

## Committee report

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| Committee | <b>SCHOOLS FORUM</b>   |
| Date      | <b>17 NOVEMBER 2023</b>  |
| Title     | <b>2024/25 SCHOOL FUNDING</b>                                      |
| Report of | <b>DIRECTOR OF CHILDREN'S SERVICES AND<br/>DIRECTOR OF FINANCE</b> |

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### EXECUTIVE SUMMARY

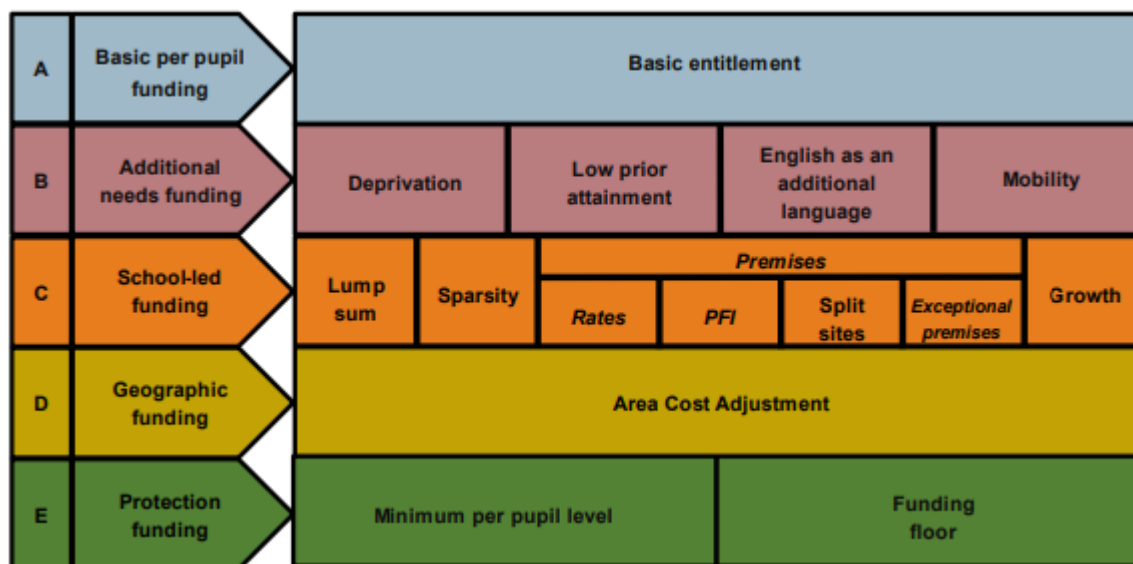
1. This report provides an update on a variety of schools funding related issues in relation to the upcoming 2024/25 financial year. Primarily on views relating to the setting of the school funding formula, alongside levels of minimum funding guarantee (MFG) protection, services to be de-delegated and wider budget setting issues in relation to any schools block transfer and the setting of central block budgets.

### NATIONAL FUNDING FORMULA (NFF)

2. 2024/25 is the seventh year of the national funding formula and third year of the 2021 spending review settlement. In 2024/25, as in previous years, the local authority will continue to set a local schools funding formula, in consultation with local schools.
3. The third year of the spending review which honours the £7.0billion increases in national school funding over the 2022/23 to 2024/25 spending period.

| Year    | Increase    |
|---------|-------------|
| 2022/23 | £4.0billion |
| 2023/24 | £1.5billion |
| 2024/25 | £1.5billion |

4. In autumn, the government announced that in 2023-24, schools will get an extra £2 billion of revenue funding and the same again in 2024-25. This is on top of the £1.5 billion increase schools were already set to receive in 2023-24, bringing the overall funding increase this year to £3.5 billion, compared to 2022-23.
5. The majority of the basic structure in the funding formula is not changing for 2024-25 with the exception of Growth funding where there is a specific requirement explained later in the paper.



6. For 2024-25 there are some changes to features within the formula that will have some impact on local formula setting
  - The 2023-24 mainstream schools additional grant has been rolled into the NFF as prescribed by the DFE.
    - Adding an amount representing the grant into school baselines.
    - Adding the value of the lump sum, basic per pupil rates and free school meals Ever 6 (FSM6) parts of the grants onto relevant factors
  - NFF values have been increased (on top of the rolled in Mainstream schools additional grant values) by in the region of 1.5%, slightly higher for Deprivation FSM, Deprivation – Ever 6 FSM, English as an additional language for primaries and mobility for primaries
  - Introduction of a new formulaic approach to allocating split sites funding which replaces the previous locally determined split sites factor.
  - New local formula requirements for growth and falling roll funding. Minimum funding level introduced for growth funding when additional classes (driven by basic need) are required.
  - Local authorities continue to be able to transfer up to 0.5% schools block funding with School Forum approval.

