <li>Minutes of last SF meeting held on 09.09.2025 were <b>AGREED</b> as a true and accurate account.</li> </ul>
<b>3. Items for Decision</b>	
a)	<p><b>Review Constitution &amp; Membership Review</b></p> <ul style="list-style-type: none"> <li>Following previous meetings at which most of the constitution was completed and agreed with by members. AP received TE's written feedback and has been taken into consideration. Ensuring an appropriate balance in the membership from the Maintained and Academy sector.</li> <li>NE provided feedback from Headteachers at the Primary Forum who would like there to be a minimum 50% of Headteachers in any one sector but with the main focus being Primary Maintained Sector.</li> <li>Currently Primary Maintained sector has 4 governors and 2 Headteachers. In order to redress this balance, there are a few options: governors can review between them which three should remain and one governor could step down as a voting member (they are very welcome to continue to attend and contribute to meetings). This would leave another vacancy for a headteacher to join this category. The other option to reach the 50/50 balance is for the Primary maintained sector to temporarily increase the numbers of members until the terms of office expire in 3 years.</li> <li>Governors noted that it is excellent that more headteachers wish to be part of forum and that they will discuss amongst themselves as to who will relinquish their membership of the forum.</li> </ul> <p><b>Action: The 4 governors who are currently members of the Maintained Primary Sector will agree amongst themselves who will step down as a voting member to enable a 50/50 split of governors and headteachers in this sector. They will communicate the outcome to BS.</b></p> <ul style="list-style-type: none"> <li>AP clarified that the Shadow role is not a formal category within Schools Forum and not part of the formal constitution. Not all categories of membership had shadow reps. However, it would be perfectly acceptable for members to agree a substitute from the same category (maintained primary etc.) to cover for them in their absence.</li> <li>Any vacancies within sectors will be advertised and anyone can put forward a nomination. Governors will be made aware of these vacancies through Headteachers/Clerks and Chairs of Governors.</li> <li>BS asked for clarification and consistency in section 5.1d and 5.5 regarding a member being removed for non-attendance. <b>It was agreed that the wording should be if they fail to attend 3 meetings in a row.</b></li> </ul> <p><b>Action: AP to amend the wording of the Constitution in 5.1d and 5.5 that members remain in office unless they fail to attend 3 meetings in a row.</b></p> <ul style="list-style-type: none"> <li>AP noted that as is stated in the Constitution, it will be reviewed annually.</li> </ul> <p><b>Proposal: Schools Forum members were invited to vote on adopting the new Constitution (with agreed amendments)</b>  <b>Decision: Schools Forum unanimously agreed to formally agree the new Constitution.</b></p>
b)	<b>School Block Transfer – Consultation outcome and decision</b>

	<ul style="list-style-type: none"> <li>Following on from the consultation on Schools Block Transfer, AP shared a detailed summary of the outcome with forum members, following the consultation finishing yesterday. Additional comments and recurring themes were outlined. Comments included feeling that government funding should be higher, with the SEND reforms imminent waiting for the outcome of this, as expect a benefit for the High Needs Block to be included.</li> <li>Schools asked about when the safety valve funding is released. The LA has been asking DfE about this and, whilst we do not know when any outcome will be shared, they will likely release a decision once SEND reforms are known.</li> <li>From the consultation with all schools, the outcome was: <ul style="list-style-type: none"> <li>27% voted in favour of the 1% transfer.</li> <li>73% voted against the 1% transfer.</li> </ul> </li> <li>AP felt that some schools aren't aware of what is offered through non-statutory support such as SENDEX.</li> <li>ESF is used for closing the gap - not for those with EHCPs but above SEND support, evidence has shown that with this intensive support in some cases a plan can be avoided.</li> <li>LBH is looking at what is offered and appreciate that some schools use SAS more than others. AP requested feedback from schools on the services are currently delivered and if there are services that are required.</li> <li>Despite requests, there is no legitimate way to give different amounts in the school block transfer.</li> <li>AP outlined in London, LBH is ranked the 8<sup>th</sup> lowest for % of children with EHCPs in mainstream schools. We ranked 3<sup>rd</sup> highest for placing children in special schools. LBH is an outlier, and we need to strike a balance – wide spectrum of needs in special schools. PH noted that it could be seen that we are better at supporting our SEND children and they are in the appropriate settings.</li> <li>LBH has reduced numbers of children in independent settings - 418 reduced to 276 which has resulted in savings.</li> <li>DC requested clarification on absolute numbers used in the benchmarking - do we have more children than other areas – is the % relevant to proportion? Dependent upon data used, ranking will change.</li> <li>AP noted concern if the pre-statutory funding is paused. If we don't have the 1% approved, any funding available will be prioritised first for schools with a disproportionate % of EHCPs due to the impact this has on budgets. Varying practices of inclusion across the borough.</li> <li>Issue of parental choice and for 99% of tribunals are in favour of parents so children end up in a special school.</li> <li>SF members felt that the mainstream schools are competing with each other, and a HT's priority is to balance budgets for their individual schools which is why overall HTs are not supportive of this proposal.</li> </ul>
c)	<p><b>Action: AP to resend recent ESF documents to all schools</b></p> <p><b>Action: AP to share papers on outcome of the consultation</b></p> <p><b>DECISION:</b></p> <p><b>Proposal: Schools Forum members invited to vote in capacity of representation of the sectors they are from as to whether they were in favour of supporting the request by the LA for 1% Schools Block Transfer.</b></p> <ul style="list-style-type: none"> <li><b>Votes against the Proposal – 11</b></li> <li><b>Votes in favour of the proposal 2</b></li> <li>Following a question from DC, AP clarified that the LA cannot reconsider the proposal as schools do need the pre-statutory funding support and the budget is too tight to do this without the 1% transfer. A disapplication for 1% for Schools Block Transfer will be made by the council to the DfE. All consultation feedback, including voting outcomes and minutes, will be clear in the information shared with the DfE that the majority of Forum is not supportive as part of the 1% transfer this process. This will then be reviewed by the Secretary of State for a decision. Key risk for schools if 1% is not given is that the LA will not be in a position to offer the non-statutory funding that is currently in place.</li> </ul>

	<p>Improvement, Ofsted etc) from the LA at different times depending on their needs. Some similarities to the top slicing of funding in academies.</p> <ul style="list-style-type: none"> <li>• The LA is not charging schools for full service – it is a contribution towards the overall costs (£217k contribution towards £776k costs). Schools are not charged for statutory school improvement or the Free School Meal checking service, which has recently identified more funding for schools (1113 new FSM children identified, attracting £1.4m for schools) than the contribution requested.</li> <li>• ND noted that as a Voluntary Aided school, they are caught in the middle between what the Diocese provides and what the LA provides. AP clarified that the statutory duties in place remain the responsibility of the LA although some elements are different for VA schools</li> </ul> <p><b>DECISION:</b></p> <p><b>Proposal: Schools Forum members (maintained Primary and Secondary) were invited to vote in capacity of representing their sector as to whether they were in favour of supporting the request by the LA for Education Statutory Duties De-delegation</b></p> <ul style="list-style-type: none"> <li>• <b>Votes against the Proposal – 5</b></li> <li>• <b>Votes in favour of the proposal 0</b></li> </ul>
d)	<p><b>Proposed Consultations – Schools Block NFF</b></p> <ul style="list-style-type: none"> <li>• ND outlined that unfortunately we don't currently have all the information that is needed yet as the DfE have delayed publishing the actual funding factors, in order to provide some modelling but actual figures are not yet available. Expect to receive these at the end of October. However, the paper does need to be agreed in principle.</li> <li>• NFF – LBH mirrors this when the allocation of the schools block is completed.</li> <li>• Keep within the 2.5% of published recommendations.</li> <li>• In the wider context around the NFF, despite figures not being published, an indication has been given. Several grants will be rolled into this. NA has outlined this and a table in the index shows what is included in the formula. Inflation is at 1.5-2% but any uplift resulting from this is still to be confirmed.</li> <li>• Clarified that there is no change from the approach last year.</li> <li>• SF members asked if all acronyms can be explained in papers (written in full or explanations given)</li> </ul> <p><b>Action: NA to remove all acronyms from all finance documents and add explanations where necessary</b></p> <p><b>DECISION:</b></p> <p><b>Proposal: Schools Forum members were invited to vote in capacity of representing their sector as to whether they were in favour of supporting the School Funding Formula Paper</b></p> <ul style="list-style-type: none"> <li>• <b>Votes against the Proposal – 0</b></li> <li>• <b>Votes in favour of the proposal 12</b></li> </ul>
e)	<p><b>Scheme for Financing Schools - April 2025-March 2026</b></p> <ul style="list-style-type: none"> <li>• LH outlined that all this paper is based on rules and guidance set by the DfE, they are not based on the agenda of the LA.</li> <li>• BS acknowledged the challenge of the DfE being late to publish guidance but need to close the window on when this is brought to Schools Forum for approval. Cannot be approving something for the current financial year when we are 6 months into that year.</li> <li>• LH pledged that this gap will be closed and for next year (2026-2027) and the Scheme for Financing Schools will be brought to Forum in March 2026 or July 2026 at the latest.</li> <li>• Highlighted the change from 52 weeks to 39 weeks for top-up funding, LIBOR has been replaced by SONIA as measure of average interest rates, change to financial controls inventory now over £1K rather than £250.</li> </ul> <p><b>Action: 2026-2027 Scheme for Financing Schools will be brought to Forum in March 2026 or July 2026 at the latest.</b></p> <ul style="list-style-type: none"> <li>• PH raised the issue of point 3.2 Top up fundings – This change has had a significant impact on special schools. Top up funding is a major part of their income and the change to 39 weeks will affect cashflow in Aug/Sept.</li> <li>• SM acknowledged this was an issue and will review this issue. If it is found there is a cashflow problem for schools, then a cash advance can be arranged, this will be reviewed on a school-by-school basis. Do not anticipate this to be an issue in subsequent years, just the first year of funding. It ensures that funding for each child is always up to date and schools are paid as soon as the top up funding is due.</li> </ul>

	<ul style="list-style-type: none"> <li>Impact of 39 weeks rather than 52 weeks is significant and will have an impact on when reviews are due and new plans created which do need to be budgeted for. DC to highlight this issue to mainstream schools through HASH.</li> </ul> <p><b>Action: Any schools adversely impacted by the change to 39 weeks funding for top up funding, cash advances can be arranged, and the LA will review on a school-by-school basis</b></p> <p><b>Action: DC to highlight to mainstream schools through HASH the change to 39 weeks for top-up funding to ensure schools are aware of this.</b></p> <ul style="list-style-type: none"> <li>DC noted that he is unable to vote for this due to section 4.5 which refers to the inherited deficit issue as it doesn't allow or account for it. Wording for section 4.5-4.9 needs to be amended.</li> </ul> <p><b>Action: SM/LH/NA to find alternative wording for section 4.5-4.9 in regard to planning for a deficit budget.</b></p> <p><b>DECISION:</b></p> <p><b>Proposal: Schools Forum members were invited to vote in capacity of representing their sector as to whether they were in favour of supporting the Scheme for Financing Schools paper on the condition that satisfactory amendments were made to sections 4.5 to 4.9.</b></p> <ul style="list-style-type: none"> <li><b>Votes against the Proposal – 0</b></li> <li><b>Votes in favour of the proposal 6</b></li> <li><b>Abstention - 1</b></li> </ul>
f)	<p><b>De-delegation - Pension admin 2026/2027 (financial year)</b></p> <ul style="list-style-type: none"> <li>Outlined the de-delegated amount reflects a contribution to the cost of the post responsible for the maintenance and reconciliation of Teachers Pensions payments, the identification and follow-up of any queries with schools and payroll providers and the payment of deductions to the Teachers Pensions Agency</li> <li>Cost is £1.47 per pupil for this function. It is an increase from £1.28, but there has been no increase in this cost for many years.</li> </ul> <p><b>DECISION:</b></p> <p><b>Proposal: Schools Forum members representing maintained schools were invited to vote in capacity of representing their sector to de-delegate the Teachers Pensions Administration for Maintained Schools for FY2026-27</b></p> <ul style="list-style-type: none"> <li><b>Votes against – 0</b></li> <li><b>Votes in favour - 7</b></li> </ul>
g)	<p><b>De-delegation - Trade Union Facilities Time 2026/2027 (financial year)</b></p> <ul style="list-style-type: none"> <li>i) Voting to de-delegate (item 2.2 in supporting papers)</li> <li>ii) If yes to i) voting on the per pupil funding (item 2.3 in supporting papers)</li> </ul> <p>Simon Warne, Hillingdon National Education Union presented the paper which had been shared. Simon presented the following:</p> <ul style="list-style-type: none"> <li>LBH is an outlier in choosing not to de-delegate, The Hillingdon National Education Union (NEU) is recommending that Schools Forum returns to de-delegated funding for Trade Union Facilities Time which was last in place in 2023.</li> <li>per pupil funding is adjusted to reflect the increased school funding in 2023 and the requirement for appropriate levels of release time for branch. A yearly funding figure to be de-delegated for Trade Union Facility Time is £4.00 per pupil in a maintained secondary school and £3.00 per pupil in a maintained primary school.</li> <li>All academies receive funding to contribute to facilities time. The NEU recommends that all academy schools in the London Borough of Hillingdon should buy into the facilities funding agreement at the same rate as the maintained schools.</li> <li>Until 2023, Hillingdon maintained a de-delegated fund intended for compensating the paid release of local officers representing school trade unions. However, in December 2023, Forum raised concerns regarding the lack of evidence of how the money was spent and its impact, and issues of transparency and fairness in relation to not all academies choosing to pay into the pot. The trade unions have committed to continuing to provide termly reports on trade union duties and have acknowledged the issue of fairness in respect of the funding only being taken from maintained schools and some academies. It has developed fairer casework strategies to address this.</li> </ul>

	<ul style="list-style-type: none"> <li>If de-delegation is agreed by the Forum, Hillingdon Council have agreed to hold a one cost centre for trade union activity, all income and expenditure will be coded to this cost centre, this will hold de-delegated funds.</li> </ul> <p>Questions and comments from Form Members to Simon:</p> <ul style="list-style-type: none"> <li>DC questioned whether all unions would be able to draw from this funding? SW confirmed that they would, although GMB haven't had a branch secretary for some time, which is why there has been a surplus. A surplus would remain if any particular union doesn't draw from it. If there was a surplus in funds, money could be returned to schools.</li> <li>SF members noted that the contribution and cost of £38K for the cost of a case worker 2 days per week seems very high. .</li> <li>Are you actively looking to work with other unions? SW confirmed they were actively trying to work with other unions.</li> <li>RL noted that another SF in Barking &amp; Dagenham where the amount, despite having recently been reduced, is still significantly higher than the per pupil funding being sought in Hillingdon.</li> </ul> <p><b>DECISION:</b></p> <p><b>Proposal: Schools Forum members (maintained Primary and Secondary) were invited to vote in capacity of representing their sector as to whether they were in favour of supporting the request to return to de-delegated funding for Trade Union Facilities Time</b></p> <ul style="list-style-type: none"> <li><b>Votes against the Proposal – 4</b></li> <li><b>Votes in favour of the proposal – 3</b></li> </ul>
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#### 4. Items for Information

	<p><b>2025/2026 DSG Budget Monitoring –</b></p> <ul style="list-style-type: none"> <li>This report provided a brief summary of the DSG forecast position at month 5 of the monitoring cycle.</li> <li>The forecast is measured against the updated DSG allocations for FY2025-26 published in July 2025.</li> <li>Month 5 forecast in-year £12.5m deficit - better than previous projections and striving to reduce this further.</li> </ul>
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#### 5. AOB

	<ul style="list-style-type: none"> <li>Surveys have been sent in regard to nomination for Chairs of the Sub-groups - High Needs funding block and Early Years. Individuals do not need to be members of forum but have a link with it. Thanked those for the nominations that have come through.</li> </ul>
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#### 6. Next Meeting Date

Next meeting will be held on Thursday 15<sup>th</sup> January @ 1pm (online).

#### 7. Closing Comments

Agreed actions 07.10.25.

Item	Action	Responsibility
3a	The 4 governors who are currently members of the Maintained Primary Sector will agree amongst themselves who will step down as a voting member to enable a 50/50 split of governors and headteachers in this sector. They will communicate the outcome to BS.	Primary Maintained Governors
3a	AP to amend the wording of the Constitution in 5.1d and 5.5 that members remain in office unless they fail to attend 3 meetings in a row.	AP
3b	AP to resend recent ESF documents to all schools	AP
3b	AP to share slides on outcome of the consultation	AP
3d	NA to remove all acronyms from all finance documents and add explanations where necessary	NA
3e	2026-2027 Scheme for Financing Schools will be brought to Forum in March 2026 or July 2026 at the latest.	Finance Team
3e	Any schools adversely impacted by the change to 39 weeks funding for top up funding, cash advances can be arranged, and the LA will review on a school-by-school basis	Finance Team
3e	DC to highlight to mainstream schools through HASH the change to 39 weeks for top-up funding to ensure schools are aware of this.	DC
3e	SM/LH/NA to find alternative wording for section 4.5-4.9 in regard to planning for a deficit budget.	SM/LH/NA

 <b>HILLINGDON</b> <small>LONDON</small>	<b>London Borough of Hillingdon</b> <b>High Needs Funding Group</b> <b>15 January 2026</b>
<b>Title</b>	<b>Change of Commissioned Places – The Skills Hub</b>
<b>Agenda Item</b>	4a
<b>Report by</b>	Gary Binstead
<b>Appendices</b>	N/A
<b>Recommendation(s)</b>	To note the details of the report.

## **The Skills Hub Context**

The Skills Hub is the only Alternative Provision school within Hillingdon and is operated by the Orchard Hill College Academy Trust (OHCAT).

Hillingdon Council have been reviewing the number of places that are commissioned from the Skills Hub over the last few years, to ensure that we are able to meet current and future demand. In addition, top-up funding is now only paid for pupils actually attending the Skills Hub, whereas in the past this funding was paid as a block payment, regardless of how many pupils were attending. The non-permanently excluded (PEX) services have remained consistent over the past few years, and they continue to be paid on a block basis due to continued demand, and to ensure services remain available.

However, the number of commissioned places for children who have been permanently excluded has been gradually reducing in order to only commission the places needed and prevent over-commissioning any longer. This has led to a reduction from 73 secondary places in the academic year 2024 / 25 to 66 in 2025 / 26, and 55 places in 2026 / 27. The intention is to continue to review the commissioned places in the academic year 2027 / 28, although actual numbers to be commissioned will depend on the trend over the coming year, and any impact from the upcoming government white paper changes / proposals.

The review of commissioning has taken place over several years to avoid any negative financial impact on the school and support the transition to a lower number of places, and a new delivery model in a planned way. Firstly, moving to a lower number of commissioned places, and then to only paying top-up for pupils actually attending instead of a block arrangement, with a final outcome of only paying for places and top-up for pupils attending the Skills Hub from academic year 2027 / 28.

In addition, there has been a review of the additional services that are commissioned from The Skills Hub, and a new Service Level Agreement is being co-produced with the Trust. This work has led to changes in the delivery model, where 20 part-time places (10 full-time places) are commissioned across each of the 3 services, allowing up to 20 young people to access the provision at any time.

This work is a key part of the Safety Valve agreement agreed with the DfE. The occupation of places will remain under review, and place commissioning will be adjusted based on demand in future years.

### **School Commissioned Places**

Schools also commission places at the Skills Hub where they require support to maintain their school places where pupils are at risk of exclusion or may require separate alternative education provision to support their educational outcomes.

These arrangements tend to be personalised to the needs of the pupils, although some schools commission a fixed number of places which they use to support a range of pupils. During the academic year 2024 / 25 a total of 23 Hillingdon schools commissioned 26 Full time equivalent (FTE) places in addition to the places commissioned by the Council.

### **Historic number of young people attending**

As you will see from the table below which shows actual numbers of pupils at The Skills Hub during the academic year 2024 / 25, they will fluctuate considerably, which makes it more difficult to forecast actual commissioned places each year. However, this does demonstrate the need to review the number of places that are commissioned in order to make the most efficient use of resources while ensuring that suitable provision remains available to those pupils that need it, and a sustainable workforce is available to support them.

<b>Month</b>	<b>Pupils on roll</b>
Sep-24	40
Oct-24	37
Nov-24	34
Dec-24	37
Jan-25	36
Feb-25	39
Mar-25	46
Apr-25	45
May-25	46
Jun-25	50
Jul-25	29
Aug-25	29
<b>Average</b>	<b>39</b>

The average of 39 places is in excess of the historic numbers of places that have been commissioned, but as you can see, there was a peak of 50 places in June last year. This compares to the previous year, when there was a peak of 61 places in June 2024.

### Summary of places commissioned from 2025 / 26

Historically, we have commissioned places from The Skills Hub for a range of services as set out below, showing the maximum funding available if all places are occupied.

