



Schools Forum 22 October 2014

**Report from the Strategic Director of
Children and Young People**

For Action

De-Delegation 2015-16 : Maternity Grant, Trade Union Facilities, Licenses

1. Background

- 1.1. Decisions to de-delegate funding are required to be made for each financial year. The Schools Forum needs therefore to make such decisions each autumn and is therefore being asked to review the position for 2015-16 in relation to the maternity grant, trade union facilities and licenses budgets, all were agreed for 2014-15.
- 1.2. De-delegation only covers maintained primary and secondary schools. It excludes academies, special schools, nurseries and PRUs. Where de-delegation is agreed for maintained primary and secondary schools, the local authority will offer these services as a traded service to all other schools and academies.

2. De-Delegations

2.1. Maternity Grant

- 2.1.1. The benefit of this scheme is that schools are able to pool risk so that costs do not fall unevenly on individual schools.
- 2.1.2. This covers female staff except SMSA's, with a grant of £4,206 for teachers and £3,179 for non-teachers. Staff are only covered if they have at least 1 year's continuous employment within Brent or within Local Government.
- 2.1.3. Claims are made to the Schools Finance Team by submitting a claim with a copy of the MAT B1 form, and a signed Intention to Return to Work form.
- 2.1.4. The Schools Forum approved £8.48 per pupil in 2014/15.

2.1.5. The proposed 2015/16 budget is subject to the October 2014 pupil census but is estimated to be £212,930, being £188,832 for Primaries and £24,098 for Secondaries. This assumes an amount of £8.50 per pupil but has been adjusted to account for academy conversions that have occurred during 2014/15.

2.2. Trade Union Facilities Funding

- 2.2.1. As with the Maternity Grant, the benefit of this is that schools are able to pool risk so that costs do not fall unevenly on individual schools.
- 2.2.2. Under the Employment Protection Act 1975 Trade Union representatives have a statutory right to reasonable paid time off from employment to carry out trade union duties and training. This delegation allows the Local Authority to fund this time off to allow the representative to be released and the school to get supply cover.
- 2.2.3. An annual claim is made by the Teachers Panel to the Schools Finance Team by detailing the FTE time spent on union duties. This is then converted into a salary cost for an average M6 grade and paid to the schools where the member of staff was released on union duties.
- 2.2.4. The current 2014/15 budget was based on 1944 teachers in maintained schools which translated to 2.35 FTE. This translates to £106,100 as agreed. The majority of academies are buying in.
- 2.2.5. The proposed 2015/16 budget is estimated at 1.91 FTE due to academy conversions. This has been amended to reflect the numbers of teachers in maintained schools which is now 1,583. The Schools Forum agreed to review this each year in light of academy conversions. This translates to £86,400 - £70,736 for Primaries and £15,664 for Secondaries.

2.3. Licences

- 2.3.1. The council currently purchases a number of licenses on behalf of all maintained schools within the borough.
- 2.3.2. Over the past couple of years the DfE has been working with copyright management organisations to simplify the way in which copyright licences are paid for by schools and academies. As a result, the DfE now manages most of the copyright licences for all maintained schools in England.
- 2.3.3. For licences that are covered by this central arrangement with the DfE, the amounts will need to be centrally retained rather than being de-delegated. For all other licences that are not currently included on the DfE's central arrangements, de-delegations would apply. For these licences, maintained nurseries and special schools will need to buy into a traded service in order to be covered by these licences; otherwise they will need to purchase these directly.

2.3.4. The Licences covered by the DfE's central arrangement, and therefore requiring approval to be centrally held are:

- **CLA (Copyright Licensing Agency)** – allows schools to use extracts of text and pictures from millions of print and digital books, journals and magazines, including websites.
- **ERA (The Education Recording Agency)** – allows schools to record radio and television broadcasts received in the UK. This also allows teaching staff to access and download material on a number of on demand catch-up services, and copy such recordings for educational purposes.
- **NLA (The Newspaper Licensing Agency Schools Licence)** – allows the copying of content from national, regional and local newspapers and certain news websites.
- **MPLC (Motion Picture Licensing Company)** – allows for the non-educational screening of films on the school premises, provided it is not advertised outside the school, and provided there is no charge applied to such screenings.
- **PVSL (The Public Video Screening Licence)** – allows school to screen films on DVDs that have been purchased or borrowed for legitimate UK outlets during the term of the licence. This does not allow schools to charge (either directly or indirectly) for such screenings, i.e. not for commercial or fundraising purposes.
- **SPML (The School Printed Music Licence)** – covers the copying and distribution of a school's sheet music to school members for curricular uses and for those extracurricular activities that are not collective worship.

The cost for the current year is £115,444, and the estimated amount to be centrally retained for 2015/16 is £120,060.

2.3.5. The following are the licences that are not covered by the DfE arrangements, and therefore the Schools Forum is being asked to de-delegation:

- **British Pathé** – provides schools with access to archive material which the British Pathé owns including footage of major 20th century events, lifestyle, famous faces, travel, science, etc. dating back to 1896.
- **CLEAPSS** – is an advisory service providing support to schools in sciences and technology.
- **PRS (Performing Right Society)** – gives schools the performance right on behalf of music composers, songwriters and publishers.
- **PPL (Phonographic Performance Licence)** – is required for the non-curricular use of copyrighted music in schools.

The cost for the current year is £24,967, and the estimated amount to be de-delegated for 2015/16 is £25,970.

3. Recommendations and Consultation points

3.1. The Schools Forum is requested to approve the following:

- a. To de-delegate Maternity Grant at £8.50 per pupil;
- b. To de-delegate Trade Union Facilities Funding of £86,400, which currently equates to £3.45 per pupil;
- c. To de-delegate Licences at an estimated £25,970, which currently equates to £1.04 per pupil;
- d. To centrally retain £120,060 in respect of Licences centrally managed through the DfE.

Please be advised that for decisions a. to c. only representatives from the maintained primary and secondary schools are able to vote.

Background Papers

- DfE Copyright Factsheet

Contact Officers

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