- Local authorities continue to be able to set minimum funding guarantee with the 2023/24 DfE threshold being between +0.0% and +0.5%.

## DIRECT NATIONAL FUNDING FORMULA

7. The DfE are continuing their transition to a direct national funding formula (whereby funding is allocated directly to schools based on a single national formula). Local authorities are now being required to bring their own formulae closer to the NFF in 2024/25, including:
  - Local authorities must move their local formula factor values at least a further 10% closer to the NFF (building on the movement towards the NFF made in 2023 to 2024), except where local formulae are already mirroring the NFF.
  - Local authorities must use the new national formulaic approach to split sites.
  - Local authorities must follow the new local formula requirements for growth funding, whereby additional classes (driven by basic need) must be funded by at least the minimum funding level set out in the funding calculation.
  - Local authorities with a falling rolls fund must also follow the new requirements for falling rolls funding, whereby local authorities can only provide falling rolls funding to schools where school capacity survey (SCAP) 2022 data shows that school places will be required in the subsequent 3 to 5 years. The restriction, that schools were previously only eligible for falling rolls funding if they were judged 'good' or 'outstanding' by Ofsted, is also being removed from 2024 to 2025.
8. The DfE expect to fully move to the direct NFF by the 2027/28 funding year at the latest. The DfE will continue to monitor the equalities impact of a move to a direct NFF on an ongoing basis and when developing policy in future years.
9. The message from the DfE remains strong on the direct formula intentions and this is a significant factor in determining the proposed approach presented in this report. In 2023/24 across 151 authorities 130 (86%) have moved their formula values closer to the NFF, of which 106 (including the Isle of Wight) now mirror the factors almost exactly.
10. The Isle of Wight is well placed in completing that journey.

## INDICATIVE DSG ALLOCATIONS

11. As in previous years for the schools block, the DfE calculate notional allocations for all schools in a local authority area, and use these to confirm Primary and Secondary Units of Funding (PUFs and SUFs). These will be multiplied by the actual pupil numbers included in the October 2023 census to determine the final allocation for the Isle of Wight.
12. Indicative 2024/25 allocations were released to local authorities in late July 2023. These allocations contained an error by the DfE and subsequently revised allocations alongside an apology were release early October 2023 to aid budget planning and modelling in preparation for 2024/25. The Isle of Wight allocations are included in the following table but should be treated with caution as they are indicative based on 2022 census pupil numbers and characteristics and will change when the final allocations are received in December 2023.

| Block   | 2023/24          | 2024/25             | Change |     |
|---|------------------|---------------------|--------|-----|
|   | Baseline<br>£000 | Provisional<br>£000 | £000   | %   |
| Schools Block (exc. growth, inc. supplementary grant) | £87,736          | £89,788             | £2,051 | 2.3 |
| High Needs Block                                      | £21,134          | £22,329             | £1,195 | 5.7 |
| Central Block   | £598             | £617                | £8     | 3.2 |
| Early Years Block (tbc Dec23)                         | TBC              | TBC                 | TBC    | TBC |

13. Early years funding arrangements will be confirmed in due course following the receipt of DfE operational guidance which is expected during the autumn term.

## LOCAL FUNDING FORMULA PROPOSALS

14. The Isle of Wight has a strong history of supporting the principle of working towards the NFF values since the formula was introduced five years ago, and since 2022/23 the local approach overwhelmingly supported by local schools and Schools Forum has been to use the national funding formula values throughout.
15. The Isle of Wight Council proposes to again determine the 2024/25 school funding formula using the national funding formula values exactly (adjusted for the local area cost adjustment, which for the Isle of Wight is 1.01472).
16. This approach will provide continued and future stability for schools ahead of the upcoming implementation of the direct formula. A comparison of the 2024/25 expected NFF values, baseline 2023/24 (including mainstream schools additional grant) Isle of Wight values, and proposed 2024/25 Isle of Wight values is included in Appendix A.
17. By continuing to align the Isle of Wight to the national funding formula values this will enable increases in all the formula factors mostly in the region of 1.5% with slightly higher for Deprivation FSM, Deprivation – Ever 6 FSM, English as an additional language for primaries and mobility for primaries.