Type	Purpose	Top-up rationale	Places
Secondary full-time places	For children who have been permanently excluded	Linked to actual children attending. Number based on termly reconciliation of monthly figures with LA & TSH	66
Primary full-time places	For children who have been or at risk of permanent exclusion	Linked to actual children attending. Number based on termly reconciliation of monthly figures with LA & TSH – to include dual registered support/ outreach approach	7
PST Provision	For children who are medically unfit to attend school	Guaranteed (Block funding)	20
Interim Tuition KS3 and KS 4 –	For children without a school place 10 places for 20 learners	Guaranteed (Block funding)	10
Interim Tuition 16-18 EAL –	For children without a college place - (use for UASC group) 10 places for 20 learners	Guaranteed (Block funding)	10
<b>Total places</b>			<b>113</b>

All primary and secondary PEX places have been commissioned historically with place funding and a further top-up, although all non-PEX places have been paid on a block arrangement where all funding is paid for the provision as if it was fully occupied. PEX places are commissioned as full time (FT) places, and other services are commissioned as part time (PT) places.

The proposed change to place commissioning, and funding is set out below. You will see that there have been several changes to the places being commissioned, and also the way the places are commissioned.

Current 25 / 26				Proposed 26 / 27				Difference
Description	Places	Place funding	Top-up	Places	Place funding	Top-up	Places	
Primary PEX (FT)	7	£10,000	£16,720	0	£0	£0		-7
Secondary PEX (FT)	66	£10,000	£11,900	55	£10,000	£15,000		-11
PST / Medical (PT)	20	£10,000	£3,500	10	£0	£15,586		-10
Interim Tuition (PT)	10	£10,000	£3,700	10	£0	£14,070		0
Interim Tuition - Post 16 (PT)	10	£10,000	£3,700	10	£0	£14,070		0
BST Outreach	0	£0	£0	0		£0		0
<b>Total</b>	<b>113</b>			<b>85</b>				<b>-28</b>

(FT) – Full time places / (PT) – Part time places

The changes are summarised below:

- Primary PEX places will no longer be commissioned from The Skills Hub
- Secondary PEX places reduced by 11 places to 55
- Secondary PEX top-up increased to £15,000 per place (+14%)
- All non-PEX services will be commissioned on a block arrangement.
- The cost of all non-PEX services has increased slightly (+6%).
- PST / Medical places have been reduced by 10 places

These changes are part of the longer-term review and transition at The Skills Hub, and there is an expectation that there will be further changes next year as the number of places required is expected to continue to fall. This will be reviewed in line with the Place factor commissioning procedures in the Autumn term.

## Funding implications

Based on the change of commissioned places planned from 2026 / 27 the table below shows the comparison between 2023 / 24 and 2026 / 27, showing a potential fall in funding of £660k.

23 / 24			Proposed 26 / 27			Difference
Description	Places	Total cost	Places commissioned	Top-up places forecast	Total cost	Cost
Primary PEX (FT)	7	£187,040	0	0	£0	-£187,040
Secondary PEX (FT)	73	£1,598,700	55	45	£1,225,000	-£373,700
PST / Medical (PT)	20	£270,000	0	0	£155,860	-£114,140
Interim Tuition (PT)	10	£174,000	0	0	£181,400	£7,400
Interim Tuition - Post 16 (PT)	10	£174,000	0	0	£181,400	£7,400
BST Outreach	0	£0	0		£0	£0
<b>Total</b>	<b>120</b>	<b>£2,403,740</b>	<b>55</b>		<b>£1,743,660</b>	<b>-£660,080</b>

As you can see, although 55 places will be commissioned at The Skills Hub, we are only expecting to use 45 places, and therefore the top-up funding will only be applicable to 45 places, even though there will be place funding provided for 55 places. This phased approach to the commissioning of places is critical, in order to ensure that The Skills Hub remain financially viable and the funding is adjusted over time, so that we can continue to successfully support the vulnerable learners across our Borough who are permanently excluded from school.

This will be the final year of over commissioning places, and from 2027 / 28 the Council will only be commissioning the places required in line with the High needs funding: 2026 to 2027 operational guidance ([High needs funding: 2026 to 2027 operational guide - GOV.UK](#)). Section 10.7 of the guidance states that:

*'Such flexibility should nevertheless reflect that top-up funding relates to pupils actually occupying places. The aim of the system of place funding and top-up funding is to give a proper balance between sustainable income for the AP school, and flexibility to commission AP that meets the needs of*

*individual pupils. Funding based solely on places, which may or may not be occupied, risks spending scarce resources on places that are not needed either by local authorities nor by schools and academies. It also ties up funding that would otherwise allow decisions to be taken about the most appropriate AP for an individual pupil.'*

## **Summary**

This is the final year that there will be more places commissioned at The Skills Hub than are forecast to be needed, and from 2027 / 28 the Council will only commission the forecast number of places. This will be reviewed through the usual mechanism in the Autumn of 2026.

There has been considerable engagement with the OHCAT leadership team, and an SLA is being co-produced that will capture the details of the services and funding agreement. It is expected that these discussions will be finalised before the start of the new academic year in September 2026 and the new agreement will be in place.

## Hillingdon Schools Forum 2026-27 DSG Funding Allocations

 <b>HILLINGDON</b> LONDON	<b>London Borough of Hillingdon</b> <b>Schools Forum</b> <b>15 January 2026</b>
<b>Title</b>	<b>DSG Funding Allocations 2026/27</b>
<b>Agenda Item</b>	<b>5a</b>
<b>Report by</b>	Kamaljit Kaur – Lead Finance Business Partner <a href="mailto:Kkaur2@hillingdon.gov.uk">Kkaur2@hillingdon.gov.uk</a>  Luisa Hansen – Head of Finance – Children and SEND <a href="mailto:Lhansen@hillingdon.gov.uk">Lhansen@hillingdon.gov.uk</a>
<b>Recommendations</b>	To note the 2026/27 DSG Funding Allocations for Hillingdon, announced by the Government on 17 December 2025.

### **1. Introduction**

1.1 This report provides Schools Forum with an overview of the Dedicated Schools Grant (DSG) funding announced by the Government on 17<sup>th</sup> December 2025 and informs the Council of the indicative amounts of each block of the DSG that will be allocated to Hillingdon for 2026/27.

### **2. Recommendation**

2.1 Schools Forum are asked to note the content of this report.

### **3. Dedicated Schools Grant Funding 2026/27**

3.1 The Department for Education (DfE) published the DSG allocations for the schools, central school services, early years, and high needs blocks on 17 December 2025.

3.2 **Table 1** sets out the published baseline DSG funding for 2026/27, compared to the 2025/26 DSG allocation updated in November 2025.

**Table 1: DSG Funding Allocations for 2026/27**

DSG Funding Block	DSG Funding 2025/26	DSG Funding 2026/27	Change in Funding	% change	NICs grant added to 2026/27 allocation	SBSG Grant added to 2026/27 allocation	% change
Schools	299,426,354	307,863,657	8,437,303	2.8%	4,260,254	3,742,968	0.1%
High Needs	72,832,223	77,129,711	4,297,488	5.9%	0	0	5.9%
Central Services	2,511,016	2,491,359	-19,657	-0.8%	0	0	-0.8%
Early Years	48,792,187	57,972,729	9,180,542	18.8%	0	0	18.8%
<b>Total DSG Budget</b>	<b>423,561,780</b>	<b>445,457,456</b>	<b>21,895,676</b>	<b>5.2%</b>	<b>4,260,254</b>	<b>3,742,968</b>	<b>3.3%</b>

#### 4. Schools Block and additional Grants

4.1 The final allocation for Hillingdon's Schools Block Dedicated Schools Grant (DSG) for 2026/27 is £307.9 million prior to recoupment. This figure incorporates the 2025/26 National Insurance Contributions (NICs) Grant and the full-year equivalent of the Schools Budget Support Grant (SBSG), both of which have been consolidated into the Schools Block National Funding Formula (NFF) for 2026/27. In comparison, the 2025/26 allocation was £299.4 million, reflecting a headline increase of £8.4 million (2.8%) before recoupment for academy and free school provision. However, as the combined annualised value of the two grants is £8.0 million, the underlying increase in funding is approximately 0.1%.

4.2 The amounts added to the schools NFF minimum per pupil levels in respect of the grants is outlined in the table below.

Local authority name	Factor	2025 to 2026 APT Value	NICs Grant Funding Rates 25-26	SBSG Grant rates 25-26 (annualised)	Total 25/26 rates	Pupil Number	NICs Grant	SBSG Grant
Hillingdon	Primary basic entitlement	4,272.37	78.00	55.00	4,405.37	25,526.00	1,991,028.00	1,403,930.00
Hillingdon	KS3 basic entitlement	5,846.00	68.00	78.00	5,992.00	10,522.00	715,496.00	820,716.00
Hillingdon	KS4 basic entitlement	6,590.00	77.00	88.00	6,755.00	7,410.00	570,570.00	652,080.00
Hillingdon	Primary FSM6	1,166.38	75.00	49.00	1,290.38	5,924.00	444,300.00	290,276.00
Hillingdon	Secondary FSM6	1,711.06	60.00	72.00	1,843.06	5,421.00	325,260.00	390,312.00
Hillingdon	Primary lump sum	159,662.24	2,400.00	2,086.00	164,148.24	68.00	163,200.00	141,848.00
Hillingdon	Secondary lump sum	159,662.24	2,400.00	2,086.00	164,148.24	21.00	50,400.00	43,806.00

This reflects the amount of funding allocated through the National Insurance Contributions (NICs) grant in 2025/26 as well as the full year equivalent of the Schools Budget Support (SBSG) Grant.

## **5. 2026/27 DSG Block Budgets**

Separate reports with details on the proposed Schools Block, Early Years Block and CSSB block budgets are provided within this agenda pack for Schools Forum 15 January 2026. Details on the High Needs budget will be presented at the next Schools Forum meeting on 24 March 2026.



## London Borough of Hillingdon

<b>Title</b>	<b>Early Years Block Budget Allocations 2026/27</b>
<b>Agenda Item</b>	<b>5b</b>
<b>Report by</b>	Philip Ryan / Kamaljit Kaur
<b>Appendices</b>	Appendix A – Detailed Breakdown of the Early Years Block Budget Allocations
<b>Recommendation(s)</b>	<input type="checkbox"/> Information <input checked="" type="checkbox"/> Consultation <input type="checkbox"/> Decision

### 1. Purpose

1.1. The purpose of this report is to present the indicative allocation of the Early Years Block announcement from the DfE and consult with the Schools Forum on potential changes to the early years funding formula for the financial year 2026/27.

### 2. Background and overview:

2.1. The Early Years National Funding Formula (EYNFF) was introduced in April 2017. Each year, the Government publishes guidance setting out the overall framework, funding rates and expectations on local authorities in implementing the EYNFF.

2.2. In 2026-27, local authorities are required to pass-through minimum of 97% of funding to providers, compared to 96% in 2025-26.

2.3. The maximum, now 3% of block funding, is to be retained centrally.

2.4. The department expects local authorities to notify providers of their hourly rates no later than **28 February 2026**.

2.5. Local authorities (LA) are required to consult providers on annual changes to their local formula.

2.6. This briefing paper will:

- Set out the funding allocation to the local authority for 2026-27, showing how this compares to the current financial year
- Explain the principles that inform the development of Hillingdon's early years funding formula
- Describe proposals for how the funding formula could change in 2026-27

### 3. Funding Allocation to the local authority:

3.1. In December 2025, local authorities were made aware of the Early Years Block allocation for 2026-27. This allocation is based on the January 2025 census data and is updated throughout the year to reflect the actual take up of the early years entitlement.

3.2. The total indicative Early Years Block funding for the financial year 2026-27 is £56.829mn. This is an increase of approximately £8,700mn. The majority of the increase comes from the full year effect of the 30 hours per week entitlement for eligible children from the term after they are nine months old.

3.3. Table 1 summaries total funding received and percentage of centrally retained funding in 2025-26 and 2026-27 financial years. For a detailed breakdown of the funding streams and a comparison with the current financial year, see Appendix A.

**Table 1 Summary of Early Years Block and Centrally Retained Fund**

Funding Streams	FY 2025-26	FY 2026-27	Difference between FY 2025-26 and FY 2026-27	% difference between FYs
Universal entitlement for 3- and 4-year-olds	£18,684,835	£20,039,864	£1,355,029	7%
Additional working parents of 3- and 4-year-olds	£6,195,776	£6,662,077	£466,301	8%
2-year-olds of families receiving additional support	£2,828,642	£2,676,337	-£152,305	-5%
2-year-old working parent entitlement	£7,876,976	£12,319,007	£4,442,031	56%
Under 2s entitlement	£11,672,163	£15,202,924	£3,530,761	30%
Total 3-4, 2 and under 2s funding	£47,258,392	£56,900,209	£9,641,817	20%
% allocated to settings	96%	97%		
Budget available for settings	£45,368,056	£55,193,203	£9,825,147	22%
% Retained Centrally	4%	3%		
Centrally Retained Budget	£1,890,336	£1,707,006	-£183,330	-10%
<b>Other passported grants</b>				
Early years pupil premium	£300,630	£367,547	£66,917	22%
Disability access fund	£234,500	£271,050	£36,550	16%
Maintained nursery schools supplementary	£383,628	£433,923	£50,295	13%
Total other grants	£918,758	£1,072,520	£153,762	17%
Total Early Years Block	£48,177,150	£57,972,729	£9,795,579	20%

3.4. SEN Inclusion Funding (SENIF) for 2025-26 is set at £0.750mn. The early years contingency fund is set at £0.100mn.

3.5. The table 2 compares the funding rates between current 2025-26 year and the 2026-27 financial years.

**Table 2: LA Funding Rates 2025-26 vs 2026-27**

	2025-26 £ (per hr)	2026-27 £ (per hr)	Increase 25-26 & 26-27 £ (per hr)	% Increase 25-26 & 26-27 %
3 - 4-year-old: Universal and additional 15 Hrs	6.81	7.38	0.57	8.37%
2-year-old: Families receiving additional support and working families	9.85	10.29	0.44	4.47%
Under 2 years old	13.4	13.99	0.59	4.40%
MNS supplementary Fund	6.29	6.53	0.24	3.82%

#### **4. Principles for the development of the early years funding formula**

4.1. In developing the early years funding formula, the long-term aims are to ensure that funding supports the access to the early years entitlement for all eligible children, especially those who may have barriers to access, such as:

- Disadvantaged children eg from lower income households
- Children with special educational needs

4.2. For the financial year 2025-26, the following changes were made to the funding formula, together with the reasons why:

4.3. **Setting a higher hourly rate for disadvantaged two-year-old children –** from April 2024, the working parents' entitlement to funded childcare expanded, so that eligible two-year-olds could access free childcare hours. Prior to this, the only two-year-olds who qualified for the early years entitlement were mostly children from lower income households. Though the expansion of the entitlement was beneficial for many children, take up data suggests that it was more difficult for children from lower income households to access funded childcare. Therefore, the formula was amended so that where settings offered a place to a child qualifying as a disadvantaged two-year-old,

the setting would receive an additional £1.50 per hour for that child. This was intended to offer an incentive for settings to offer them places.

**4.4. Children with special educational needs – apart from existing funding, such as the Disability Access Fund and EHCPs, children with SEN could be supported through the Early Years Block funding in two ways:**

- An additional needs (SEN) supplement for two-year-olds and for three- and four-year-olds
- SENIF – a budget that settings applied for support from, to assist with costs involved in providing places for children with emerging needs

**4.5. This approach had several challenges, such as:**

- The SEN supplement is calculated using information that settings provide about the children that they provided 'SEN Support' to. This information under reported the number of children with SEN. There is also no moderation of the data to validate it. The supplement is also calculated on data from the previous calendar year, so it does not represent children with SEN that settings have currently. Once the supplement is allocated to a setting, it is added to the hourly rate for all children, whether they have SEN or not.
- SENIF is a preferred means of allocating SEN funding, as funding claims are checked, assessed and monitored. However, settings reported that it was time consuming to apply for and the amounts of funding available were not sufficient.

**4.6. For 2025-26, the SEN supplement for two-year-olds was removed and the funding was allocated to SENIF instead. The SEN supplement for three- and four-year-olds was reduced by 25% and the funding transferred to SENIF.**

**4.7. A working group, including childcare settings and schools, met during the Summer term 2025 to review the processes involved with applying for SENIF and set up a new, more streamlined process.**

**5. Consultation on options for the early years funding formula 2026-27**

**5.1. For 2026-27, the local authority is consulting on the following changes to the early years funding formula:**

- (a) Reduce the additional needs (SEN) supplement for three- and four-year-olds, moving funding to SENIF

(b) Further increase the supplement for 2-year-old pupils from a disadvantaged background.

The local authority is not proposing any changes to the formula for funded children aged under two, where payments per child will continue to be paid via an hourly rate that is the same for all funded settings, without any supplements.

### **The additional needs (SEN) supplement for three- and four-year-olds**

5.2. In the long term, the Local Authority proposes to move towards a “real time” funding methodology to support children with SEN in the early years. This would involve removing the additional needs supplement entirely and providing either some or all this funding to the SENIF budget instead.

5.3. The Local Authority is consulting on whether the Additional Needs supplement should be reduced further in the next financial year and if so, should this be by 15% or 25%, with the funding from this being reallocated to SENIF.

### **6. Proposed options for 3-4-year-olds:**

#### **6.1. Option 1: No changes to the 3–4-year-old additional needs supplement in 2026-27.**

Formula Factors	FY 2025-26 £ (per hr)	FY 2026-27 £ (per hr)	Increase 25-26 & 26-27 £ (per hr)	Increase 25-26 & 26-27 %	Indicative funding for 26-27 £
3-4-Years-old Base funding	5.85	6.29	0.44	7.52%	22,758,158
3-4-Years-old -Supplement IDACI	1.76	1.95	0.19	10.80%	1,036,238
3-4-Years-old -Supplement SEN	3.83	5.98	2.15	56.14%	868,356
<b>Total Funding via formula factors</b>					<b>24,662,752</b>

**6.2. Option 2:** Reduce the 3–4-year-old additional needs supplement by 15% in 2026-27 and transfer the funding from the current supplement to SENIF.

This option would increase the funding available for children with SEN through SENIF from £757,357 to £887,611.

Formula Factors	FY 2025-26 £ (per hr)	FY 2026-27 £ (per hr)	Increase 25-26 & 26-27 £ (per hr)	Increase 25-26 & 26-27 %	Indicative funding for 26-27 £
3-4-Years-old Base funding	5.85	6.29	0.44	7.52%	22,758,158
3-4-Years-old -Supplement IDACI	1.76	1.95	0.19	10.80%	1,036,238
3-4-Years-old -Supplement SEN	3.83	5.08	1.25	32.64%	738,102
<b>Total Funding via formula factors</b>					<b>24,532,498</b>

**6.3. Option 3:** Reduce the 3-4-year-old additional needs supplement by 25% in 2026-27 and transfer the funding from the current supplement to SENIF.

This option would increase the funding available for children with SEN through SENIF from £757,357 to £974,446.

Formula Factors	FY 2025-26 £ (per hr)	FY 2026-27 £ (per hr)	Increase 25-26 & 26-27 £ (per hr)	Increase 25-26 & 26-27 %	Indicative funding for 26-27 £
3-4-Years-old Base funding	5.85	6.29	0.44	7.52%	22,758,158
3-4-Years-old -Supplement IDACI	1.76	1.95	0.19	10.80%	1,103,238
3-4-Years-old -Supplement SEN	3.83	4.49	0.66	17.23%	651,267
<b>Total Funding via formula factors</b>					<b>24,445,663</b>

## 7. Proposed options for 2-year-olds:

### **Disadvantaged two-year-olds funding (otherwise known as funding for families receiving additional support or FRAS)**

7.1. Increase the supplement for pupil from disadvantaged families from £1.50 to £2.38 per hour and limit the increase in the IDACI supplement to 1%.

