Schools Forum Report

Trades Union Facility Time (TUFA) update 2023-24

11/10/2023

**Executive Summary**

Report on the Trade Union Facilities Time Agreement (TUFA) 2023-24 cost and income budgeted and forecasted position and the and the outturn position for 2022-23

**Details of recommendations and timescales for decisions:**

Schools Forum are asked to:

* consider and note the contents of the report
* agree the proposed charging of TUFA costs for all special schools

## TUFA Budget for 2023-2024

* 1. The TUFA budget (income) is met from de-delegation (maintained primary & secondary schools); a contribution (maintained special schools) and a requested contribution from academies and free schools.

**Table 1**

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| **Staff costs supply cover budgets** | **Total (£)** | **Estimated Outturn** **2023-24** |
| Maintained primary & secondary  | 146,654 | 81,831 |
| All Special Schools (per place) | 0 | 35,150 |
| Academy/Free School estimate | 47,405 | 35,256 |
| LBTH teachers |  | 28,500 |
| **totals** | **194,059** | **180,737** |

* 1. The costs are claimed by schools that release staff to support union members across all school types. Costs are also incurred by the local authority that employ the GMB representative. To protect the overspending budget, reimbursement for claims to support the cover arrangements of released staff are set at universal daily pre-agreed rates: are £150 for support staff, £350 for Headteachers and £300 for Teaching staff.
	2. The current budget is c.£194K per annum – made up of £147K from the de-delegated schools' budget and £47K from academy schools.
	3. The current cost of teacher trade union facilities time is £123.7K, and for support staff unions £57K per annum, further commitments are:
		1. Special schools income is to be calculated – we have not charged these settings before, but staff are supported. Using the national recommended guidelines this would be at a rate of 3 times the place numbers, because of the significantly higher ratio of staff numbers to pupils Applying this to the de-delegated supply cover rate of £5.23 in 2023-24, it would generate a charge of £15.69 per place. Table 2 shows the charge per school, including LEAP and the academy special school, Ian Mikado. The total contribution is in the region of £16.3k if agreed.

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| **Table 2** | **places** | **proposed supply charge at £15.69 per place** |
| Bowden House Delegated | 58 | £910 |
| Phoenix Delegated | 470 | £7,374 |
| Beatrice Tate | 115 | £1,804 |
| Stephen Hawking Delegated | 104 | £1,632 |
| LEAP | 240 | £3,766 |
| IAN MIKARDO SCHOOL | 55 | £863 |
|  |  | **£16,349** |

* 1. Invoices have not yet been sent to academies for 23/24, but have been included in the anticipated income, which also includes the accruals from 22-23

## TUFA Outturn Position for Prior Financial Year 2022-23

* 1. In 2022-23 financial year, the total income received for Trade Union Facilities Time Arrangements was £194,711 comprising of £148,244 from maintained schools dedelegated budgets and a further £46,467 invoiced to academies/free schools.

* 1. The actual expenditure incurred in 2022/23 for TUFA support costs totalled £196,885.
	2. The outturn position for 2022-23 was a small overspend of £2,174

## Decisions and Next Steps

* 1. The Forum are asked to note the de-delegation of the schools’ facilities time budget and the funding arrangements that will determine the available budget.
	2. The Forum are asked to agree the proposed charging of all Special Schools as set out in point 1.4.1 of the report
	3. A further paper will be brought to Schools Forum in November to set out the proposals for the 2024-25 TUFA arrangements.