18. Financial modelling on this approach was completed during October 2023 and shared as part of the consultation to ascertain a school by school impact of continuing using the NFF values, this is included in Appendix B and shows an indicative 1.51% average cash increases per school as a result.
19. These are only potential reasonings against indicative data, importantly the final October 2023 census data will determine final allocations using up to date pupil numbers and characteristics.
20. Consultation responses are included in Appendix C and referred to later in this report.

### MINIMUM FUNDING GUARANTEE (MFG)

21. Local authorities still have discretion on the level of minimum funding guarantee (MFG) to include in the local funding formula. The MFG provides protection to schools that have a reduction in per pupil funding and can be funded by reducing the funding allocations to schools that are increasing their per pupil funding. The MFG provides no protection against falling pupil numbers. Schools see a decrease in per-pupil funding either because of a historic change in the funding formula or because there is a change in the additional needs funding that pupils on roll are eligible for.
22. In 2023/24, Schools Forum and a majority of consultation responses supported maintaining the minimum level of protection of +0.5%. The 2022/23 formula saw the working out of the system of some historic funding arrangements, and for all schools, protection wasn't required in 2023/24 due to increases in per pupil funding as a result of increases in pupil characteristics such as free school meals.

| Year:             | 2019/20  | 2020/21 | 2021/22  | 2022/23 | 2023/24 |
|-------------------|----------|---------|----------|---------|---------|
| Rate              | -1.50%   | +0.50%  | +0.50%   | +0.50%  | +0.50%  |
| Total Value       | £149,839 | £80,207 | £158,236 | £3,141  | £0      |
| Number of Schools | 3        | 4       | 9        | 1       | 0       |

23. The DFE operational guidance for 2024/25 requires that the MFG can be set between +0.0% (the lowest protection) and +0.5% (highest protection). Modelling on the impact of this range of MFG scenarios using October 2022 data suggests that all historic arrangements have worked out of the system, and therefore historic costs of MFG for 2024/25 would be NIL.

|                   | 2024/25 Indicative |        |        |
|-------------------|--------------------|--------|--------|
| Rate              | +0.00%             | +0.25% | +0.50% |
| Total Value       | £NIL               | £NIL   | £NIL   |
| Number of Schools | 0                  | 0      | 0      |

24. There is potential for some cost as a result of October 2022 vs October 2023 changes in pupil characteristics and it is proposed that any residual final DSG allocation be prioritised in meeting any MFG commitment. Indicative budget shares have been produced using +0.5% consistent with the levels of protection applied in the NFF.
25. We are proposing to set the MFG to the highest level of protection (+0.50%) to ensure consistency with the protections provided for within the NFF.
26. Consultation responses are included in Appendix C and referred to later in this report, with all of the respondents supporting the approach.

## GROWTH FUND

27. Final DSG allocations will, like last year, include an element of growth funding which is calculated on a formulaic basis across middle super output areas across the Isle of Wight. Simplistically, changes in numbers on roll between October 2022 and October 2023 at a level of around 18 segments across the Island, with areas showing an increase contributing to the allocation.
28. Indicative DSG allocations always exclude the growth funding element of the schools block, which isn't confirmed until final allocations are received in December based on October 2023 census numbers.
29. In late September a pre-census snapshot of data was compiled and indicated a potential funding allocation of £254,000 for 2024/25 (potentially lower than the final 2023/24 allocation of £335,000 growth). Overall pupil numbers are not expected to increase, so this estimate must be treated with caution until the final allocation is confirmed.
30. The Isle of Wight currently has a very small growth fund of £326 in 2023/24, as in meeting the NFF formulae values following significant increases in pupil characteristics, meant a higher value fund was not affordable.
31. Under the current School funding policy, schools can be eligible for growth funding when required to implement an additional class at the request of the local authority, or because of infant class size regulations. Additional funding can also be allocated to meet the costs of a teaching assistant where there are large numbers of excepted pupils.
32. Change in the DFE guidance for 2024/25 requires Local Authorities to fund additional classes driven by basic need either within or outside of PAN at least at a minimum level of £1550 x number of pupils x 1.01472 (Area Cost Adjustment that changes every year). Local school funding policy will be updated to reflect this change from financial year 2024/25.

33. Admissions and place planning officers forward modelling work has recently concluded an expected need for growth funding in the secondary sector for at least the 2024/25 financial year. Initial estimates indicate a potential cost in the region of £250,000 next year.
34. We propose to use DSG growth allocation to set a Growth fund in 2024/25 financial year to meet the likely requirement to fund additional classes.