Formula Factors	FY 2025-26 £ (per hr)	FY 2026-27 £ (per hr)	Increase 25-26 & 26-27 £ (per hr)	Increase 25-26 & 26-27 %	Indicative funding for 26-27 £
2-Years-old Base funding	8.44	9.29	0.85	10.10%	13,533,862
2-Years-old -Supplement IDACI	1.65	1.67	0.02	1.00%	354,070
2-Years-old -Supplement Disadvantage	1.50	2.38	0.88	58.67%	511,840
<b>Total Funding via formula factors</b>					<b>14,399,772</b>

## 8. Recommendations

- 8.1. Schools' forum to approve the 3% centrally retained fund
- 8.2. Schools Forum to express their views on the 3–4-year-old funding options
- 8.3. Schools Forum to express their views on the 2-year-old funding options

A	B	C	D	E	F	G	H	I	J	K	L	M
Agenda Item 5b 3-4 Year Old Options Comparison		No Change		Option 1		Option 2						
<b>Percentage change</b>												
Schools that have an increase in their funding		50	91%	50	91%	50	91%					
Schools that have an decrease in their funding (between 0% and -1%)		3	5%	3	5%	3	5%					
Schools that have an decrease in their funding (between -1% and -5%)		2	4%	2	4%	2	4%					
Schools that have an decrease in their funding (greater than -5%)		0	0%	0	0%	0	0%					
		<b>55</b>		<b>55</b>		<b>55</b>						
PVI Nurseries that have an increase in their funding		91	98%	91	98%	88	95%					
PVI Nurseries that have an decrease in their funding (between 0% and -1%)		2	2%	2	2%	5	5%					
PVI Nurseries that have an decrease in their funding (between -1% and -5%)		0	0%	0	0%	0	0%					
PVI Nurseries that have an decrease in their funding (greater than -5%)		0	0%	0	0%	0	0%					
		<b>93</b>		<b>93</b>		<b>93</b>						
PVI Childminders that have an increase in their funding		100	97%	99	96%	99	96%					
PVI Childminders that have an decrease in their funding (between 0% and -1%)		1	1%	2	2%	2	2%					
PVI Childminders that have an decrease in their funding (between -1% and -5%)		1	1%	1	1%	1	1%					
PVI Childminders that have an decrease in their funding (greater than -5%)		1	1%	1	1%	1	1%					
		<b>103</b>		<b>103</b>		<b>103</b>						

## Hillingdon Schools Forum

### 2026-27 DSG Schools Block Budget

 <b>HILLINGDON</b> LONDON	<b>London Borough of Hillingdon</b> <b>Schools Forum</b> <b>15 January 2026</b>
<b>Title</b>	<b>DSG Schools Block Funding 2026/27</b>
<b>Agenda Item</b>	<b>6a</b>
<b>Report by</b>	Kamaljit Kaur – Lead Finance Business Partner <a href="mailto:Kkaur2@hillingdon.gov.uk">Kkaur2@hillingdon.gov.uk</a>  Luisa Hansen – Head of Finance – Children and SEND <a href="mailto:Lhansen@hillingdon.gov.uk">Lhansen@hillingdon.gov.uk</a>
<b>Appendices</b>	Appendix A – APT summary page Appendix B – 1% Transfer to HNB
<b>Recommendation(s)</b>	<input type="checkbox"/> <b>Information</b> <input type="checkbox"/> <b>Consultation</b> <input checked="" type="checkbox"/> <b>Decision</b>

#### **1. Recommendations**

Schools Forum is asked to support the 2026/27 funding factor values as set out in Appendix A and the draft 2026/27 funding allocations for each school as set out in Appendix B.

#### **2. Report Summary**

This report provides a briefing on the final Schools Block allocation of the Dedicated Schools Grant (DSG) for 2026/27, following the receipt of final funding allocations and the Authority Proforma Tool (APT) on 17 December 2025.

This report outlines the principles under which the Council will set the local Hillingdon school funding formula for 2026/27 in light of the 2026/27 settlement for the Schools Block of the DSG received on 17 December 2025.

#### **3. Background**

The final allocation for Hillingdon's Schools Block Dedicated Schools Grant (DSG) for 2026/27 is £307.9 million prior to recoupment. This figure incorporates the 2025/26

National Insurance Contributions (NICs) Grant and the full-year equivalent of the Schools Budget Support Grant (SBSG), both of which have been consolidated into the Schools Block National Funding Formula (NFF) for 2026/27. In comparison, the 2025/26 allocation was £299.4 million, reflecting a headline increase of £8.4 million (2.8%) before recoupment for academy and free school provision. However, as the combined annualised value of the two grants is £8.0 million, the underlying increase in funding is approximately 0.1%.

#### **4. Setting the 2026/27 schools funding formula**

The 2026/27 local schools funding formula will be set by the Council using the following:

- the funding factors in the local Hillingdon schools funding formula will move closer to the factor values in the NFF, with the AWPU rate being set at the 1% higher to lowest rate that can be funded.
- each school will receive a minimum increase in their per pupil funding as per the DfE minimum allocations.
- Hillingdon's 2026-27 local formula will continue to mirror the national funding formula, as per funding regulation requirements. Hillingdon does not apply capping and scaling to gains avoids disproportionately impacting the schools with the highest increases in deprivation and mobility, and those with falling rolls, who see the largest per pupil gains through the national funding formula.
- The funding ratio per pupil of Primary to Secondary sector is 1 to 1.33.
- The proposed budgets in this report use the Authority Proforma Tool (APT) and operational guidance to update the model.

#### **5. National Funding Formula Changes**

Key change to the schools National Funding Formula in 2026/27 are:

Rolling the School Budget Support grant (SBSG) and the National Insurance contributions (NICs) grant from 2025/26 by:

- adding amounts representing what schools receive through the grants into their baselines
- adding the value of the lump sums, basic per pupil rates and free school meals (FSM6) parts of the grants onto the respective factors in the NFF

With regard to SBSG funding, the grant rates are uplifted to make them 'annualised' before they are rolled in to the NFF. (This does not apply to the NICs grant funding, as this was already provided on a full year basis in 2025/26).

Further increases are applied to NFF factor values (on top of the amounts the DfE have added for the NICs grant and annualised SBSG), as can be afforded following the settlement of the core schools budget for 2026/27.

#### **6. Growth Fund**

It was not proposed to create a Growth Fund allocation for 2026/27 and as a result the allocation is set at £0.

## **7. Schools Block Transfer Disapplication and Education Statutory duties de-delegation requests**

The Schools Forum did not vote in favour of the 1% Schools Block Transfer proposal or the Education Statutory Duties delegation request. Disapplication's for both proposals were submitted to the Secretary of State in November 2025 and a formal decision is currently awaited. These proposals have been incorporated into the Authority Proforma Tool, however, the associated values may require revision once the Secretary of State's determination has been received. The outcome of this decision will have implication for the final funding allocations and may necessitate adjustments to the Authority Proforma Tool. Further updates will be provided to the Schools Forum and relevant stakeholders upon receipt of the decision.

## **6. Provisional Funding at Schools Level**

6.1 The proposed 2026/27 School Block DSG Budget was produced on the assumption of a 1% transfer from the Schools Block to support the High Needs Block, as requested to the DfE in November 2025. The Council is still awaiting a decision from the Secretary of State.

6.2 Table 1 below summarises the proposed allocation of the 2026/27 Schools Block DSG with the 1% schools block transfer (£3.5m) at a local authority level.

This shows:

- Basic Entitlement (which is the funding through AWPU) funded at the minimum allowable values.
- Additional Education Needs (AEN), which is the sum of funding for the funding factors that are mostly linked to deprivation factors such as Free School Meals, English as an Additional Language (EAL), low prior attainment, funded at the minimum allowable values.
- School Factors (the lump sum, split sites, additional lump sums for amalgamated schools etc) funded at the minimum allowable values.

**Table 1: Proposed 2026/27 School Block Budget:**  
(allowing for 1% schools block transfer)

	£'M
Basic Entitlement Total	228.307
AEN Total	57.677
School Factors	18.361
<b>Total Allocation</b>	<b>304.345</b>
MFG Adjustment	0.440
<b>Post MFG Budget</b>	<b>304.786</b>

<b>Growth Fund</b>	0
<b>2026/27 Schools Block allocation</b>	<b>304.786</b>

6.4 Appendix B shows the provisional 2026/27 funding allocations for each school and how the total funding is allocated provisionally across schools with a 1% schools block transfer. It is important to note that these allocations are provisional as they are subject to validation checks on the proposed funding allocations submitted by the Council to the DfE through the APT proforma. The final school level allocations will be presented to the March 2026 School Forum meeting.

6.5 It should also be noted that the following elements of the 2026/27 schools funding are applicable to maintained schools only and are outside the funding formula, and if approved by the Secretary of State, will need to be deducted from the funding allocations shown at Appendix B:

- General Education duties for maintained schools' budgets for 2026/27 and will be deducted at £12.00 per pupil from the budget shares maintained schools receive for 2026/27 totalling approximately £0.208m.

## 7. Payment of School Business Rates

Changes to the arrangements for administering the payment of schools business rates were introduced from 1 April 2024. With effect from 1 April 2024, rates will be paid by the DfE directly to billing authorities on behalf of all maintained schools and academies. The Authority Proforma Tool shows the adjustment for NNDR for 2026/27 of £3.4m.

## 8. Funding Outside of the Formula

Schools will also receive funding outside of the formula, where appropriate for:

### High Needs Block

- Top Up funding for pupils with Education, Health and Care plans in mainstream schools
- SEN Units or Resourced Provisions

### Early Years Block

- Children in nursery classes

### Other Grants

- Pupil premium,
- Universal Infant Free School Meals
- Post 16 Funding

## 9. Next steps

- 9.1 Deadline for submission of the APT proforma that is used to calculate Individual School Budgets is 22 January 2026. This will be subject to a series of validation checks by the DfE which could lead to adjustments to the provisional funding allocations to individual schools shown in Appendix B of this report.
- 9.2 Council approval of the 2026/27 schools budget on 19 February 2026.

Local Authority Funding Resource Details		Wellingborough				Grand Total			
LA Number	LA Name	Wellingborough		Wellingborough		Grand Total			
LA Number	LA Name	Primary amount per pupil funding level		Secondary (BMS only) amount per pupil funding level		Secondary amount per pupil funding level		Grand Total (BMS values are zero)	
		£1,000.00		£1,000.00		£1,000.00		£1,000.00	
Part 1: Pupil									
(i) Basic per pupil established	Description	Amount per pupil		Pupil Total		Total		Proportion of total per Pupil funding level	
	Primary (BMS only) amount per pupil funding level	£1,000.00		£1,000.00		£1,000.00		National BMS (%)	
	Primary 1 (Class 1 to 6)	£1,000.00		£1,000.00		£1,000.00		21.00%	
	Primary 2 (Class 7 to 8)	£1,000.00		£1,000.00		£1,000.00		21.00%	
	Primary 3 (Class 9 to 11)	£1,000.00		£1,000.00		£1,000.00		21.00%	
(ii) Discretion	Description	Primary amount per pupil		Secondary amount per pupil		Total		Proportion of total per Pupil funding level	
	Primary (BMS only) amount per pupil	£1,000.00		£1,000.00		£1,000.00		National BMS (%)	
	Wing	£1,000.00		£1,000.00		£1,000.00		21.00%	
	Wing 1	£1,000.00		£1,000.00		£1,000.00		21.00%	
	Wing 2	£1,000.00		£1,000.00		£1,000.00		21.00%	
(iii) Mobility	Description	Primary amount per pupil		Secondary amount per pupil		Total		Proportion of total per Pupil funding level	
	Primary (BMS only) amount per pupil	£1,000.00		£1,000.00		£1,000.00		National BMS (%)	
	Wing	£1,000.00		£1,000.00		£1,000.00		21.00%	
	Wing 1	£1,000.00		£1,000.00		£1,000.00		21.00%	
	Wing 2	£1,000.00		£1,000.00		£1,000.00		21.00%	
(iv) Income	Description	Primary amount per pupil		Secondary amount per pupil		Total		Proportion of total per Pupil funding level	
	Primary (BMS only) amount per pupil	£1,000.00		£1,000.00		£1,000.00		National BMS (%)	
	Wing	£1,000.00		£1,000.00		£1,000.00		21.00%	
	Wing 1	£1,000.00		£1,000.00		£1,000.00		21.00%	
	Wing 2	£1,000.00		£1,000.00		£1,000.00		21.00%	
(v) Other Factors	Description	Primary amount per pupil		Secondary amount per pupil		Total		Proportion of total per Pupil funding level	
	Primary (BMS only) amount per pupil	£1,000.00		£1,000.00		£1,000.00		National BMS (%)	
	Wing	£1,000.00		£1,000.00		£1,000.00		21.00%	
	Wing 1	£1,000.00		£1,000.00		£1,000.00		21.00%	
	Wing 2	£1,000.00		£1,000.00		£1,000.00		21.00%	
(vi) Other Factors	Description	Primary amount per pupil		Secondary amount per pupil		Total		Proportion of total per Pupil funding level	
	Primary (BMS only) amount per pupil	£1,000.00		£1,000.00		£1,000.00		National BMS (%)	
	Wing	£1,000.00		£1,000.00		£1,000.00		21.00%	
	Wing 1	£1,000.00		£1,000.00		£1,000.00		21.00%	
	Wing 2	£1,000.00		£1,000.00		£1,000.00		21.00%	
Total Pupil Funding		£1,000.00		£1,000.00		£1,000.00		£1,000.00	
Part 2: School									
(i) Basic									
(a) Basic per pupil established									
(b) Basic per pupil established									
(c) Basic per pupil established									
(d) Basic per pupil established									
(e) Basic per pupil established									
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(xx) Basic per pupil established									
(yy) Basic per pupil established								</td	

URN	LAESTAB	School Name	2026-27 BUDGET					2025-26 BUDGET					Variance 25/26 - 26/27					Comments
			NOR (from Adjusted Factors column O)	NOR Primary (from Adjusted Factors column P)	NOR Secondary y (from Adjusted Factors column S)	Post De-delegation and Education functions budget after deduction of 26-27 NFF NNDR allocation	URN	LAESTAB	School Name	NOR (from Adjusted Factors column O)	NOR Primary (from Adjusted Factors column P)	NOR Secondary y (from Adjusted Factors column S)	Post De-delegation and Education functions budget after deduction of 25-26 NFF NNDR allocation	Variance NOR Increase/Decrease	% NOR Variance	Variance Funding Increase/Decrease	% Funding Variance	
		<b>TOTAL</b>	<b>43,486</b>	<b>25,666</b>	<b>37,800</b>	<b>301,454,824</b>			<b>4,444</b>	<b>26,424</b>	<b>18,122</b>	<b>294,351,953</b>	<b>-1,004</b>	<b>-3.0%</b>	<b>6,706,972</b>	<b>84</b>		
1022988	3122003	Beaune Primary School	188.00	100.00	0.00	£1,727,672.15	1022988	3122003	Beaune Primary School	189.00	100.00	0.00	£1,728,082.80	-1.00	-5.0%	£1,728,082.80	1.42% -9.21%	
1023699	3122004	The Breakepear School	630.00	360.00	0.00	£3,273,621.15	1023699	3122004	The Breakepear School	609.00	360.00	0.00	£3,070,991.87	-21.00	-3.45%	205,207.28	6.70% -6.80%	
1023723	3122010	Colham Manor Primary School	524.00	324.00	0.00	£3,284,496.21	102373	3122010	Colham Manor Primary School	554.00	354.00	0.00	£3,274,537.90	-30.00	-5.42%	7,928.31	0.24% -0.09%	
102375	3122012	Cotford Infant School	149.00	149.00	0.00	£1,023,229.41	102375	3122012	Cotford Infant School	171.00	171.00	0.00	£1,110,322.09	-22.00	-12.87%	£9,092.66	-8.0%	
102377	3122016	Deanesfield Primary School	617.00	317.00	0.00	£3,354,096.89	102377	3122016	Deanesfield Primary School	620.00	320.00	0.00	£3,262,783.06	-3.00	-0.48%	91,312.84	2.80% -0.01%	
102379	3122019	Field End Infant School	207.00	207.00	0.00	£1,346,380.18	102379	3122019	Field End Infant School	240.00	240.00	0.00	£1,480,057.09	-33.00	-13.75%	£1,480,057.09	-2.91% -9.21%	
102380	3122020	Glebe Primary School	580.00	330.00	0.00	£3,273,621.15	102380	3122020	Glebe Primary School	578.00	378.00	0.00	£2,961,682.82	-20.00	-0.35%	12,619.20	4.13% -6.80%	
102381	3122021	Hartley Junior School	231.00	211.00	0.00	£3,265,063.93	102381	3122021	Hartley Junior School	200.00	200.00	0.00	£271,758.89	-3.00	-1.50%	£2,724,000.00	-8.68% -0.00%	
102382	3122024	Hilfield Infant School	121.00	121.00	0.00	£324,421.17	102382	3122024	Hilfield Infant School	134.00	134.00	0.00	£382,004.92	-13.00	-9.70%	£43,583.74	-5.00% -0.00%	
102383	3122028	Hartlyn Primary School	348.00	348.00	0.00	£2,071,795.89	102383	3122028	Hartlyn Primary School	375.00	375.00	0.00	£2,150,898.89	-29.00	-7.73%	£78,093.00	-3.07% -0.00%	
102384	3122026	Harmonsworth Primary School	193.00	193.00	0.00	£1,259,481.81	102384	3122026	Harmonsworth Primary School	191.00	191.00	0.00	£1,192,811.36	-2.00	-1.05%	65,670.53	5.51% -0.01%	
102385	3122028	Heathrow Primary School	371.00	371.00	0.00	£2,301,879.03	102385	3122028	Heathrow Primary School	379.00	379.00	0.00	£2,272,845.00	-8.00	-2.11%	26,033.35	1.14% -0.01%	
102386	3122028	Lady Banks Primary School	580.00	340.00	0.00	£3,273,621.15	102386	3122028	Lady Banks Primary School	571.00	351.00	0.00	£3,017,551.58	-25.00	-4.38%	255,266.33	8.46% -0.01%	
102387	3122028	Leigh Primary School	384.00	244.00	0.00	£2,150,898.89	102387	3122028	Leigh Primary School	365.00	362.00	0.00	£2,127,758.89	-27.00	-7.44%	£78,093.00	-3.07% -0.00%	
102388	3122028	Newham Junior School	352.00	257.00	0.00	£1,529,087.73	102388	3122028	Newham Junior School	353.00	353.00	0.00	£1,852,288.80	-1.00	-0.28%	67,118.84	3.68% -0.01%	
102394	3122038	Newham Infant and Nursery School	257.00	257.00	0.00	£1,474,698.89	102394	3122038	Newham Infant and Nursery School	257.00	257.00	0.00	£1,411,197.46	0.00	0.00%	63,497.37	4.50% -0.00%	
102398	3122052	Whiteheath Junior School	419.00	419.00	0.00	£2,061,610.80	102398	3122052	Whiteheath Junior School	399.00	396.00	0.00	£2,372,782.40	20.00	5.01%	252,745.67	10.65% -0.01%	
102400	3122054	Whiteheath Junior School	275.00	275.00	0.00	£1,559,962.00	102400	3122054	Whiteheath Junior School	301.00	301.00	0.00	£1,619,204.61	-26.00	-8.84%	46,302.52	-4.99% -0.00%	
102401	3122054	Whiteheath Junior School	425.00	425.00	0.00	£2,061,610.80	102401	3122054	Whiteheath Junior School	400.00	400.00	0.00	£2,061,682.80	-25.00	-5.38%	£2,061,682.80	-0.00% -0.00%	
102404	3122061	Woolridge Infant and Nursery School	336.00	200.00	0.00	£1,251,804.40	102404	3122061	Woolridge Infant and Nursery School	326.00	204.00	0.00	£1,089,000.00	-18.00	-3.92%	£13,131.71	-0.01% -0.00%	
102405	3122033	Mixed Infant and Nursery School	384.00	291.00	0.00	£1,801,871.83	102405	3122033	Mixed Infant and Nursery School	304.00	204.00	0.00	£1,852,288.80	-1.00	-0.28%	67,118.84	3.68% -0.01%	
102406	3122038	Whiteheath Junior School	257.00	257.00	0.00	£1,474,698.89	102406	3122038	Whiteheath Junior School	202.00	202.00	0.00	£1,411,197.46	0.00	0.00%	63,497.37	4.50% -0.00%	
102407	3122093	Hilfield Primary School	236.00	236.00	0.00	£1,516,610.80	102407	3122093	Hilfield Primary School	249.00	249.00	0.00	£1,504,294.00	-18.00	-7.32%	12,316.11	0.62% -0.00%	
102408	3122064	Wabrendi Primary School	587.00	587.00	0.00	£3,811,781.80	102408	3122064	Wabrendi Primary School	598.00	598.00	0.00	£3,744,391.99	-22.00	-2.90%	73,487.19	1.96% -0.01%	
102409	3122065	Wabrendi Primary School	400.00	400.00	0.00	£2,159,455.57	102409	3122065	Wabrendi Primary School	411.00	411.00	0.00	£2,130,810.00	-18.00	-2.58%	17,615.67	0.83% -0.01%	
102411	3122069	Whiteheath Infant School	270.00	270.00	0.00	£1,266,658.73	102411	3122069	Whiteheath Infant School	287.00	287.00	0.00	£1,709,740.00	-8.00	-2.79%	20,643.81	1.14% -0.01%	
102412	3122071	Whiteheath Infant & Nursery School	187.00	187.00	0.00	£1,559,962.00	102412	3122071	Whiteheath Infant & Nursery School	188.00	188.00	0.00	£1,619,204.61	-1.00	-0.51%	40,681.36	3.47% -0.00%	
102414	3122078	Whiteheath Infant & Nursery School	322.00	200.00	0.00	£1,905,097.43	102414	3122078	Whiteheath Infant & Nursery School	326.00	204.00	0.00	£1,049,409.25	-26.00	-4.64%	27,726.00	3.41% -0.00%	
102416	3122081	Rivervale Primary School	255.00	255.00	0.00	£1,621,054.00	102416	3122081	Rivervale Primary School	247.00	247.00	0.00	£1,469,210.86	-8.00	-3.24%	152,812.49	10.41% -0.00%	
131308	3122084	Cherry Lane Primary School	503.00	503.00	0.00	£3,272,248.32	131308	3122084	Cherry Lane Primary School	592.00	592.00	0.00	£3,634,400.98	-89.00	-15.35%	362,651.76	-9.66% -0.00%	
102417	3123000	Bishop Wellington-Ingram CofE Primary School	202.00	202.00	0.00	£1,223,644.67	102417	3123000	Bishop Wellington-Ingram CofE Primary School	202.00	202.00	0.00	£1,223,200.00	0.00	0.00%	38,355.37	3.24% -0.00%	
102418	3123002	Holy Trinity CofE Primary School	180.00	180.00	0.00	£1,152,292.60	102418	3123002	Holy Trinity CofE Primary School	177.00	177.00	0.00	£1,069,626.96	3.00	1.69%	83,296.12	7.79% -0.01%	
102420	3123007	Dr Trelivet's CofE Primary School	405.00	405.00	0.00	£2,465,059.67	102420	3123007	Dr Trelivet's CofE Primary School	408.00	408.00	0.00	£2,381,690.05	-3.00	-0.74%	83,365.02	3.50% -0.01%	
102421	3123008	St Edmund's C of E Primary School	600.00	360.00	0.00	£3,474,250.00	102421	3123008	St Edmund's C of E Primary School	607.00	367.00	0.00	£3,403,045.24	-24.00	-6.91%	36,958.80	2.83% -0.00%	
102422	3123011	Hayes Park School	1,154.00	600.00	0.00	£1,704,753.00	102422	3123011	Hayes Park School	1,153.00	600.00	0.00	£1,624,045.24	-20.00	-3.57%	85,270.80	4.95% -0.00%	
102451	3123441	Hartington School	1,120.00	0.00	1,120.00	£9,601,479.80	102451	3123441	Hartington School	1,117.00	0.00	1,117.00	£9,198,790.87	3.00	0.27%	492,689.02	5.26% -0.00%	
138893	3123201	Betmore Primary Academy	475.00	475.00	0.00	£3,029,442.44	138893	3123201	Betmore Primary Academy	538.00	538.00	0.00	£3,223,072.01	-64.00	-11.27%	214,529.57	-6.66% -0.00%	
139117	3122002	Brockleside Primary School	305.00	305.00	0.00	£1,098,341.74	139117	3122002	Brockleside Primary School	311.00	211.00	0.00	£1,096,391.80	-14.00	-4.35%	1,849.93	0.09%	
138926	3123011	Cotford Junior School	227.00	227.00	0.00	£1,488,408.13	138926	3123011	Cotford Junior School	255.00	255.00	0.00	£1,555,827.32	-28.00	-10.88%	1,701,191.16	-4.56% -0.00%	
139175	3123017	Laurel Lane Primary School	237.00	237.00	0.00	£1,715,940.47	139175	3123017	Laurel Lane Primary School	265.00	265.00	0.00	£1,819,665.95	-28.00	-10.57%	104,718.78	-5.76% -0.01%	
140874	3123018	Field End Junior School	250.00	250.00	0.00	£1,524,740.00	140874	3123018	Field End Junior School	268.00	268.00	0.00	£1,642,000.63	-20.00	-7.44%	48,206.30	3.00% -0.00%	
138926	3123026	Lake Farm Primary School	240.00	240.00	0.00	£1,501,843.60	138926	3123026	Lake Farm Primary School	253.00	253.00	0.00	£1,501,743.60	-1.00	-0.04%	48,206.30	3.00% -0.00%	
140877	3123027	John Locke Academy	613.00	300.00	0.00	£1,458,927.25	140877	3123027	John Locke Academy	618.00	618.00	0.00	£1,327,604.21	-5.00	-8.01%	131,223.05	3.95% -0.00%	
140881	3123028	Lake Farm Primary School	587.00	587.00	0.00	£1,268,456.00	140881	3123028	Lake Farm Primary School	614.00	614.00	0.00	£1,601,276.78	-27.00	-4.40%	41,068.16	-11.46% -0.01%	
140884	3123035	St Martin's Church of England Primary School	197.00	197.00	0.00	£1,352,494.00	140884	3123035	St Martin's Church of England									

 <b>HILLINGDON</b> <small>LONDON</small>	<b>London Borough of Hillingdon</b> <b>Schools Forum</b> <b>15 January 2026</b>
<b>Title</b>	<b>Central Schools Service Block (CSSB) Budget 2026-27</b>
<b>Agenda Item</b>	<b>6b</b>
<b>Report by</b>	Kamaljit Kaur – Lead Finance Business Partner <a href="mailto:Kkaur2@hillingdon.gov.uk">Kkaur2@hillingdon.gov.uk</a>  Luisa Hansen – Head of Finance – Children and SEND <a href="mailto:Lhansen@hillingdon.gov.uk">Lhansen@hillingdon.gov.uk</a>
<b>Appendices</b>	None
<b>Recommendation</b>	Schools Forum is asked to approve the Council's CSSB budget for 2026/27 following agreement at the Schools Forum meeting on 15 January 2026.

## 1. Introduction

The Central Schools Service Block (CSSB) grant is a block of the Dedicated Schools Grant (DSG) intended to fund local authorities to carry out the statutory duties they hold for both maintained schools and academies, as defined by the Department of Education (DfE) and listed below.

This report sets out the functions that the Council proposes to fund from the 2026/27 CSSB grant and the associated budget allocations. School Forum is required to approve the CSSB allocations, except for Copyright Licensing, which is negotiated on behalf of all LAs by the DfE.

## 2. Recommendation

It is recommended that the Schools Forum:

- Notes the CSSB allocation for 2026/27 of £2.491m and the associated budget allocations as detailed in this report.
- Approves the proposed distribution of CSSB funding across statutory and operational functions, including Admissions, Virtual School, Attendance and Inclusion, and other essential services.
- Agrees that the CSSB budget for 2026/27 is fully committed and supports the continued delivery of statutory duties within the available funding envelope.

## 3. Background

The CSSB continues to provide funding for local authorities to carry out statutory central functions on behalf of all maintained schools and academies, comprising 2 distinct elements:

- ongoing responsibilities
- historic commitments

The CSSB brings together:

- Funding previously allocated through the retained duties element of the Education Services Grant (ESG).
- Funding for ongoing central functions such as admissions previously top sliced from the schools block.
- Residual funding for historic commitments previously top sliced from the schools' block.

The functions that can currently be funded from the CSSB are listed in Schedule 2, Parts 2 and 3 of the School and Early Years Finance Regulations 2023.

Historic commitments funding is subject to an annual 20% reduction, encouraging local authorities to cease expenditure. The principal cost is related to ongoing redundancy costs for staff that left schools in 2013-14, the costs related to these reduced further by 20%.

#### 4. 2026/27 CSSB Funding Allocation for Hillingdon

The Council's Central School Services Block (CSSB) allocation for 2026/27 is £2,491,359, reflecting a net decrease of £19,657 compared to 2025/26. This reduction occurs despite a 5% increase in the CSSB unit rate (from £48.59 to £50.95), primarily due to a decline in pupil numbers - 1,087 fewer pupils than the previous year.

Funding for ongoing responsibilities has increased by £49,732, driven by the higher unit rate. However, this gain is offset by a significant reduction in historic commitments funding, which decreased by £69,363. The combined effect of these changes results in the overall reduction in the CSSB allocation.

Financial Year	CSSB unit of funding (£s)	CSSB pupil count	Funding for Ongoing responsibilities	Funding for historic commitments (£s)	Total central school services block (£s)
2026/27	£50.95	43,453	£2,213,930	£277,454	£2,491,359
2025/26	£48.59	44,540	£2,164,199	£346,817	£2,511,016
Change	£2.36	-1,087	£49,732	-£69,363	-£19,657

## 5. Functions to be funded from the 2026/27 CSSB

The table below summarises the functions that the Council proposes to fund from the CSSB for 2026/27 and the associated budget allocations:

Central School Services Block	2026/27 £'m
Pupil Led Funding	2.214
Funding for historical commitments	0.277
<b>Total CSSB DSG Allocation</b>	<b>2.491</b>
<b>Budget Allocations</b>	
Non-statemented LAC placements	0.082
Servicing of Schools Forum	0.005
Admissions	0.601
Virtual school	0.517
Copyright Licences	0.349
Schools Organisation Central	0.064
Hillingdon SACRE	0.012
Attendance and Inclusion (Access Team) and Safeguarding Officer	0.460
Contribution towards Education Finance Team	0.185
Education Senior Management	0.217
<b>Total expenditure</b>	<b>2.491</b>

### **Non-statemented LAC placements – £0.082m**

This allocation covers the education element of residential placements for looked-after children placed outside the borough. These costs are ongoing due to the continuing demand for specialist provision.

### **Servicing of Schools Forum – £0.005m**

This budget funds the administrative costs of running the Schools Forum, including clerking and meeting support, ensuring compliance with statutory requirements.

### **Admissions – £0.601m**

This allocation supports the School Placement and Admissions team, which manages school admissions and placements.

### **Virtual School – £0.517m**

The Virtual School supports the education of looked-after children. CSSB contributes £0.517m, supplemented by £0.534m from the Pupil Premium Plus grant, ensuring continuity of support for vulnerable learners.

### **Copyright Licences – £0.349m**

The ESFA procures copyright licences centrally for all schools, and the cost is charged to DSG. The allocation allows for an estimated 5% increase on the previous year's charge of £332k.

### **Schools Organisation Central – £0.064m**

This budget funds the School Place Planning Officer post, responsible for forecasting pupil numbers and ensuring sufficient school places across the borough.

**Hillingdon SACRE – £0.012m**

Every local authority must maintain a Standing Advisory Council on Religious Education (SACRE). This allocation covers the statutory costs of SACRE operations.

**Attendance and Inclusion (Access Team) and Safeguarding Officer – £0.460m**

This allocation supports work with schools to promote good attendance and engagement, safeguarding children, and advising on policy and practice.

**Contribution towards Education Finance Team – £0.185m**

This budget funds financial support for education services, including statutory financial reporting and compliance.

**Education Senior Management – £0.217m**

This allocation contributes to senior management costs for statutory and regulatory duties under Schools and Early Years regulations, including strategic planning.



**London Borough of Hillingdon**

## **Scheme for Financing Schools**

**April 2025 – March 2026**

**Schools Forum reviewed: 7<sup>th</sup> October 2025**

# Scheme for Financing Schools

Section	Title
Section 1	<u>Introduction</u>
Section 2	<u>Financial Controls</u>
Section 3	<u>Instalments of budget share: banking arrangements</u>
Section 4	<u>Treatment of surpluses and deficits</u>
Section 5	<u>Income</u>
Section 6	<u>Charging of school budget shares</u>
Section 7	<u>Taxation</u>
Section 8	<u>Provision of services and facilities by the Authority</u>
Section 9	<u>PFI Clauses</u>
Section 10	<u>Insurance</u>
Section 11	<u>Miscellaneous</u>
Section 12	<u>Responsibility for repairs and maintenance</u>
Section 13	<u>Community Facilities</u>
Appendix 1	<u>Schools subject to the scheme</u>
Appendix 2	<u>Best Value and Schools</u>
Appendix 3	<u>Categories of work for repairs and maintenance</u>
Appendix 4	<u>Responsibility for redundancy and early retirement costs</u>
Appendix 5	<u>ECT Loan Application Model</u>

## Section 1: Introduction

## 1.1 The funding framework

The London Borough of Hillingdon is committed to a funding framework, agreed with its schools, which supports school improvement, strengthens outcomes for pupils and allows schools and the local authority to offer efficient and effective services. The funding framework which replaces local management of schools is set out in the legislative provisions in sections 45- 53 of the School Standards and Framework Act 1998 and School and Early Years Finance (England) Regulations 2024.

Under this legislation, local authorities determine for themselves the size of their schools budget and their non-schools education budget – although at a minimum an authority must appropriate its entire Dedicated Schools Grant to their schools budget. The categories of expenditure which fall within the two budgets are prescribed under regulations made by the Secretary of State, but included within the two, taken together, is all expenditure, direct and indirect, on an authority's maintained schools except for capital and certain miscellaneous items. Authorities may deduct funds from their schools budget for purposes specified in regulations made by the Secretary of State under s.45A of the Act (the centrally retained expenditure).

The amounts to be deducted for these purposes are decided by the authority concerned, subject to any limits or conditions (including gaining the approval of their Schools Forum or the Secretary of State in certain instances) as prescribed by the Secretary of State. The balance of the school's budget left after deduction of the centrally retained expenditure is termed the Individual Schools Budget (ISB). Expenditure items in the non-school's education budget must be retained centrally (although earmarked allocations may be made to schools).

Authorities must distribute the ISB amongst their maintained schools using a formula which accords with regulations made by the Secretary of State and enables the calculation of a budget share for each maintained school. This budget share is then delegated to the governing body of the school concerned, unless the school is a new school which has not yet received a delegated budget, or the right to a delegated budget has been suspended in accordance with s.51 of the Act. The financial controls within which delegation works are set out in a scheme made by the authority in accordance with s.48 of the Act and regulations made under that section. All proposals to revise the scheme must be approved by the schools forum, though the authority may apply to the Secretary of State for approval in the event of the forum rejecting a proposal or approving it subject to modifications that are not acceptable to the authority.

Subject to any provision made by or under the scheme, governing bodies of schools may spend such amounts of their budget shares as they think fit for any purposes of their school\* and for any additional purposes prescribed by the Secretary of State in regulations made under s.50 of the Act. (\*Section 50 has been amended to provide that amounts spent by a governing body on providing community facilities or services under section 27 of the Education Act 2002 are

treated as if they were amounts spent for the purposes of the school (s50(3A) of the Act.)

An authority may suspend a school's right to a delegated budget if the provisions of the authority's financial scheme (or rules applied by the scheme) have been substantially or persistently breached, or if the budget share has not been managed satisfactorily. A school's right to a delegated budget share may also be suspended for other reasons (schedule 17 to the Act).

Each authority is obliged to publish each year a statement setting out details of its planned Schools Budget and other expenditure on children's services, showing the amounts to be centrally retained and funding delegated to schools. After each financial year the authority must publish a statement showing outturn expenditure at both central level and for each school, and the balances held in respect of each school.

The detailed publication requirements for financial statements are set out in directions issued by the Secretary of State, but each school must receive a copy of each year's budget and outturn statements so far as they relate to that school or central expenditure.

Regulations also require a local authority to publish their scheme and any revisions to it on a website accessible to the general public, by the date that any revisions come into force, together with a statement that the revised scheme comes into force on that date.

## **1.2 The role of the scheme**

The scheme is binding on both the Authority and maintained schools. It aims to set the financial relationship between the Local Authority and the maintained schools which it funds. The scheme contains requirements relating to financial management and associated issues and sets parameters within which schools can exercise the financial and management freedoms they have experienced in Hillingdon, both as LA maintained schools with high levels of delegation and local bank accounts, and as former grant maintained schools with full delegation.

The scheme represents the minimum requirements necessary for the Chief Financial Officer of the Authority to exercise his/her responsibilities under s.151 of the Local Government Act 1972.

### **1.2.1 Application of the scheme to the Authority and maintained schools**

This scheme applies to all community, nursery, special, voluntary, foundation (including trust), foundation special schools and PRUs maintained by the authority whether they are situated in the area of the authority or situated elsewhere.

It does not apply to schools situated in the authority's area which are maintained by another authority. Nor does it apply to academies, free schools, University Technical Colleges or Studio Colleges.

A list of the schools to which this scheme applies is in **Appendix 1**.

### **Publication of the scheme**

A copy of the scheme and any amendments to it will be published on <https://www.hillingdon.gov.uk/schools-forum> so that it is accessible to all schools and the general public.

### **1.3 Revision of the scheme**

There are no directed revisions issued by the Secretary of State for the 2025-26 period. This scheme reflects the statutory guidance as published in March 2025. Any proposed revisions to the scheme will be the subject of consultation with the governing body and head teacher at every school maintained by the Local Authority. Following consultation, all proposed revisions must be submitted to the schools forum for approval by members of the forum representing maintained schools. Where the schools forum does not approve them or approves them subject to modifications which are not acceptable to the authority, the authority may apply to the Secretary of State for approval. It is also possible for the Secretary of State to make directed revisions to schemes after consultation. Such revisions become part of the scheme from the date of the direction

### **1.4 Delegation of powers to the head teacher**

It is a requirement that each Governing Body puts in writing the **financial** powers it has delegated to sub-committees and to the head teacher. Any decision (and subsequent revisions) should be recorded in the minutes of the governing body. The precise arrangements are for each Governing Body to determine for itself, but the LA would recommend as good practice that a Finance sub-committee be established to consider the budget position of the school and to report to the Governing Body on its findings. The LA would also wish to recommend the following split between Governing Body (and sub-committee) and the head teacher.

#### **Financial responsibilities to be retained by the Governing Body (including those responsibilities delegated to a Finance sub-committee):**

- Overall responsibility for the financial management and budgetary control of the school.
- Approval of the revenue budget as prepared and submitted by the head teacher.
- Regular review of the school's expenditure against the budget based upon reports from the head teacher, giving details of performance, especially with respect to variations on the budget plan resulting in under/ over-spends.
- Approval of proposals to exceed agreed limits of delegated authority.
- Approval of funds to be spent on prescribed capital projects subject to the Council's agreement and statutory regulations.
- Approval of additional insurance cover to be funded from the school's delegated budget.

- Approval of the disposal of obsolete or surplus items of equipment valued at more than **£500** but not exceeding **£5,000** (above which the approval of the Chief Financial Officer is required.)
- The opening and acceptance of tenders required to comply with the Council's standing orders for contracts provided to or by the governing body.

**Financial responsibilities to be delegated to the head teacher.**

- Day-to-day responsibility for the financial management and budgetary control of the school.
- Any other financial responsibilities apart from those listed above as remaining the responsibility of the Governors.
- To ensure compliance with the Council's standing orders and financial regulations.

The Governing Body is responsible for approving the first formal budget plan of each financial year, regardless of the arrangements for delegations.

### **1.5 Maintenance of Schools**

The Local Authority is responsible for maintaining the schools covered by the scheme, (except in the case of a voluntary aided school where some of the expenses are, by statute, payable by the governing body). Part of the way an authority maintains its schools is through the delegation of funding to schools including a provision for maintenance.

## Section 2: Financial Controls

### 2.1.1 Application of financial controls to schools

Schools are obliged to adhere to requirements on financial controls and monitoring in the management of their delegated budget and any earmarked sums devolved to the school. In particular, schools must comply with:

- a) Hillingdon's **Financial Regulations** – Appendix 1 of **Guidance to Schools on Financial Management**
- b) Hillingdon's **Standing Orders (Schools)** – Appendix 2 of **Guidance to Schools on Financial Management**

### 2.1.2 Provision of financial information and reports

Schools should provide the authority with details of anticipated and actual expenditure and income, in a form and at times determined by the authority, currently the local authority require schools to submit quarterly returns. Where a school is in financial difficulty, the local authority may take the decision to request monthly monitoring reports in order to ensure that the financial position is being adequately managed and the recovery is in line with the recovery plan. The necessary reports are explained in the **Requirements on Financial Reporting** within the [\*\*Guidance to Schools on Financial Management\*\*](#) (section 2).

The format determined by the LA for submission of information should so far as possible take account of the Consistent Financial Reporting framework and the desirability of compatibility with that framework.

### 2.1.3 Payment of salaries; payment of bills

School's internal procedures for paying salaries and other bills can be set at the discretion of the governing body, within the constraints of the Council's Financial Regulations and Standing Orders. Separate guidance on setting internal procedures is provided to schools in the [\*\*Guidance to Schools on Financial Management\*\*](#).

### 2.1.4 Control of assets

The governing body is responsible for the management of the school's resources which include the custody and control of stocks and stores and the maintenance of a record of stock receipts and issues.

The governing body is required to maintain an inventory of all its moveable non-capital assets (including commercial lease agreements for assets i.e. minibuses and photocopier leases), furniture, plant, computer and other equipment, tools and individual articles for all items valued at over £1,000.

Requirements relating to inventories are included in the Hillingdon **Financial Regulations (contained in Appendix 1 of Guidance to Schools for Financial Management)**.