### FALLING ROLLS

35. For the first time in 2024-25 the final settlement will also include Falling Rolls funding. It is calculated on a formulaic basis across middle super output areas across the Isle of Wight. Changes in numbers on roll between October 2022 and October 2023 at a level of around 18 segments across the Island, with areas showing a decrease above threshold of 10% contributing to the allocation.
36. An initial funding estimate, subject to October census outcome, is £142,000. Local authorities will continue to have discretion over whether to operate a falling rolls fund. Where local authorities operate a fund, they will only be able to provide funding where the 2022 SCAP (Schools Capacity Survey) shows that school places will be required in the subsequent 3 to 5 years. Presently there is no indication that the places will be required.
37. We propose not to operate Falling rolls fund in 2024-25 financial year and use the allocation to manage the risk of pupil characteristics changes whilst meeting the NFF.

### RECONCILIATION OF INDICATIVE DSG SCHOOLS BLOCK

38. On implementing the proposals contained in this report, the schools block indicative allocation would be reconciled as follows:

| Indicative / Proposed                                      | Estimate £000  |
|--|----------------|
| Schools block allocation (excluding growth funding)        | £89,788        |
| + Estimated growth funding                                 | £254           |
| + Estimated falling roll funding                           | £142           |
| <b>TOTAL ESTIMATED FUNDING</b>                             | <b>£90,184</b> |
| Proposed IOW Funding Formula                               | £89,339        |
| Potential contingency against rising pupil characteristics | £141           |
| High Needs transfer 0.5%                                   | £450           |
| Growth fund  | £254           |
| <b>TOTAL ESTIMATED FUNDING</b>                             | <b>£90,184</b> |

## DE-DELEGATED SERVICES

39. Maintained mainstream schools can continue to de-delegate funding for selected services in 2024/25. Special schools and academies can buy into some of these services, and where this is the case they are charged on the same basis as maintained mainstream schools. Any agreed per pupil values are deduced when compiling individual maintained school budget shares. There are currently three areas of de-delegated services in 2023/24

| Service                             | Basis     | Primary | Secondary | 2023-24 Budget |
|-------------------------------------|-----------|---------|-----------|----------------|
| <b>Licenses &amp; Subscriptions</b> | Lump Sum  | £725.43 | £476.41   | £26,649        |
| <b>Trade Unions Facilities Time</b> | Per Pupil | £4.14   | £4.14     | £46,152        |
| <b>FSM eligibility checking</b>     | FSM6      | £1.50   | £2.50     | £17,104        |
|                                     | IDACI F   | £1.00   | £1.50     |                |
|                                     | IDACI E   | £1.50   | £2.00     |                |
|                                     | IDACI D   | £2.00   | £2.50     |                |
|                                     | IDACI C   | £3.00   | £3.50     |                |
|                                     | IDACI B   | £3.50   | £4.00     |                |
|                                     | IDACI A   | £4.00   | £4.50     |                |

40. **Licenses and subscriptions** relate to centrally procured licenses on behalf of maintained schools for the following items. The charge to schools is calculated on a lump sum basis per school, flexed for the fact that secondary schools do not de-delegate for the Aspire subscription.
- Access Budgeting (budget planning software)
  - Fisher Family Trust (FFT) Aspire Subscription (school reporting and data tool) – Primary Only
41. Alongside an inflationary increase assumed for the remaining licenses (estimated at 4%). It is proposed that the remaining licenses and methodology continue for 2024/25.
42. **Trade union facilities time** supports schools and relevant bodies financially in releasing union representatives to support school-based staff. The current funding model is longstanding, well understood, and utilises a hybrid lump sum element and a per member element to distribute available funding. Reasonableness checks are completed by reviewing activity information provided through the Council's HR department (reported separately to Forum) and payments are only made when representatives are in post. Rates de-delegated by schools operates on a per pupil basis.