The inventory must record the necessary details to meet audit requirements and should be checked annually. This document's £1,000 limit supersedes the £250 value stated in the section D of [Guidance to Schools on Financial Management](#). However, schools are free to determine their own arrangements for keeping a register of assets worth less than £1,000. The Authority encourages schools to register anything that is portable and attractive, such as a camera. They should keep a register in some form.

The governing body must authorise all write offs and disposals of surplus equipment and stocks. Where these are sold, schools should have regard to obtaining the best possible price for these items and details of write offs and disposals should be recorded for checking as part of the periodic audit of schools. Schools must not dispose of the authority's capital assets nor take any decision, which would adversely affect the value of such assets.

Governors have delegated authority to dispose of items valued at £5,000 or less which become obsolete or surplus to the school's requirements. The Governing Body must be in a position where it can demonstrate that it achieved best value for the school (which will normally mean that it has been sold to the highest bidder), the income being retained by the school. The Governing Body (or the headteacher if delegated) must authorise the write-off of these items. The approval of the LA's Chief Financial Officer is required for the disposal of items valued at more than £5,000.

## **2.1.5 Accounting policies (including year-end procedures)**

Schools' accounts, provided to the local authority during the year, are to be prepared either on a receipts and payments basis or an accruals basis and each governing body should indicate at the start of the year the basis they would wish to adopt. In either case the reports should be cumulative.

At the year end the accounts will need to be on an accruals basis. Schools will be expected to maintain the accounts in their own financial systems in such a way as to facilitate the production of a detailed analysis which meets the requirements set out in the [Guidance to Schools on Financial Management](#).

Schools will be required to provide details of outstanding creditors, outstanding debtors, pre-payments and income in advance in order that the local authority's accounts can appropriately reflect each school's balance sheet position. This scheme does not seek to impose a particular system of accounting (i.e. cash, commitments or accruals) for the school's internal purposes.

## 2.1.6 Writing off of debts

Once all reasonable courses of action have been taken to recover monies where an invoice has been raised, a governing body may write-off the income if the outstanding amount on the invoice is less than **£500**. It is recommended that the Governing Body take this decision itself and an annual list of items written off should be sent to the Head of Finance for Children's Services.

Where the amount outstanding on the invoice exceeds **£500** the write-off should be approved by the Head of Finance for Children's Services.

## 2.2 Basis of accounting

The financial year runs from 1<sup>st</sup> April to 31<sup>st</sup> March. Reports provided to the local authority during the year will be either on a cash or accruals basis. This is made clear in the [Guidance to Schools on Financial Management](#).

## 2.3 Submission of budget plans

Schools are required to submit a budget plan for their individual school budget and any known earmarked sums, approved by the full Governing Body, by **31<sup>st</sup> May of each financial year**. Schools may take account of balances at the end of the previous year in planning their budget for the new financial year. The format of the budget plan should be as per the [Guidance to Schools on Financial Management](#).

During the year the Governing Body is required to report on their expected outturn financial position for the year as part of the quarterly reporting process, as set out in the [Guidance to Schools on Financial Management](#). This is to enable the Chief Financial Officer to fulfil his responsibilities under Section 151 of the Local Government Act 1972, ensuring the necessary financial standards are being met and to make an informed response to questions raised in relation to schools. The local authority is bound by this scheme to supply schools with all information held on income and expenditure data which it holds which is necessary for efficient planning by schools.

### 2.3.1 Submission of Financial Forecasts

Schools must submit a **3-year balanced budget plan** to the Authority by 31<sup>st</sup> May (or the first working day before the end of May) each year. The school's budget plan must be approved and signed by the governing body or a committee of the governing body.

The LA requires schools to submit budget plan in the format prescribed in the [Guidance to Schools for Financial Management](#). Schools' settings deficit must clearly demonstrate how the three year forecast incorporated the deficit recovery plan (refer to section 4.5 for setting a licenced deficit).

The budget plans received from schools will be used for assessment against Schools Financial Value Standards forms and to monitor school balances.

## **2.4 School Resource Management**

Schools must seek **effective management of resources** and value for money, to optimise the use of their resources and to invest in teaching and learning, taking into account the Authority's purchasing, tendering and contracting requirements outlined in section 2.10.

It is for Headteachers and Governors to determine at school level how to secure better value for money. There are significant variations in efficiency between similar schools, and so it is important for schools to review their current expenditure, compare it to other schools and think about how to make improvements.

## **2.5 Virement**

Schools have the freedom to vire budgets between budget heads in the expenditure of their delegated budget share.

Schools may not, however, vire between the delegated budget share and any earmarked sums. The arrangements for virement within each earmarked sum will vary, depending on the nature of the expenditure. Virement arrangements for earmarked sums will be notified to schools when they are advised of the purposes to which the sums may be put.

## **2.6 Audit: General**

From April 1999, the accounts of all maintained schools have formed part of the total income and expenditure subject to external audit and all schools are therefore within the scope of the LA external audit regime. The governing body must bear in mind that whilst external auditors must plan, perform and evaluate their audit work to have a reasonable expectation of detecting material misstatements arising from error or fraud, the duty to deter and detect fraud rests primarily with the Governing Body.

In addition, the internal audit of schools is an obligation imposed upon the Council by the Local Audit and Accountability Act 2014 which require the maintenance of an adequate and effective system of internal audit of the accounting records and systems of the council.

The responsibility for Internal Audit of schools has been delegated to the LA's Section 151 Officer. To enable the LA's internal auditors to carry out their duties schools must allow the auditor's full access at all times to all papers and records of the school and provide explanations the auditors consider necessary. Schools must pass on to auditors any information that the auditors should be aware of to carry out their audit.

Internal audit has introduced a fully risk-based approach to the internal audit coverage of Hillingdon schools. Financial regulations require the governing body

to inform the Head of Internal Audit & Risk Assurance immediately, in any circumstances where a financial irregularity occurs or is suspected.

The reports provided to the Authority as per the [Guidance to Schools on Financial Management](#), will provide most of the information necessary to allow external audit to form a view on schools' accounts. Nevertheless, external audit may wish to visit schools on a sample basis to examine prime documents at source and schools are required to provide all internal and external auditors with access to such records or information as they believe to be necessary in the completion of their audit.

The records which schools are required to retain for audit and other inspection are included in **para 1.25** of the **Financial Regulations**, (Retention of Documents Policy).

## **2.7 Separate external audits**

Schools may, if they wish, arrange for an external audit of their accounts, separate from and in addition to the LA internal and external audit process described in **Section 2.6** above, using funds from their delegated budget share.

Schools should consider whether the service they require is financial advice, rather than a full or partial audit.

## **2.8 Audit of voluntary and private funds**

Schools' voluntary funds must be kept completely separate from the delegated budget. Governing Bodies of community schools should take account of the charities legislation which requires that private school funds are legally required to be registered as a charity if income exceeds **£5,000** per annum. Voluntary and foundation schools are exempt from registering.

There should be a clear audit trail if any monies are donated from the voluntary fund to the school budget. Where a donation is made to the delegated budget of the school, this should be recorded as income for the school and should not be coded to offset the expenditure on the item for which the donation was made.

The school is required to have an annual audit or, where appropriate, an independent examination of expenditure, and to have available the audit certificates, in respect of any private school funds held by the school or the accounts of any trading organisations controlled by the school.

There is **no** requirement that these be sent to the LA; rather they should be available for inspection by internal audit if requested.

## **2.9 Register of business interests**

All schools are required to establish and maintain a register of business interests. This will list, for each member of the governing body and the head teacher, any business interests they or any member of their immediate family have along with details of any other educational establishments they govern and any relationships

between governors and members of the school staff including spouses, partners and relatives.

The register should include the information in the example format in the [\*\*Guidance for Schools on Financial Management\*\*](#). All schools are required to keep their register up to date using notifications of changes, as well as reviewing all entries on an annual basis.

The register does **not** need to be sent to the LA but should be available for scrutiny by governors, staff, parents and auditors on request. From 1 September 2015, governing bodies have been under a duty to publish their register of interests on the school website.

## **2.10 Purchasing, tendering and contracting requirements**

Schools are required to abide by the Council's Standing Orders with respect to purchasing, tendering and contracting matters. Details of LBH's Standing Orders are contained in **Procurement Rules in the Council Constitution** (Effective 11th July 2024). In particular, schools must assess in advance, where relevant, the health and safety competence of contractors, taking account of the LA's policies and procedures. Breaches of compliance will result in the removal of Delegated Authority and possible disciplinary action may also be initiated.

Schools who have been awarded Delegated Authority shall comply with these standing orders and all relevant best practice and specifically [\*\*DfE Buying for Schools Guidance\*\*](#). It is the Head teacher and Governing bodies responsibility to ensure that any Schools officer involved in placing contracts is suitably experienced and qualified to do so.

Local authority maintained schools are required to abide by the Council's Standing Orders with respect to purchasing, tendering and contracting. Governing Bodies are also empowered under paragraph 3 of schedule 1 to the Education Act 2002 to enter into contracts, and in most cases they do so on behalf of the Local Authority as maintainer of the school.

The Council has set the following delegated authority and criteria for the acceptance, consistent with the Financing Scheme for Schools approved by Cabinet:

<b>Value Range</b>	<b>Process to follow</b>	<b>Description</b>	<b>Approval</b>
Up to £3,000	Best Value	Officers to demonstrate best value has been achieved	Headteacher
£3,001 - £10,000	Quotes	Two written quotes required*	Headteacher
£10,001 – £50,000	Quotes	Minimum of 3 written quotes*	Governing Body
£50,001 - £100,000	Quotes	Minimum of 5 written* quotes	Governing Body

£100,000 and above	Tender	Minimum of 5 tenders	Governing Body
£180,000 and above	Tender / FTS Notice	European tender (goods/services)	Governing Body and Local Authority

\*Quotes should be invited from viable suppliers or use a 'mini competition' from compliant Framework. Where possible at least two quotations should be sought from local suppliers. Where a direct award via a compliant framework is proposed this should be undertaken with reference to Standing Order 4.1 c.

Governing Bodies are required to obtain approval from the Local Authority at the outset of any procurement where the contract value is greater than £180,000 so the local authority can seek assurance on how value for money will be achieved through a compliant tender approach.

## 2.11 Application of contracts to schools

Schools have the right to opt out of LA-arranged contracts except where they lost that right for particular contracts where they have agreed to be bound into the specified terms and conditions.

Although Governing Bodies are empowered under paragraph 3 of schedule 1 to the Education Act 2002 to enter into contracts, in most cases they do so on behalf of the LA as maintainer of the school and the owner of funds in the budget share. To comply with Hillingdon's constitution, Governing Bodies are required to obtain LA countersignature on contracts with third parties where the value of the contract exceeds £180,000.

The only exceptions to this are:

- a) contracts of employment entered into by aided or foundation schools;
- b) contracts for the works or fees associated with building projects at aided schools where the project is the governors' liability;
- c) contracts for the works or fees associated with building projects at foundation schools where the funding (including DfE funding) provided via the LA is less than £180,000 (i.e. in practice this exemption is likely to occur only where a foundation school has generated the funding for the project itself through land disposal, sponsorship or other fund-raising).

## 2.12 Central funds and earmarking

The LA is authorised to make sums available to schools from central funds, in the form of allocations which are additional to and separate from the schools' budget shares. Such earmarked funding from centrally retained funds should be spent only on the purposes for which it is given and must be returned to the LA if not spent within the period stipulated.

Schools will be required to code expenditure relating to earmarked sums to a cost-centre, determined by the LA, with the required subjective analysis. This will be reflected in the expenditure return submitted to the local authority to demonstrate that the requirement for which the funding has been given is complied with.

The LA may not deduct from payments to schools of devolved specific or special grant, any sum in respect of interest costs to the LA.

## **2.13 Spending for the purposes of the school**

The governing body may use their delegated budget and any earmarked sums for the purposes of the school; this includes spending on pupils at other maintained schools or academies and spending on community facilities or services.

The Governing body must not make or sanction gifts or ex-gratia payments from public funds. Gifts / benefit payments to staff in cash or kind are not permitted.

Schools are allowed to grant loans to Early Career Teachers up to the value of £1,500 in accordance with the Council's Human Resources policy. Appendix 5 contains a model loan application form for use when issuing such loans.

## **2.14 Capital spending from budget shares**

Governing bodies are allowed spend any surplus or uncommitted part of a school's budget share remaining after revenue commitments have been met, on capital purposes. This includes expenditure by a governing body of a voluntary aided school on work, which is their responsibility under paragraph 3 of Schedule 3 of the SSAF Act 1998.

To avoid conflict with the Hillingdon's capital expenditure controls, governors must inform the LA's Director of Education & SEND that they wish:

- a) to enter into a contract for the acquisition, enhancement or replacement of any buildings / structures, plant machinery, apparatus or vehicles costing more than **£15,000** per single item; or
- b) to enter into a lease agreement where the value is more than **£15,000**

This is to ensure that the Director of Education & SEND accounts for the expenditure appropriately; schools do not need the permission of the Director Education & SEND to enter into such agreements; but must take account of any advice from the Director Education & SEND as to the merits of the proposed expenditure.

The reason for these provisions is to help meet responsibilities with the School Premises (England) Regulations 2012, the Workplace (Health, Safety and Welfare) Regulations 1992, the Regulatory Reform (Fire Safety) Order 2005, the Equality Act 2010, and the Building Regulations 2010. Expenditure from capital

allocations made available by the Authority outside of the delegated budget share are not affected by these provisions.

These provisions do not affect expenditure from any capital allocation made available by the authority outside the delegated budget share. Schools are required to separately identify these works in any financial returns made to the authority.

## **2.14 Notice of concern**

The LA may issue a notice of concern to the governing body of any school it maintains where, in the opinion of the Chief Financial Officer and the Director Education & SEND, the school has failed to comply with any provisions of the scheme, or where actions need to be taken to safeguard the financial position of the local authority or the school.

Such a notice will set out the reasons and evidence for it being made and may place on the governing body restrictions, limitations or prohibitions in relation to the management of funds delegated to it.

These may include:

- insisting that relevant staff undertake appropriate training to address any identified weaknesses in the financial management of the school;
- insisting that an appropriately trained/qualified person chairs the finance committee of the governing body;
- placing more stringent restrictions or conditions on the day to day financial management of a school than the scheme requires for all schools – such as the provision of monthly accounts to the local authority;
- insisting on regular financial monitoring meetings at the school attended by local authority officers;
- requiring a governing body to buy into a local authority's financial management systems; and
- imposing restrictions or limitations on the manner in which a school manages extended school activity funded from within its delegated budget share – for example by requiring a school to submit income projections and/or financial monitoring reports on such activities.

The notice will clearly state what these requirements are and the way in which and the time by which such requirements must be complied with in order for the notice to be withdrawn. It will also state the actions that the authority may take where the governing body does not comply with the notice.

## **2.15 Schools Financial Value Standard (SFVS)**

All local authority-maintained schools (including nursery schools and Pupil Referral Units (PRUs) that have a delegated budget) must demonstrate compliance with the Schools Financial Value Standard (SFVS) and complete the

assessment form on an annual basis. It is for the school to determine at what time in the year they wish to complete the form.

Governors must demonstrate compliance through the submission of the SFVS assessment form signed by the Chair of Governors. The form must include a summary of remedial actions with a clear timetable, ensuring that each action has a specified deadline and an agreed owner. Governors must monitor the progress of these actions to ensure that all actions are cleared within specified deadlines. All maintained schools with a delegated budget must submit the form annually to the local authority before the end of the financial year.

## **2.16 Fraud**

All schools must have a robust system of controls to safeguard themselves against fraudulent or improper use of public money and assets.

The governing body and head teacher must inform all staff of school policies and procedures related to fraud and theft, the controls in place to prevent them; and the consequences of breaching these controls. This information must also be included in induction for new school staff and governors.

### **Section 3: Instalments of Budget Share (includes any place-led funding for special schools or pupil referral units); Banking Arrangements**

#### **3.1 Frequency of instalments**

Cash advances based on budget shares for the year will be paid to schools in 12 instalments by crediting schools' nominated bank accounts (i.e. cleared funds) on the last banking day before the 15<sup>th</sup> of the month (or the preceding day if the 15<sup>th</sup> falls on a non-banking day) to allow schools to meet their payroll commitments in time.

#### **3.2 Proportion of budget share payable at each instalment**

The Authority will calculate the amount to be paid to each school on the following basis.

During the financial year, schools will need cash in order to meet commitments arising from their delegated and devolved budgets. The Authority will identify each month what the total known budgets for the school are.

In the monthly instalments between April and March the amount payable will be:

$$(A - B) \times 1/C$$

where;

**A** = known budgets at time when monthly cash advance transaction needs to be calculated (i.e. normally 2 weeks prior to the date the cash is transferred to schools' bank accounts).

**B** = cash advances already made to the school for that financial year's funding.

**C** = the number of monthly cash advances till year-end

Maintained special schools and Specialist Resource Provision (SRP)/ Designated Units (DU) units will receive their planned **placed funding** (for Hillingdon pupils only) in 12 equal instalments from April to March. **Top up funding** is paid over 39 weeks in line with the academic year - schools will be paid monthly for all school days that fall in that month.

After the end of the financial year the total cash advanced will be compared against the total delegated and devolved budgets for the financial year. The resulting balance will either be added to or deducted from the monthly cash advance following the confirmation by the LA of the carry-forward balance for all schools i.e. a one-off adjustment to the cash advances for either July or August of the year following that financial year. A worked example is in the [Guidance for Schools on Financial Management](#).

The only exceptions to this standard distribution are:

- Grants which may be paid to the Local Authority for distribution to schools
- Capital funding for specific projects (i.e. other than formula capital allocations) will be distributed on a school by school basis in accordance with the planned expenditure on the project agreed with the LA.
- Where a maintained school converts to Academy, adjustments will be made to the maintained school's cash advance to adjust funding no longer owing to the school or recoup overpayments

### **3.3 Interest clawback**

There will be no deduction for interest where a school receives cash advances in the pattern and for the amounts calculated in **Sections 3.1 and 3.2** above.

#### **3.3.1 Interest on Future Years' Cash Advance Reprofiling**

Where schools require additional cash arising from overspending as part of a licensed deficit arrangement or where the payment of the additional cash advance saddles two financial years (i.e. not a short-term cash injection), a formal application in line with Local Authority requirements for a Future Years' Cash Advance Reprofiling will be required.

The application must include a three-year budget forecast that reflects how the school plans to recover from the deficit and realign their spend with the budget share.

Any advance payments will accrue interest at the prevailing Sterling Overnight Index Average (SONIA) rate effective for the term of the advance, prevailing on the day the advance is repaid. Interest on longer term advances or advances for periods above one year will be charged at the prevailing Sterling Overnight Index Average (SONIA) rate at the time the advance is taken reviewed annually at the start of each financial year. This will affect those schools whose patterns of expenditure are different to the norm or those that have accumulated deficit budgets. An example of the application form to be used is in the [\*\*Guidance to Schools on Financial Management\*\*](#).

#### **3.3.2 Interest on Loans**

Where a school requires a loan to assist in spreading the cost over more than one year of large one-off individual items of a capital nature, the loan will accrue interest calculated on the same basis as detailed in Section 3.3.1 above.

Schools are not permitted to borrow money from any other source without the written permission of the Secretary of State (see para 3.6 and DfE guidance on borrowing restrictions).

### **3.3.3 Interest on Late Budget Share Payments**

In circumstances where the LA fails to provide the monthly cash advance on the predetermined date, and this was due to LA error, schools will be entitled to interest at the prevailing Sterling Overnight Index Average (SONIA) rate.

### **3.3 Budget shares for closing schools**

Budget shares of schools for which approval for discontinuation has been secured may be made until closure on a monthly basis net of estimated pay costs at the discretion of the Chief Financial Officer.

### **3.4 Bank and building societies**

All maintained schools may operate a bank account separate to the Council's own bank account.

When converting to become an Academy, a closing-maintained school's bank account mandate should provide that the LA is the owner of the funds during the period that the accounts are being finalised which is three months from the date the school ceases to exist.

Any interest generated from bank account balances may be retained by the school, credited to the school's budget share (**never** the private school fund). Schools having bank accounts with other banks prior to 1 April 2001 are allowed to retain those accounts.

The **Hillingdon Financial Regulations** include requirements on bank accounts, in particular **paras 3.124**.

#### **3.5.1 Restrictions on accounts**

Schools can use any of the following banks:

Royal Bank of Scotland, Barclays, HSBC, Lloyds Banking Group, Natwest and Standard Chartered Bank.

No other banks should be used without written consent of the Council's S151 Officer. Schools may operate more than one bank account, but each one, other than those for unofficial funds, would need to be reconciled to the same timetable as is specified in Appendix 4 of the [Guidance to Schools on Financial Management](#).

If a school's bank account is opened under its own name, provision should be made for the LA to take control and be the owner of the funds if the school's right to a delegated budget is suspended by the LA.

Every cheque **must** be signed by two authorised individuals and at least one of those individuals **must** be a member of staff. It is advised that signatories should be Headteacher, Deputy Headteacher and/or a senior member of staff.

It is **strongly advised** that the school administrative (or finance) officer **is not involved** in the cheque signing process. The need to have a separation of duties would suggest that it is best practice for the school administrative (or finance) officer not to be a cheque signatory.

It is also **advised** that governors **should not be routine** cheque signatories. Under the scheme of delegation for sub-committees and the headteacher, it is recommended that the headteacher have delegated authority to run the day-to-day finances of the school; signing cheques is an operational aspect of financial administration. Where governors are cheque signatories the school is likely to encounter problems in having sufficient cheque signatories in an emergency. Equally, however, smaller schools may be able to resolve some of the difficulties they often face in ensuring separation of duties by including a governor on the bank mandate.

Governing bodies may decide that it is appropriate for cheques above a certain amount (e.g. **£20,000**) to be counter-signed by a governor, but there is no requirement for this to be the case. Schools which do decide to include a governor on the bank mandate **must** check that the school's insurance policy covers governors for **fidelity guarantee**.

In considering which bank to use, governors should consider:

- **service charges** (many banks offer a deal where service charges are nil for as long as the account is not overdrawn)
- **interest receivable** (interest rates between banks and for different accounts in the same bank will vary from the prevailing base rate)
- **accessibility** (if the bank is to be visited frequently it may be useful to use a bank close to the school)
- **services included as standard** (banks may offer more frequent statements or an interest earning current account or other services which their competitors may charge for)
- **the implications of changing banks** (all schools now have their own bank account, and the advantages of a different bank may be outweighed by the inconvenience and expense of changing banks)

Banks do not offer exactly the same service, and schools should choose a bank which best meets their needs.

### **3.5 Borrowing by schools**

Schools cannot borrow money (including the use of leases), unless they have the written permission of the Secretary of State. This does not apply to any loans granted by the LA within the provisions of this scheme.

This provision also extends to the use of credit cards by schools, which are regarded as borrowing. However, this does not bar schools from using debit cards or the government purchase card, which can be a useful means of facilitating electronic purchase. Schools are required to manage the use of the purchase

cards and must abide by the repayment criteria. Schools are required to adhere to separate guidance (contained in the [\*\*Guidance to Schools on Financial Management\*\*](#)) on the use of purchase cards. The use of purchase cards is not considered to infringe the borrowing restrictions imposed on schools as long as the balance on the account is cleared in full within the month. All costs and charges for cards should be met from the school's budget share.

## **Section 4: The treatment of surpluses and deficit balances arising in relation to budget shares**

### **4.1 Right to carry forward surplus balances**

Schools are permitted to carry forward from one financial year to the next any shortfall in expenditure relative to the school's budget share for the year plus / minus any balance brought forward from the previous year.

The amount of a surplus balance will be that shown in the relevant out-turn statement published in accordance with s.251 of the Apprenticeships, Skills, Children and Learning Act 2009.

Where a school's surplus balance is more than 8% for Nurseries, Specials and Primaries and 5% for Secondaries of the school's total income (including brought forward balances) for that financial year, the governing body is required to report to the LA on the use to which the school intends to put the surplus balance. This to be submitted with the budget plan **by 31<sup>st</sup> May**.

### **4.3 Interest on surplus balances**

Surplus balances will be accounted for in the accounts of the local authority but, in cash terms, schools' balances (subject to year-end reconciliations) will be held in their local bank accounts. Interest accrued on all cash in schools local bank accounts is retained by the school. (See **section 3.5**)

### **4.4 Obligation to carry forward deficit balances**

Where a school's expenditure during a financial year exceeds the budget share plus / minus the balance brought forward from the previous financial year, the school is obliged to carry forward the deficit. Any deficit carried forward will be the first call on the budget share for the following year.

Where deficits at schools maintained by the LA exist, a schedule of repayments may be agreed with the governing body.

### **4.5 Planning for deficit balances**

Governing bodies must obtain approval from the Local Authority for a licenced deficit on an annual basis. Should in-year spending patterns indicate that a deficit is likely, governing bodies are required to take all necessary steps to prevent this outcome. In cases where a deficit cannot be avoided despite all reasonable efforts, the Local Authority may approve a licensed deficit—provided the governing body submits a robust and satisfactory business plan outlining how the school will return to a balanced financial position. Applications for a licensed deficit must be submitted to the Local Authority by the end of May and must include detailed recovery strategies and a timeline for achieving financial balance. (See Section 4.9 below).

**4.5.1** Schools must submit a recovery plan to the local authority when their revenue deficit rises above 5% of Individual Schools Budget Share at 31 March of any year.

#### **4.6 Charging of interest on deficit balances**

While interest is not charged directly on deficit balances it is charged on the cash advanced to the school to fund the deficit. (See **Section 3.3**).

#### **4.7 Writing off deficits**

The local authority cannot write off the deficit balance of any school.

However, if the local authority may give assistance towards elimination of a deficit balance, this should be through the allocation of a cash sum, from the authority's schools budget (from a centrally held budget specified for the purpose of expenditure on schools and pupil referral units in financial difficulty or, in respect of mainstream maintained schools, from a de-delegated contingency budget where this has been agreed by schools forum)

#### **4.8 Balances of closing and amalgamating schools**

Where in the funding period, a school has been established or is subject to a prescribed alteration as a result of the closure of a school, a local authority may add an amount to the budget share of the new or enlarged school to reflect all or part of the unspent budget share (including any surplus carried over from previous funding periods) of the closing school for the funding period in which it closes.

#### **4.9 Licensed deficits**

Schools should only apply for a Licensed Deficit in exceptional circumstances where they cannot set a balanced budget without seriously impacting on the educational provision at the school.

The purpose of the Licensed Deficit process is to enable schools to:

- Identify and acknowledge the problem;
- Agree with the LA a plan of action and to monitor progress against this plan;
- Take strategic action to improve the long term financial situation at the school;
- Balance their budget over a period – maximum three years.

The Licensed Deficit process is used by LA to provide schools with an appropriate level of challenge and support to help them set a balanced budget or, if this is not achievable, to prepare a recovery plan that sets out the action the school will take to achieve a sustainable balanced financial position over an agreed period. The LA will not therefore unreasonably reject an application for a Licensed Deficit and will consider the following in reaching a decision:

- The nature of the circumstances which gave rise to the deficit and specifically whether they could have been foreseen;
- The school's track record in financial management;
- The robustness of the deficit recovery plan and the appropriateness of the timescales proposed;
- Any other mitigating circumstances.

To apply for a Licensed Deficit:

- A school must complete a Licensed Deficit Application & Agreement Form, which must be signed by the Head Teacher and the Chair of Governors;
- This must be accompanied by a detailed deficit recovery plan, which includes staffing details.

A licensed deficit must receive approval from the Corporate Director Finance and Resources and the Corporate Director of Children's Services and Cabinet and the following conditions must be met:

- A licensed deficit will only be agreed where circumstances affecting the school have changed in ways that could not be reasonably foreseen and the school needs a period in excess of one financial year to enact a reduction in its annual level of expenditure or an increase in its annual level of income sufficient to eliminate the deficit;
- The maximum length of time over which a school can plan to come out of deficit, will be three years;
- Progress against this plan will be reviewed each month by the Schools Finance Team through budget monitoring reports and/or monthly update meetings with the school;
- A recovery plan must be formally revisited each year with the submission of budgets – but the plans submitted must be reduced by the length of time the school has already been in deficit – e.g. the recovery plan submitted in Year 2 of a licensed deficit should be for no longer than 2 years;
- Under no circumstances will the period of recovery be extended and schools will therefore need to adjust their plans accordingly if the financial position of the school worsens during this period;
- The school will be subject to all conditions set out in the Licensed Deficit application form.

A school that sets a deficit budget mid-year will be required to apply for a licensed deficit and will be subject to all conditions set out in the Licensed Deficit application form.

Schools with historical deficits that are expected to take more than three years to resolve will be assessed individually. Schools with historical deficits that are in excess of 15% of the school's annual budget share must submit an SRMA application to undergo a standard review. Additional details are available at the following link:

[The school resource management advisers \(SRMA\) programme - GOV.UK](https://www.gov.uk/government/programmes/schools-financial-management-advisers-srma)

## **4.10 Loan schemes**

The LA will operate a supplementary cash loan scheme (**See also Section 3.3**). Loans will only be used to assist schools in spreading the cost over more than one year of large one-off individual items of a capital nature that have a benefit to the school lasting more than one financial or academic year. Loans will not be used as a means of funding a deficit that has arisen because a school's recurrent costs exceed its current income. If loans are made to fund a deficit and a school subsequently converts to academy status, the Secretary of State will consider using the power under paragraph 13(4)(d) of Schedule 1 to the Academies Act 2010 to make a direction to the effect that such a loan does not transfer, either in full or part, to the new Academy school.

### **4.10.1 Cash Advance Reprofiling**

Schools experiencing cash flow problems arising either from natural variations from the standard pattern of cash advances or from overspending will be able to request a re-profiling of their school budget share payments through the cash advance.

### **4.10.2 Credit union approaches**

Schools wishing to operate a credit union, using pooled bank balances to fund loans to participating schools may do so. It is a requirement that the local authority is sent a copy of the constitution of any such credit union and that an annual audit certificate is provided.

## Section 5: Income

### 5.1 Income from lettings

Schools may retain income from lettings of the school premises, subject to alternative provisions arising from any joint use or PFI agreements. Income from lettings of school premises should not normally be payable into voluntary or private funds held by the school because the assets and revenue expenditure used to generate the income are most likely to have been provided with LA funds.

Voluntary Aided schools might in certain circumstances be able to demonstrate that the assets were bought with governor / DfE funds and that the costs associated with lettings are to be fully charged to the private school fund; it is not likely that foundation or community schools could demonstrate both circumstances. Crediting income to the private fund is likely to have tax implications. However, where land is held by a charitable trust, it will be for the school's trustees to determine the use of any income generated by the land.

Schools may cross-subsidise lettings for community and voluntary use with income from other lettings, provided there is no net cost to the budget share.

### 5.2 Income from fees and charges

Schools may retain income from fees and charges except where a service is provided by the LA from centrally retained funds. Schools should have regard to the DfE Guidance on [Charging for school activities](#).

### 5.3 Income from fund raising activities

Schools may retain income from fund-raising activities. It is appropriate for such funds to be lodged in the school's private fund.

### 5.4 Income from the sale of assets

Schools may retain the proceeds of the sale of assets except in cases where the asset is purchased with non-delegated funds (in which case the LA will decide whether the school should retain the proceeds), or the asset concerned is land or buildings forming part of the school premises and owned by the London Borough of Hillingdon.

### 5.5 Administrative procedures for the collection of income

Where schools are producing invoices for the recovery of monies due, they must have due regard to whether the income is subject to VAT.

The [Guidance to Schools on Financial Management](#) identifies typical circumstances in which VAT is recoverable, and guidance will be issued to schools periodically when HMRC regulations are updated.

If VAT is recoverable, it is a requirement that invoices issued by the school be in the format set out in the [\*\*Guidance to Schools on Financial Management\*\*](#).

### **5.6 Purposes for which income may be used**

Income generated from the sale of assets purchased may only be spent for the purposes of the school.

## **Section 6: The Charging of School Budget Shares**

### **6.1 General position**

The LA cannot charge the budget share of any school without the consent of the governing body except in circumstances expressly permitted by this scheme. Where the LA intends to make such a charge, the LA must consult with the school(s) concerned as to the intention to so charge and notify schools when it has been done. In circumstances where the LA is to charge the costs of salaries of school based staff to the school's budget share, this will be on the basis of actual costs.

In the event of a dispute, the school should contact the Head of Finance for Children's Services who will arbitrate. In the event that this post-holder has been involved in the decision to charge the school, the matter will be referred to the Corporate Director of Finance who will make alternative arrangements for the matter to be considered. Where no objection to the charge has been received by the LA within one calendar month of the notification that the charge has been made being sent to the school, it shall be deemed that the school has accepted the charge and no further correspondence on the matter can be entered into.

The LA may de-delegate funding for permitted services without the express permission of the governing body, provided this has been approved by the appropriate phase representatives of the Schools Forum.

#### **6.1.1 Charging of salaries at actual cost**

In circumstances where the LA is to charge the costs of salaries of school based staff to the school's budget share, this will be on the basis of actual costs.

### **6.2 Circumstances in which charges may be made**

6.2.1 Where premature retirement costs have been incurred without the prior written agreement of the LA to bear such costs (the amount chargeable being only the excess over any amount agreed by the authority);

6.2.2 Other expenditure incurred to secure resignations where the school had not followed authority advice or where there is good reason to charge this to the school;

6.2.3 Awards by courts and industrial tribunals against the authority, or out of court settlements, arising from action or inaction by the governing body contrary to the authority's advice.

6.2.4 Expenditure by the authority in carrying out health and safety work or capital expenditure for which the authority is liable where funds have been delegated to the governing body for such work, but the governing body has failed to carry out the required work;

6.2.5 Expenditure by the authority incurred in making good defects in building work funded by capital spending from budget shares, where the premises are owned by the authority.

6.2.6 Expenditure incurred by the authority in ensuring its own interests in a school where funding has been delegated but the school has failed to demonstrate that it has arranged cover at least as good as that which would be arranged by the authority;

6.2.7 Recovery of monies due from a school for services provided to the school, where a dispute over the monies due has been referred to a disputes procedure set out in a service level agreement, and the result is that monies are owed by the school to the authority;

6.2.8 Recovery of penalties imposed on the authority by the Board of Inland Revenue, the Contributions Agency, HM Revenue and Customs, Teachers Pensions, the Environment Agency or regulatory authorities as a result of school negligence.

6.2.9 Corrections of authority errors in calculating charges to a budget share (e.g. pension deductions).

6.2.10 Additional transport costs incurred by the authority arising from decisions by the governing body on the length of the school day, and failure to notify the LA of non-pupil days resulting in unnecessary transport costs.

6.2.11 Legal costs which are incurred by the authority because the governing body did not accept the advice of the LA (see also Section 11).

6.2.12 Costs of necessary health and safety training for staff employed by the authority, where funding for training had been delegated but the necessary training was not carried out.

6.2.13 Compensation paid to a lender where a school enters into a contract for borrowing beyond its legal powers, and the contract is of no effect.

6.2.14 Cost of work done in respect of teacher pension remittance and records for schools using non-authority payroll contractors, the charge to be the minimum needed to meet the cost of the Authority's compliance with its statutory obligations.

6.2.15 Costs incurred by the authority in securing provision specified in an Education, Health & Care plan where the governing body of a school fails to secure such provision despite the delegation of funds in respect of low cost high incidence and /or specific funding for a pupil with High Needs;

6.2.16 Costs incurred by the authority due to submission by the school of incorrect data.

6.2.17 Recovery of amounts spent from specific grants on ineligible purposes.

6.2.18 Costs incurred by the authority as a result of the governing body being in breach of the terms of a contract.

6.2.19 Costs incurred by the authority or another school as a result of a school withdrawing from a cluster arrangement, for example where this has funded staff providing services across the cluster.

6.2.20 Costs incurred by the authority in administering admissions appeals, where the local authority is the admissions authority and the funding for admission appeals has been delegated to all schools as part of their formula allocation.

6.2.21 Costs incurred by the authority due to non-payment of undisputed energy invoices where a school has entered into an agreement with the Secretary of State for the supply of energy.

## Section 7: Taxation

### 7.1 Value Added Tax (VAT)

Governing bodies are required to identify all the VAT relating to payments made by the school or income received by the school to the same timetable as the actual expenditure returns (see **Appendix 4** in the [\*\*Guidance to Schools on Financial Management\*\*](#)).

It is imperative that the format and timetable for reporting VAT transactions is adhered to strictly by schools. The Chief Financial Officer will need to be satisfied that governing bodies which do not provide the information by the due date have appropriate systems of financial administration in place. This could involve supplementary audit visits and an instruction that the governing body provide the information more frequently until administrative procedures are fully operational (as per the [\*\*Guidance to Schools on Financial Management\*\*](#)).

Some guidance on VAT with examples of typical situations is included in the [\*\*Guidance to Schools on Financial Management\*\*](#) and the [\*\*VAT guidance booklet\*\*](#).

### 7.2 Construction Industry Taxation Scheme (CIS)

Schools no longer come under the scope of CIS from 1<sup>st</sup> April 2007 if the contract is directly with the school paid for from the delegated budget. Schools however will need to determine whether a contractor is 'employed' or 'self employed'. Schools should check with the HMRC to establish the employment status of the worker. (Further guidance available in the [\*\*Guidance to Schools on Financial Management\*\*](#)).

Although the changes mean that schools can pay for construction payments made from delegated budget resources through their local accounting systems, there are certain responsibilities for schools in terms of reporting payments for services to HMRC and checking the employment status of workers which must be fulfilled by the school.

## **Section 8: The Provision of Services and Facilities by the Authority**

### **8.1 Provision of services from centrally retained budgets**

It is for the Authority to determine the basis on which services from centrally retained funds will be provided to schools. This includes redundancy and premature redundancy contribution (PRC) payments. The Authority must not discriminate in its provision on the basis of categories of school except in cases where this would be allowable under the school and early years finance regulations or the Dedicated Schools Grant (DSG) conditions of grant. (Schools to determine if they wish to de-delegate for this purpose – refer to Appendix 4 (page 51)

### **8.2 Provision of services bought back from the authority using delegated budgets**

Services offered to schools for buy-back are included in an annual Service Level Agreement document. The length of agreements varies from service to service, but any initial agreement to buy services or facilities from the LA must not exceed three years from the inception of the scheme or the date of the agreement, whichever is later. Subsequent agreements relating to the same service must not exceed five years.

When a service is provided for which expenditure is not retainable centrally by the LA under the Regulations made under Section 46 of the Act, it must be offered at prices which are intended to generate income which is no less than the cost of providing those services. The total cost of the service must be met by the total income, even if schools are charged differentially.

#### **8.2.1 Packaging**

For those services for which the LA has delegated funding and which the LA is offering on a buy-back basis, the authority must not package services in a way which unreasonably restricts schools' freedom of choice among the services available, and where practicable, this will include provision on a service-by-service basis as well as in packages of services.

### **8.3 Service level agreements**

If services or facilities are provided under a service level agreement, whether free or on a buyback basis, the terms of any such agreement starting on or after the inception of the scheme will be reviewed at least every three years if the agreement lasts longer than that.

Service Level Agreements must be in place by 1<sup>st</sup> April for insurance related services (i.e. supply, premises, employee related etc) and all other services. Schools must have at least one month to consider the terms of the agreement.

Where services are offered by the LA, they will be available on the basis of buy-back for an extended period or on a pay-as-you-go basis. Different rates will apply to the different types of agreement.

## **8.4 Teachers' Pensions**

In order to ensure that the performance of the duty on the Authority to supply Teachers' Pensions with information under the Teachers' Pension Regulations 1997, the following conditions are imposed on the Authority and governing bodies of all maintained schools covered by this Scheme in relation of their budget shares.

The conditions apply to all governing bodies of maintained schools who provide payroll services.

A governing body of any maintained school, whether or not the employer of the teachers at such a school, which has entered into any arrangement or agreement to provide payroll services, shall ensure that any such arrangement or agreement is varied to require that person to supply salary, service and pensions data to the Authority which the Authority requires to submit its monthly returns of salary and service to Teachers' Pensions and to produce its audited contributions certificate. The Authority will advise schools each year of the timing, format and specification of the information required. A governing body shall also ensure that any such arrangement or agreement is varied to require that Additional Voluntary Contributions (AVCs) are passed to the Authority within the time limit specified in the AVC scheme. The governing body shall meet any consequential costs from the school's budget share.

A governing body of any maintained school which directly administers its payroll shall supply salary, service and pensions data to the Authority which the Authority requires to submit its annual return of salary and service to Teachers' Pensions and to produce its audited contributions certificate. The Authority will advise schools each year of the timing, format and specification of the information required from each school. A governing body shall also ensure that Additional Voluntary Contributions (AVCs) are passed to the Authority within the time limit specified in the AVC scheme. The governing body shall meet any consequential costs from the school's budget share.

## **Section 9: Private Finance Initiative / Public-Private Partnerships**

9.1 Where a school is operating through a Private Finance Initiative the Authority will make the full monthly payment directly to the Special Purposes Vehicle (SPV). The school will make a contribution to the costs of the PFI contract on a monthly basis by cheque or CHAPS transfer to L B Hillingdon.

9.3 Before 1st April each financial year the calculations for uprating the school's per pupil contribution will be made and this will be applied to the appropriate numbers of pupils. A schedule of expected monthly payments for the year will be provided to the school.

9.4 The monthly contribution will be determined on the basis of the pupil numbers used in the local Fair Funding Formula (or its replacement). Currently, this is on the basis of total pupil numbers in the school on the annual School Census (formerly PLASC) in January immediately preceding the start of the financial year. Any prior year adjustments will be charged at or paid at the new year prices. The school's contribution is unlimited i.e. the greater are the formula funded pupils, the greater the contribution.

9.5 The school's contribution to the annual charge will be transferred to the LA on a monthly basis. The amount will be as determined in 9.4 above.

9.6 Penalties incurred by the contractor should be retained by the school (except in the circumstances described in paragraphs 9.8). The school will deduct penalty payments from the sum determined in paragraph 9.4 above in the same month where such penalties are reflected in the contract payment.

9.7 In the event of the LA incurring direct additional costs (which are not reimbursable through insurance) as a result of non-availability or poor performance by the contractor, these costs will be outlined and refunded by the school by an increase in the following month's allocation. This clause deals with circumstances in extremis and the school would not contribute any more than the amount of contract penalties relating to the non-availability or poor performance.

9.8 The contract penalties to be retained by the school in any one financial year should not exceed the amount of the school's contribution to the PFI contract, as per the calculation in 9.4 above.

## **Section 10: Insurance**

10.1 Funds for insurance are delegated. Governing bodies must arrange appropriate levels of insurance for the school. As a minimum, schools are required to demonstrate that cover relevant to the Authority's insurable interests, under a policy arranged by the governing body, is at least as good as the relevant minimum cover arranged by the LA. The evidence required to demonstrate the parity of cover should be reasonable, not place an undue burden upon the school, nor act as a barrier to the school exercising their choice of supplier.

10.2 The LA's guideline cover levels for schools are set out in the "Risk Management Advice - Guide to Insurance" provided to schools each year by Hillingdon's Insurance Services section.

10.3 Since 1 April 2020, maintained schools have been able to join the Secretary of State's Risk Protection Arrangement (RPA). Schools may do this individually when any insurance contract of which they are part expires. Schools are able to join the RPA collectively by agreeing through the schools forum to de-delegate funding.

## **Section 11: Miscellaneous**

### **11.1 Right of access to information**

In addition to the specific requirements elsewhere in this document, governing bodies are required to supply all financial and other information which might reasonably be required to enable the Authority to satisfy itself as to the school's management of its delegated budget share, or the use made of any central expenditure by the Authority (e.g. earmarked funds) by the school. This would include access for the School Financial Monitoring Team.

### **11.2 Liability of governors**

Because a governing body is a corporate body and because of the terms of Section 50(7) of the SSAF Act 1998, governors of maintained schools will not incur personal liability in the exercise of their power to spend the delegated budget share provided they act in good faith.

### **11.3 Governors' expenses**

The LA may delegate to the governing body of a school yet to receive a delegated budget, funds to meet governors' expenses.

Under section 50(5) of the Act, only allowances in respect of purposes specified in regulations made under section 19 of the Education Act 2002 may be paid to governors from a school's delegated budget share. It is forbidden for governors to be paid any other allowances. Schools are also barred from payment of expenses duplicating those paid by the Secretary of State to additional governors appointed by him to schools under special measures.

### **11.4 Responsibility for legal costs**

Legal costs incurred by the governing body, although the responsibility of the LA as part of the cost of maintaining the school, unless they relate to the statutory responsibility of aided school governors for buildings, may be charged to the school's budget share unless the governing body acts in accordance with the advice of the Authority. A school cannot expect to be reimbursed with the cost of legal action against the Authority itself. Governing bodies are free to use the budget share to seek alternative sources of legal advice.

### **11.5 Health and Safety**

Governing bodies are required to have due regard to duties placed on the LA in relation to health and safety, and the Authority's policy on health and safety matters in the management of the budget share.

## **11.6 Right of attendance for Chief Financial Officer**

Governing bodies are required to permit the Chief Financial Officer of the Authority, or any officer of the Authority nominated by the Chief Financial Officer, to attend meetings of the governing body at which any agenda items are relevant to the exercise of his/her responsibilities. Such attendance will normally be limited to items which relate to issues of probity or overall financial management. The Authority will give prior notice of such attendance unless this is impracticable.

## **11.7 Special Educational Needs**

Schools are required to make their best endeavours in spending the budget share, to secure the special educational needs of their pupils.

## **11.8 Interest on Late Payments**

Schools are reminded of the entitlement of small businesses to interest payments where invoices are paid outside of the agreed payment terms. As a public sector organisation schools should aim to pay 95% of their invoices within the credit terms (usually 30 days). Liability for any penalties will be the responsibility of the school, charged to the school's delegated budget share and not the LA.

## **11.9 Whistleblowing**

School staff or governors who wish to complain about financial management at the school should address their complaints to the Head of Finance for Children's Services. Complaints about financial propriety should be referred to the Head of Internal Audit.

## **11.10 Child Protection**

Schools are reminded of the importance of releasing staff to attend child protection case conferences and other related events. Schools are expected to meet the costs of release time from within their delegated resources.

## **11.1 Redundancy / early retirement costs.**

Section 37 of the 2002 Education Act sets out how premature retirement and redundancy costs should normally be funded. In accordance with this regulation and effective from 1<sup>st</sup> April 2011, all premature retirement costs of staff in maintained schools will be charged to the school's delegated budget while redundancy costs will normally be charged to the local authority's budget unless there is good reason for these costs not to be centrally funded. The examples set out below indicate the situations in which exceptions to the default position might be taken.

Charge of dismissal/resignation costs to delegated school budget;

- If a school has decided to offer more generous terms than the Authority's policy then it would be reasonable to charge the excess to the school,
- If a school is otherwise acting outside the Authority's policy,
- Where the school is making staffing reductions which the Authority does not believe are necessary to either set a balanced budget or meet conditions of a licensed deficit,
- Where staffing reductions arise from a deficit caused by factors within the school's control,
- Where the school has excess surplus balances and no agreed plan to use them,
- Where a school has refused to engage with the Authority's redeployment policy

Charge of premature retirement costs to Authority non-schools budget

- Where a school has a long-term reduction in pupil numbers and charging such costs to their budget would impact on standards,
- Where a school is closing, does not have sufficient balances to cover the costs and where the central Schools Budget does not have capacity to absorb the deficit,
- Where charging such costs to the school's budget would prevent the school from complying with a requirement to recover a licensed deficit within the agreed timescale,
- Where a school is in special measures, does not have excess balances and employment of the relevant staff is being/has been terminated as a result of LA or government intervention to improve standards.

Appendix 4 is attached to provide further guidance of the process and information on the responsibility for redundancy and early retirement costs.

## Section 12: Responsibility for Repairs and Maintenance

The LA delegates all revenue funding for day-to-day repairs and maintenance to schools. Schools manage devolved capital projects on behalf of the LA. For these purposes, expenditure may be treated as capital only if it fits the definition of capital used by the local authority for financial accounting purposes in line with the CIPFA Code of Practice on local authority accounting. In particular, no item may be regarded as capital if its value is below **£10,000**, unless being charged to specific capital grants of value below the de minimus.

*In cases where the value of enhancement is below £10,000 expenditure would normally be revenue in nature, unless it can be demonstrated that items will be in use for more than one financial year and represents a significant proportion of available capital funding.*

**Appendix 3** identifies the categories of work which governing bodies must expect to finance from their budget.

Voluntary Aided governor responsibilities are included in the examples. VA governors will continue to be eligible for grant from the DFE in respect of their statutory duties and, in addition, they will have responsibility for other repair and maintenance items on the same basis as Community and Foundation schools (subject to amendment as stated above). The de minimus limit for capital works in VA schools is that applied by the DfE, not the de minimus limit used by the Authority.

## Section 13: Community Facilities

### 13.1 Introduction

#### The Application of the Scheme for Financing Schools to the Community Facilities powers

13.1.1 Schools which chose to exercise the power conferred by s.27 (1) of the Education Act 2002 to provide community facilities will be subject to a range of controls.

- First, regulations made under s.28 (2), if made, can specify activities which may not be undertaken at all under the main enabling power.
- Secondly, the Secretary of State issues guidance to governing bodies about a range of issues connected with exercise of the power, and a school must have regard to that.

13.1.2 However, under s.28 (1), the main limitations and restrictions on the power will be:

- a) those contained in schools' own instruments of government, if any; and
- b) in the maintaining LA's scheme for financing schools made under section 48 of the school standards and Framework Act 1998. Paragraph 2 of Schedule 3 to the Education Act 2002 extends the coverage of schemes to the powers of governing bodies to provide community facilities.

13.1.3 Schools are therefore subject to prohibitions, restrictions and limitations in the scheme for financing schools.

13.1.4 This section of the scheme does not extend to joint-use agreements, transfer of control agreements, or agreements between the Authority and schools to secure the provision of adult and community learning.

13.1.5 Schools may use their budget shares to fund community facilities.

13.1.6 Mismanagement of community facilities funds can be grounds for suspension of the right to a delegated budget.

### 13.2 Consultation with the LA – financial aspects

13.2.1 Before exercising the community facilities power, governing bodies must consult the authority and have regard to advice given to them by their LA. Schools should write to the Head of Finance for Children's Services and set out the following:

- the nature of the proposal;
- the timescales;
- what accommodation will be used, whether new or existing;

- what staffing resources will be required to set up and then run the proposed facility;
- the expected set-up and on-going costs and income;
- a consideration of the risks of the venture;
- any organisational issues (e.g. whether the facilities will be operated by a third party, if a steering committee is to be established etc)

13.2.2 The LA will be required to provide advice within 20 school days of the proposal being submitted. Schools will be required to report back to the authority on the action to be taken once LA advice has been received. There will be no charge levied for advice from the LA.

### **13.3 Funding Agreements – local authority powers**

13.3.1 Any funding agreement between a governing body and a third party in exercise of the community facilities power must be submitted to the LA in the same manner as that described in 13.2.1 and 13.2.2 above. The LA has no right of veto on such agreements. Where a third party requires LA consent to the agreement for it to proceed, such a requirement and the method by which the LA consent is to be signified, is a matter for that third party, not this scheme.

13.3.2 If an agreement has been or is to be concluded against the wishes of the LA, or has been concluded without informing the LA, which in the view of the Authority is seriously prejudicial to the interests of the school or the Authority, that may constitute grounds for suspension of the right to a delegated budget.

### **13.4 Other prohibitions, restrictions and limitations**

13.4.1 The LA may require a governing body in exercise of its community facilities power to either carry out the activity concerned through the vehicle of a limited company formed for the purpose, or by obtaining indemnity insurance for risks associated with the project in question, as specified by the authority.

### **13.5 Supply of financial information**

13.5.1 Schools exercising the community facilities power are required to provide the Authority with a summary financial statement, showing the income and expenditure for the school arising from the facilities in question for the previous six months and on an estimated basis, for the next six months. Financial information relating to community facilities will be included in returns made by schools under the Consistent Financial Reporting (CFR) Framework, and these should be relied upon by LAs as their main source of information for the financial aspects of community facilities.

In the event of the school spending less than the budget, the unspent balance will be lost to the school at the end of the year during which schools are allowed to use the funding.

In the event of the school spending more than the budget, the excess expenditure will be treated as the first call on the following year's budget.

13.5.2 Where, in the view of the LA, there is cause for concern as to the school's management of the financial consequences of the exercise of the community facilities power, such schools could be required to provide financial statements every three months. If the LA sees fit, to require such schools to submit a recovery plan for the activity in question.

### **13.6 Audit**

13.6.1 Schools are required to grant access to the school's records connected with the exercise of the community facilities power to internal and external auditors on income and expenditure. Any funding agreements entered into as part of the exercise of the community facilities power should allow for audit access to financial information.

### **13.7 Treatment of income and surpluses**

13.7.1 Schools may retain all net income derived from the community facilities, except where otherwise agreed with a funding provider, whether that be the LA or some other person.

13.7.2 Schools may carry forward such retained net income from one financial year to the next as a separate community facility surplus. Schools may transfer all or part of any community facilities surplus into their budget share.

13.7.3 If the school is a community or community special school and the LA ceases to maintain the school, any accumulated retained income obtained from exercise of the community facilities power reverts to the LA unless otherwise agreed with a funding provider.

### **13.8 Health and Safety matters**

13.8.1 The requirements applying to the school under the Scheme for Financing Schools on Health and Safety apply in the exercise of the community facilities power.

13.8.2 The governing body is responsible for costs of securing Disclosure & Barring Service (DBS) clearance for all adults involved in community activities taking place during the school day. Governing bodies would be free to pass on such costs to a funding partner as part of an agreement with that partner.

### **13.9 Insurance**

13.9.1 The governing body is responsible for ensuring that adequate arrangements are made for insurance against risks arising from the exercise of the community facilities power, taking professional advice as necessary. Such insurance should not be funded from the school budget share.

13.9.2 The LA is empowered to undertake its own assessment of the insurance arrangements made by a school in respect of community facilities, and if it judges those arrangements to be inadequate, make arrangements itself and charge the resultant cost to the school. Such costs could not be charged to the school's budget share.

### **13.10 Taxation**

13.10.1 Schools must obtain advice from the LA and the local VAT office on any issues relating to the possible imposition of Value Added Tax on expenditure in connection with community facilities, including the use of the local authority VAT reclaim facility.

13.10.2 Schools are reminded that if any member of staff employed by the school or the LA in connection with community facilities at the school is paid from funds held in a school's own bank account (whether a separate account is used for community facilities or not) the school is likely to be held liable for payment of income tax and National Insurance, in line with Inland Revenue rules.

13.10.3 Schools are required to follow LA advice in relation to the Construction Industry Scheme where this is relevant in the exercise of the community facilities power.

### **13.11 Banking**

13.11.1 Schools must open a separate bank account for their operations in connection with the community facilities power.

13.11.2 Schools are reminded that they may not borrow money without the written consent of the Secretary of State. This requirement does not extend to monies lent to schools by their maintained authority.

## Appendix 1

### Schools subject to the ‘Scheme for Financing Schools’

#### **Primary**

Botwell House  
Bourne  
The Breakspear School  
BWI  
Cherry Lane  
Colham Manor  
Coteford Infant  
Deanesfield  
Dr Triplets CE  
Field End Infant  
Frithwood  
Glebe  
Grange Park Primary  
Harefield Infant  
Harefield Junior  
Harlyn  
Harmondsworth  
Hayes Park  
Heathrow  
Highfield  
Hillside Infant  
Hillside Junior  
Holy Trinity  
Lady Bankes Primary  
Minet Infant  
Minet Junior  
Newnham Infant  
Newnham Junior  
Oak Farm Primary  
Rabbsfarm  
Ruislip Gardens  
Sacred Heart RC  
St Andrew's CE  
St Bernadette's RC  
St Catherine's RC  
St Mary's RC  
St Swithun Wells RC  
Warrender  
Whitehall Infant  
Whitehall Junior  
Whiteheath Infant  
Whiteheath Junior

#### **Primary (contd)**

Yeading Infant  
Yeading Junior  
**Nursery**  
McMillan Nursery School

#### **Secondary**

Oak Wood  
Harlington  
**Special**  
Hedgewood  
Meadow

#### **Summary**

Nursery	1
Primary	44
Secondary	2
Special	2
<b>Total</b>	<b>49</b>

**Best Value and Schools**

1. This paper is intended to assist schools in considering the relevance of best value principles to the expenditure of funds from their delegated budget share.
2. Best value is a statutory duty to deliver services to clear standards, covering both cost and quality, the most effective, economic and efficient means available. Legislation is to place a duty on local authorities to secure best value in respect of the way in which they exercise their functions. The new duty is not intended to apply to those functions which are exercised by the governing bodies of authority maintained schools. However, schools will be encouraged to adopt the best value performance management framework.
3. In relation to schools and expenditure from delegated budgets, the main features of best value can be summarised as a need for the governing body of a school to ensure:
  - a) the existence of a programme of performance review which will aim for continual improvement. Existing mechanisms such as school development plans and post-OFSTED inspection plans can be developed to satisfy the requirements for review. The reviews should include:
    - challenging how and why a service is provided (including consideration of alternative providers);
    - comparison of performance against other schools taking into account the views of parents and pupils;
    - mechanisms to consult stakeholders, especially parents and pupils;
    - embracing competition as a means of securing efficient and effective services;
  - b) the development of a framework of performance indicators and targets which will provide a clear practical expression of a school's performance, taking national requirements into account;
  - c) that the following are included in school development plans -
    - a summary of objectives and strategy for the future;
    - forward targets on an annual and longer term basis;
    - description of the means by which performance targets will be achieved;
    - a report on current performance
  - d) that internal and external audit takes place ensuring that performance information is scrutinised. Authority oversight of school finances provides external review.
4. The independent inspection and intervention elements of the best value framework will be the responsibility of other bodies and therefore not relevant to demonstration by a governing body of adherence to best value principles.

## Categories of Repairs and Maintenance

### LA Capital /Revenue Split and items which are the separate responsibility of Governors in VA Schools.

Illustrative examples in line with DfE interpretation of the CIPFA Code of Practice.

All capital works are subject to a de minimus limit of **£10,000** i.e. if works are less than that, they are revenue. An exception to this rule is made where schools have capital budgets such as Devolved Formula Capital which is below the £10,000 limit and where expenditure against these budgets can only be recorded as a capital expenditure. Capital works must involve the acquisition or the substantial enhancement of the value or economic life of an asset and meet the de minimus requirement.

ELEMENT	CAPITAL: AS CIPFA CODE OF PRACTICE	REVENUE: REPAIRS & MAINTENANCE	VA SCHOOLS - GOVERNORS RESPONSIBILITIES
<b>Roofs</b>			
<u>Flat</u>	Structure. New (not replacement) structure	Repair/replacement of small parts of an existing structure	New structure and repair/replacement of structure
	Structure. Replacement of all or substantial part of an existing structure to prevent imminent or correct actual major failure of same	Replace small areas of rotten or defective timber, make good minor areas of spalling concrete where reinforcing bars exposed	Replacement of structure
	Screed / insulation in a new building/extension	Repair/replacement of screed/insulation where defective.	New screed/insulation and repairs
	Screed / insulation. Replacement/repair of substantially all. Improve effectiveness of insulation Finish on new build. Replacement of all/substantially all on existing roof	Work to improve insulation standards, during work to repair/ replace small areas of roof. Replacement of roof finish on existing building. Re-coating chippings to improve life expectancy	Replacement/repair of screed/insulation  Finish on new build. Replacement of roof finish on existing building. Re-coating
	Edge Trim/ Fascia on new build	Repairs/ replacement. (uPVC) Repainting.	Edge Trim/fascia on new build and repairs/replacement/repainting
	Edge Trim/ Fascia, replacement of all / substantially all on existing roof	Repairs/ replacement. (uPVC) Repainting.	Replacement of edge Trim/Fascia on existing building
	Drainage on new build	Clearing out gutters and downpipes. Replacement/repair/ repainting of individual gutters/pipes	Drainage on new building and repairs/replacement/Repainting (NOT cleaning gutters/downpipes)
	Other e.g. Flashings, rooflights on new build	Repair/ Replacement/ cleaning of individual items	Flashings/rooflights on new building and repair/replacement (NOT cleaning)
	Replacement of		

<b>ELEMENT</b>	<b>CAPITAL: AS CIPFA CODE OF PRACTICE</b>	<b>REVENUE: REPAIRS &amp; MAINTENANCE</b>	<b>VA SCHOOLS - GOVERNORS RESPONSIBILITIES</b>
	all/substantially all on existing roof		
<u>Pitched</u>	Structure. New (not replacement) structure	Repair/replacement of small parts of an existing structure	Structure of new roof and all repairs <u>EXCEPT</u> trusses (i.e. internal repairs)
	Structure. Replacement of all or substantial part of an existing structure to prevent imminent or correct actual major failure of the structure	Replace/ repair small areas of rotten/ defective joists, rafters, purlins etc. Not complete trusses	Replacement of internal structure <u>EXCEPT</u> trusses (i.e. internal repairs)
	Insulation in a new building/extension	Repair/replacement/ increasing thickness of insulation in an existing roof	Insulation in new building and repair/replacement.
	Insulation. Replacement /repair of substantially all. Improve insulation to current standards		Repair/replacement or improve insulation
	Roof finish in a new building/extension, replacement of all/substantially all on existing roof	Replace missing/ damaged	Finish in new building/extension and repair/replacement in existing building
	Bargeboards/ Fascias in a new building/extension, replacement of all/substantially all on existing roof	Repairs/ replacement/ repainting	Bargeboards/fascias in new building/extension and repairs/replacement/ repainting in existing building
	Drainage in a new building/extension	Clearing out gutters and downpipes. Replacement/repairs of individual pipes/gutters	Drainage in new building/extension and repair/replacement. <u>(NOT</u> cleaning guttering or downpipes) Drainage replacement in existing roof.
	Drainage. Replacement of all/substantially all on existing roof		
	Other e.g. Flashings, Roof windows in a new building/extension, replacement of all/substantially all on existing roof	Repair/ Replacement /Cleaning	Flashings, roof windows in new building/ extension and repair replacement <u>(NOT</u> cleaning) in existing roof
	Provide new covered link etc. between existing buildings	Minor repairs, maintenance to existing covered link	Provide new covered link and repairs to existing. <u>(NOT</u> cleaning)
<u>Other</u>	Rebuild or substantially repair structure of existing covered link		Re-build or repair structure of existing covered link.
	Add porch etc. to existing building	Minor repairs, maintenance to existing	Add new porch and minor repairs to existing
	Rebuild / substantially repair structure of existing porch		Re-build or repair existing porch.

## **Floors**

<b>ELEMENT</b>	<b>CAPITAL: AS CIPFA CODE OF PRACTICE</b>	<b>REVENUE: REPAIRS &amp; MAINTENANCE</b>	<b>VA SCHOOLS - GOVERNORS RESPONSIBILITIES</b>
<u>Ground Floor</u>	Structure and dpc in new building  Structure and dpc - Replacement of all or substantial part of an existing structure to prevent imminent or correct actual major failure of same  Screed and finish in new build, replacement of all/substantially all on existing floor - e.g. replacement of most carpets/ tiles in a room	Repair/replacement of small parts of an existing structure  Replacement and repair of screed and finishes/ Replacement of mats/ matwells. Maintenance e.g. revarnishing wooden floors.	Structure and dpc of new building and replacement of existing structure  Provide screed and finish in new buildings ( <u>NOT</u> repairs to finishes, matwells etc.)
<u>Upper Floor</u>	Structure - as ground floor  Screed and Finish - as ground floor	As ground floor  Repairs of finishes/ Replacement - as ground floor	Structure of new buildings and replacement of existing structure  As ground floor
<b>Ceilings</b> <u>Top/ only storey</u>	Suspension  Membrane  Fixed  Access panels	Repair/ replacement incl. From water damage, & necessary decoration  Repair/ replacement  Repair/ replacement	Provision, ( <u>NOT</u> repair or replacement)  Provision, ( <u>NOT</u> repair or replacement)  Provision, ( <u>NOT</u> repair or replacement)
<u>Lower storeys</u>	Suspension  Membrane  Fixed	Repair/ replacement  Repair/ replacement	Provision, ( <u>NOT</u> repair or replacement)  Provision, ( <u>NOT</u> repair or replacement)
<u>All</u>	Specialist removal/ replacement of damaged/ disturbed Asbestos based materials, planned or emergency	Inspection/ air testing Applying sealant coats to asbestos surfaces for protection	Removal/replacement of damaged/disturbed asbestos <u>EXCEPT</u> where part of repair project.
<b>External walls</b>			
<u>Masonry/ cladding</u>	Structure Underpinning/ propping for new build	Repairs Preventive measures e.g. tree removal	Structure, underpinning/ propping of new building and repairs, ( <u>NOT</u> tree removal unless part of clearing new site)

<b>ELEMENT</b>	<b>CAPITAL: AS CIPFA CODE OF PRACTICE</b>	<b>REVENUE: REPAIRS &amp; MAINTENANCE</b>	<b>VA SCHOOLS - GOVERNORS RESPONSIBILITIES</b>
	External Finish on new build	Repair/replacement of small parts of an existing structure. e.g. repointing/ recladding a proportion of a wall where failure has occurred.	External finish on new building and repairs/replacement of existing structure including repointing/re-cladding
	External Finish on existing build where needed to prevent imminent or correct actual major failure of the structure. e.g. repointing/recladding work affecting most of a building /Replacement build		External finish on existing building including correcting of structure.
<u>Windows and Doors</u>	Framing - new build  Framing - structural replacement programme  Glazing - new build  Glazing Upgrading existing glazing  Ironmongery Improved security	Repair/ replacement of individual frames. Repainting frames  Repair/ replacement of individual windows. Repainting frames  Replacing broken glass  Repair/ replacement, upgrading locks etc.	New window frames and doors in new building and repairs/replacement (NOT replacement/ repair/ repainting of internal doors or windows)  New windows in replacement programme  Glazing new building and replace broken glass.  Upgrading existing glazing  Ironmongery to improve security and repair/replacement.
<u>Masonry chimneys</u>	Internal and external decorations to new build  Structure  Jointing including expansion and mortar joints/ pointing/ DPC	Internal and external decoration to include cleaning down and preparation.  Repair/ re-pointing	Internal and external decoration of new provision, external re-decoration (NOT internal redecoration)  Structure of chimneys  Jointing/Pointing and dpc of chimneys and repair/re-pointing.
<b>Internal walls</b>			
<u>Solid</u>	Complete including various internal finishes, linings and decorations	Repairs and redecoration to internal plaster/ linings tiles, pin boards etc.	New walls & finishes, (Not repair/ replacement)
	Refurbishment and alterations	Minor alterations	
<u>Partitions</u>	Complete structure including linings, framing, glazing, decoration etc.	Repairs and redecoration.	New partitions, (Not repair/ replacement)
	Refurbishment and alterations	Minor alterations	

ELEMENT	CAPITAL: AS CIPFA CODE OF PRACTICE	REVENUE: REPAIRS & MAINTENANCE	VA SCHOOLS - GOVERNORS RESPONSIBILITIES
<u>Doors &amp; Screens</u>	Framing/ Screens/ Doors to new buildings including glazing, ironmongery, jointing and internal decorations	Internal maintenance and redecoration. Repair/ replacement of defective doors and screens	Provision of new, ( <u>Not</u> repair/ replacement)
All	Glazing to meet statutory Health & Safety requirements	Replacement of broken glass	New glazing and replacement of broken glass, ( <u>Not</u> internal window repairs)
<u>Sanitary Services</u>			
<u>Lavatories</u>	<p>In new buildings provision of all toilet fittings, waste plumbing and internal drainage.</p> <p>Large scale toilet refurbishment</p>	<p>Repair/ replacement of damaged sanitary ware, fittings, waste plumbing etc.</p> <p>Small areas of refurbishment</p>	<p>Provision. (<u>Not</u> repair/ replacement of damaged sanitary ware)</p> <p>Provision / refurbishment (Not replacement of damaged sanitary ware)</p>
	Provision of disabled facilities, and specialist facilities related to pupils with an Education, Health & Care plan	Repair/ replacement of damaged fittings, waste plumbing etc.	Provision, ( <u>Not</u> repair/ replacement of damaged fittings etc.)
<u>Kitchens</u>			
	<p>Kitchens in new buildings, complete with fittings, equipment, waste plumbing and internal drainage. Internal finishes and decorations.</p> <p>General refurbishment</p> <p>Large and costly items of equipment</p>	<p>Maintain kitchen to requirements of LA</p> <p>Cleaning out drainage systems</p> <p>Redecoration</p> <p>Repairs</p> <p>Repairs/ replacement parts</p>	
<u>Mechanical services</u>			
<u>Heating/ hot water</u>	<p>Complete heating and hot water systems to new projects, including fuel, storage, controls, distribution, flues etc.</p> <p>Safe removal of old/ damaged asbestos boiler and pipework insulation, where risk to Health &amp; Safety.</p> <p>Planned replacement of old boiler/ controls systems past the end of their useful life</p> <p>Emergency replacement of boiler plant/ systems</p>	<p>General maintenance of all boiler house plant including replacement of defective parts.</p> <p>Regular cleaning.</p> <p>Energy saving projects</p> <p>Monitoring systems</p> <p>Health &amp; safety issues</p> <p>Replacement of defective parts</p>	<p>Provision of complete system, (<u>Not</u> repair/ replacement or maintenance)</p>

<b>ELEMENT</b>	<b>CAPITAL: AS CIPFA CODE OF PRACTICE</b>	<b>REVENUE: REPAIRS &amp; MAINTENANCE</b>	<b>VA SCHOOLS - GOVERNORS RESPONSIBILITIES</b>
<u><b>Cold water</b></u>	Provision of cold water services, storage tanks, distribution, boosters, hose reels etc. in major projects	Maintenance and repair/ replacement of defective parts such as servicing pipes. Annual servicing of cold water tanks.	Provision of complete system, ( <u>Not</u> repair/ replacement or maintenance)
<u><b>Gas</b></u>	Distribution on new and major refurbishment's, terminal units	Repairs, maintenance and gas safety All servicing	
<u><b>Ventilation</b></u>	Mechanical ventilation/ air conditioning to major projects	Provision of local ventilation. Repair/ replacement of defective systems and units	Provision, ( <u>Not</u> repair/ replacement)
<u><b>Other</b></u>	Swimming pool plant and its complete installation, including heat recovery systems	Repair/ replacement of parts to plant, pumps and controls. Water treatment equipment and all distribution pipework. Simple heat recovery systems. Solar heating plant and equipment.	If governors provided.
<b>Electrical services</b>			
<u><b>General</b></u>	Main switchgear and distribution in major projects.	Testing/ replacement of distribution boards. The repair and maintenance of all switchgear and interconnecting cables including that in temporary buildings.	Provision, ( <u>Not</u> repair/ replacement or maintenance)
	Replacement of obsolete and dangerous wiring systems, including distribution boards	All testing, earthing and bonding to meet Health & Safety. All servicing.	
<u><b>Power</b></u>	Control gear, distribution, fixed equipment, protection etc.	All testing, repair and replacement of small items of equipment	Provision, ( <u>Not</u> repair/ replacement)
<u><b>Lighting</b></u>	Provision of luminaires and emergency	Replacement of luminaires, all testing, adjustments and improvements to emergency	Provision, ( <u>Not</u> repair/ replacement)
<u><b>Other</b></u>	Lightning protection in new build Alarm systems, CCTV, lifts/ hoists etc.,	Repair/ replacement Repair and maintenance	Provision and repair Provision, ( <u>Not</u> repair or maintenance)
	New installation of communication systems, WIFI systems / TV, call, telephone, data transmission, IT etc. and provision in new build.	Repair/ replacement/ maintenance, including all door access systems	
<b>External Works</b>			
<u><b>Pavings</b></u>	Provision of new roads, car parks, paths, court, terraces, play pitches, steps and handrails, as part of major project, including disabled access	Maintenance and repair Car park and playground markings.	Provision if part of statutory proposal project. <u>Not</u> repair or maintenance  Provision and repair of ramps and steps.

<b>ELEMENT</b>	<b>CAPITAL: AS CIPFA CODE OF PRACTICE</b>	<b>REVENUE: REPAIRS &amp; MAINTENANCE</b>	<b>VA SCHOOLS - GOVERNORS RESPONSIBILITIES</b>
Miscellaneous	Provision of walls, fencing, gates and ancillary buildings as part of major project	Maintenance and repair of all perimeter/ boundary/ retaining walls, fencing and gates.	
<u>Drainage</u>	Drains, soakaways, inspection chambers and sewage plant as part of new projects	Maintenance and repair of drains, gullies, grease traps and manholes between buildings and main sewers. Cleaning of the above and unblocking as necessary.	Foul drainage plus external gutters and drainpipes. Not maintenance
<u>Open air pools</u>	Structure, Hygiene/ safety in new build	Hygiene, cleaning, maintenance and repairs, including replacement parts. Simple energy saving systems.	If governors provided.
<u>Services distribution</u>	Heating mains gas mains water mains electricity mains, renewal of any above.	Annual servicing	Provision grant aided but <u>not</u> for repair

## **School Redundancy Reimbursement Procedure and Processes**

### **1. Introduction**

Under Section 37 (5) of the Education Act 2002 the Council is normally required to fund the cost of school redundancy payments. In order to access this funding, schools will need to demonstrate that they have followed the Council's Procedures and Processes which are set out in the following paragraphs.

### **2. Procedure and Processes**

With any redundancy exercise the local authority will need to be satisfied that the school has clear documentation outlining the rationale for the proposal, that all alternative solutions to a redundancy have been explored, and the appropriate consultation has been undertaken.

In line with the above, the school will need to ensure that the Director of Education & SEND and the Head of Finance for Children's Services is advised of any redundancy proposals at the earliest opportunity, preferably at the beginning of the process. Schools will also need to demonstrate that they have sought advice from their HR Service provider throughout the process. The school should also show that they have accessed advice from Schools Finance and any other appropriate forums in relation to their proposal and the viability of any other solution.

In relation to the consultation with staff and the relevant Trade Unions it is advised that the schools use the LA's model consultation guidance and that it is in line with the Redundancy Policy and Procedure adopted by the school.

As part of the consultation exercise, the school will need to provide a copy of the paper to the Director of Education & SEND and the Head of Finance for Children's Services. The school will also need to provide them with the following documents:

- i) The most recent school budget plan.
- ii) The most up to date monitoring position of the school budget.
- iii) An explanation of the use of any surplus balances held by the school.
- iv) An explanation of changes of more than 10% on any budget, both expenditure and income.
- v) The estimated cost of redundancy for each post being made redundant.

The school will need to provide responses to any questions that the Local Authority might have within one week of the request.

All of this supporting documentation will be provided to the Director of Education & SEND, who will produce a Cabinet Member Report for consideration by the Cabinet Member for Children, Families and Education for their final decision. The school will be notified within one week, once a decision is reached.

Schools will be able to claim the reimbursement of redundancy costs by submitting an invoice, one for the first tranche payment and a further invoice for the second and final tranche payment at least three months after the relevant persons have left the schools employment and signed the copy documentation confirming that they have not obtained further employment.

Failure to manage any redundancy process as outlined above may result in the Local Authority not meeting the redundancy costs or any part of those costs incurred by the school in accordance with guidance and regulations under the Education Act.

### **Education Act 2002 – Section 37 extract**

Section 37 of the 2002 Education Act says:

(4) costs incurred by the local education authority in respect of any premature retirement of a member of the staff of a maintained school shall be met from the school's budget share for one or more financial years except in so far as the authority agree with the governing body in writing (whether before or after the retirement occurs) that they shall not be so met.

(5) costs incurred by the local education authority in respect of the dismissal, or for the purpose of securing the resignation, of any member of the staff of a maintained school shall not be met from the school's budget share for any financial year except in so far as the authority have good reason for deducting those costs, or any part of those costs, from that share.

(6) The fact that the authority have a policy precluding dismissal of their employees by reason of redundancy is not to be regarded as a good reason for the purposes of subsection (5); and in this subsection the reference to dismissal by reason of redundancy shall be read in accordance with section 139 of the Employment Rights Act 1996 (c. 18).

The default position, therefore, is that premature retirement costs must be charged to the school's delegated budget, while redundancy costs must be charged to the local authority's budget. In the former case, the local authority has to agree otherwise for costs to be centrally funded, while in the latter case, there has to be a good reason for it not to be centrally funded, and that cannot include having a no redundancy policy. Ultimately, it would be for the courts to decide what a good reason was, but the examples set out below indicate the situations in which exceptions to the default position might be taken.

Charge of dismissal/resignation costs to delegated school budget:

- If a school has decided to offer more generous terms than the authority's policy, then it would be reasonable to charge the excess to the school.
- If a school is otherwise acting outside the local authority's policy
- Where the school is making staffing reductions which the local authority does not believe are necessary to either set a balanced budget or meet the conditions of a licensed deficit
- Where staffing reductions arise from a deficit caused by factors within the school's control
- Where the school has excess surplus balances and no agreed plan to use these
- Where a school has refused to engage with the local authority's redeployment policy

Charge of premature retirement costs to local authority non-schools budget:

- Where a school has a long-term reduction in pupil numbers and charging such costs to their budget would impact on standards
- Where a school is closing, does not have sufficient balances to cover the costs and where the central Schools Budget does not have capacity to absorb the deficit.
- Where charging such costs to the school's budget would prevent the school from complying with a requirement to recover a licensed deficit within the agreed timescale
- Where a school is in special measures, does not have excess balances and employment of the relevant staff is being/has been terminated as a result of local authority or government intervention to improve standards.

Costs of early retirements or redundancies may only be charged to the central part of the Schools Budget where the expenditure is to be incurred as a result of decisions made before 1st April 2013. Costs may not exceed the amount budgeted in the previous financial year.

It is important that the local authority discusses its policy with its Schools Forum. Although each case should be considered on its merits, this should be within an agreed framework. It may be reasonable to share costs in some cases, and some authorities operate a panel to adjudicate on applications.

A de-delegated contingency could be provided, if Schools Forum agree, to support individual schools where "a governing body has incurred expenditure which it would be unreasonable to expect them to meet from the school's budget share".

For staff employed under the community facilities power, the default position is that any costs must be met by the governing body, and can be funded from the school's delegated budget if the governing body is satisfied that this will not interfere to a significant extent with the performance of any duties imposed on them by the Education Acts, including the requirement to conduct the school with a view to promoting high standards of educational achievement. Section 37 now states:

(7) Where a local education authority incurs costs -

(a) in respect of any premature retirement of any member of the staff of a maintained school who is employed for community purposes, or

(b) in respect of the dismissal, or for the purpose of securing the resignation, of any member of the staff of a maintained school who is employed for those purposes,

they shall recover those costs from the governing body except in so far as the authority agree with the governing body in writing (whether before or after the retirement, dismissal or resignation occurs) that they shall not be so recoverable.

(7A) Any amount payable by virtue of subsection (7) by the governing body of a maintained school in England to the local authority may be met by the governing body out of the school's budget share for any funding period if and to the extent that the condition in subsection (7B) is met.

(7B) The condition is that the governing body are satisfied that meeting the amount out of the school's budget share will not to a significant extent interfere with the performance of any duty imposed on them by section 21(2) or by any other provision of the Education Acts.

(9) Where a person is employed partly for community purposes and partly for other purposes, any payment or costs in respect of that person is to be apportioned between the two purposes; and the preceding provisions of this section shall apply separately to each part of the payment or costs.

(10) Regulations may make provision with respect to the recovery from governing bodies of amounts payable by virtue of subsection (7).

(11) Subsections (1) to (6) do not apply to a maintained school at any time when the school does not have a delegated budget by virtue of any suspension under section 17 of, or Schedule 15 to, the School Standards and Framework Act 1998 (c. 31).

(12) In this section "community purposes" means the purposes of the provision of facilities or services under section 27

## Appendix 5

## **Scheme for financing schools 2025-26**

xxxxxxxxxxxxx SCHOOL

## MODEL APPLICATION FOR AN INTEREST FREE LOAN FOR AN EARLY CAREER TEACHER OF UP TO £1,500

Completed form to be returned to: (Enter School's HR Email)

## PERSONAL DETAILS

Surname..... (Mr/Mrs/Ms/Miss)

Forename(s) .....

Department ..... Payroll No: .....

Home Address.....

.....

Work tel no ..... Home/mobile no .....

## DEFICIARATION

The details given above are complete and correct and I hereby apply for a loan of £1,500. I agree that I shall repay the full amount of the loan by 12 equal consecutive monthly instalments of £125.00 commencing on \_\_\_\_\_ (Date), which sum I agree to being deducted from my salary each month until the total sum advanced be repaid.

I have read the conditions below and agree to be bound by them.

Signature..... Date.....

## **AUTHORISATION – To be completed by the Headteacher**

I confirm that the details given are correct as far as I am aware and I recommend that the loan be granted.

Signature ..... Date .....

## CONDITIONS

1. In consideration of the loan made to the employee by the school, the employee agrees to make twelve monthly repayments to the school on the last day of each month by deduction from salary until the whole loan has been repaid.
2. The school shall be entitled to deduct each monthly instalment as it falls due from the next payment of the employee's salary.
3. If before the whole of the amount loaned has been repaid to the school by the employee as provided in Condition 2 the employee shall: -
  - 1) cease to serve the Council for any reason whatsoever; or
  - 2) fail to observe any of the conditions of the loan; or
  - 3) become bankrupt; or
  - 4) make any composition or agreement with creditors; or
  - 5) die.

the whole of the amount remaining on loan to the employee shall immediately become payable to the School by the Employee or in the case of death by the Employee's personal representative.

4. In the event of any amount under the loan becoming repayable as provided in Condition 3 hereof the School shall in addition to exercising all other legal or equitable rights and remedies be entitled to deduct such amount from any sum that may be or become due to the employee by the School whether by way of salary, refund of superannuation contributions, or otherwise.
5. The employee may at any time during the continuance of the loan repay to the school any balance on the loan then outstanding and owing.
6. Please note this loan is only available to Early Career Teachers upon initial recruitment only. It is not to be used as an on-going loan facility.

I hereby further agree that in the event of my leaving the employment of the School within twelve months of the date of receiving this loan, the whole of the sum outstanding as at that date shall be deducted from my final payment of salary and any refund of superannuation to which I may be entitled. In the event that my final payment of salary and superannuation refunds be insufficient to cover the said sum I undertake to repay to the school on demand such balance as may be due.

Dated this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_

Signed \_\_\_\_\_ Name \_\_\_\_\_  
(in block letters)  
of (address) .....

School .....