| Current Trade Union Facilities Time 2023/24 Funding Model |               |                |
|---|---------------|----------------|
| Rate  |               | £4.14          |
| Maintained de-delegation                                  | 11,148        | £46,153        |
| Academies that buy in                                     | 3,510         | £14,531        |
| Special schools / ILC                                     | 341           | £1,412         |
| <b>TOTAL</b>  | <b>14,999</b> | <b>£62,096</b> |

| Expenditure                |                              |                |                 |                |
|----------------------------|------------------------------|----------------|-----------------|----------------|
| Unions                     | Member<br>(Q3 22/23<br>data) | Lump Sum       | Member<br>Based | TOTAL          |
| <b>Non-teaching unions</b> |                              |                |                 |                |
| UNISON                     | 546                          | £2,000         | £11,348         | £13,348        |
| GMB                        | 379                          | £2,000         | £7,877          | £9,877         |
| <b>Total non-teaching</b>  | <b>925</b>                   | <b>£4,000</b>  | <b>£19,226</b>  | <b>£23,226</b> |
| <b>Teaching unions</b>     |                              |                |                 |                |
| NEU                        | 791                          | £2,000         | £16,441         | £18,441        |
| NASUWT                     | 424                          | £2,000         | £8,813          | £10,813        |
| NAHT                       | 137                          | £2,000         | £2,848          | £4,848         |
| ASCL                       | 29                           | £2,000         | £603            | £2,603         |
| Voice                      | 8                            | £2,000         | £154            | £2,154         |
| <b>Total teaching</b>      | <b>1,389</b>                 | <b>£10,000</b> | <b>£28,870</b>  | <b>£38,870</b> |
| <b>TOTAL</b>               | <b>2,314</b>                 | <b>£14,000</b> | <b>£48,096</b>  | <b>£62,096</b> |

43. The per pupil rate was increased in 2023/24 in line with pay inflation assumptions (5%). Consistent with the pay inflation driver, current estimates of a 4% increase in the per pupil rate would result in a new charge of £4.31 for next financial year. Final budgets and union distributions would be confirmed using December 2023 (quarter 3) membership data when complete, and final October 2023 census pupil data.
44. **Free School Meals (FSM) eligibility checking** is charged on a basis of the cost to the council of offering the service which covers writing to parents, liaising with HMRC, completing the checks, recording of information, answering queries from parents and schools. Contributed to by the cost of living crisis, the local authority Admissions Team continue to have high levels of applications and the high volume of requests is expected to continue as more families become eligible. The de-delegated rates chargeable are based on proportions of deprived pupils. It is currently anticipated that the local authority will absorb any inflationary pressure in this service and the rates remain static.
45. Should School Forum support the continuation of these de-delegated services, final budgets and per pupil rates cannot be confirmed until the receipt of the December allocations including the impact of the October 2023 census.

## EDUCATION FUNCTIONS FOR MAINTAINED SCHOOLS

46. Currently maintained schools make an education functions charge of £72.00 per pupil to meet the costs of local authority statutory duties in relation to maintained schools for items such as pension / audit / finance statutory duties, but primarily in relation to support for schools around premature retirement and redundancy costs.
47. Due to Pension Regulators Code of Practice requirements, request to increase charges to support teacher's pension administration cost by £2.00 is proposed. It is linked to the essential support that has to be put in place in order to deliver the statutory requirement.
48. The vast majority of this cost continue to provide redundancy support. We are proposing to apply inflationary increase of 4%, which equates to £3.00 for 2024/25. The following table details the current and proposed charging basis.

| Function                          | 2023/24       | 2024/25       | %           |
|-----------------------------------|---------------|---------------|-------------|
| Statutory & Regulatory Services   | £19.42        | £22.23        | 29%         |
| Premature Retirement & Redundancy | £38.58        | £40.19        | 52%         |
| School Improvement                | £14.00        | £14.58        | 19%         |
| <b>PROPOSED CHARGE PER PUPIL</b>  | <b>£72.00</b> | <b>£77.00</b> | <b>100%</b> |

49. The impact of the £5.00 increase in the charge, results in the average total charge being in the region of 1.3% of an individual schools budget.

## CENTRAL SCHOOL SERVICES BLOCK (CSSB)

50. The DfE introduced the central school services block from 2018/19, to separate the costs of statutory duties carried out by local authorities on behalf of all maintained schools and academies in relation to ongoing responsibilities and historic commitments.
51. The Isle of Wight has received an indicative allocation for the central school services block of £617,000 which is an increase of £19,000 on the existing £598,000.
52. A summary of the current central spend and historic commitments is included below, along with proposals for 2024/25

| Central Schools Expenditure |  | Current Budget<br>£000 | Proposed Budget<br>£000 | Details   |
|-----------------------------|--|------------------------|-------------------------|---|
| a)                          | DfE National copyright licences              | 102                    | 114                     | National agreement, mandatory listing of licenses. 12% inflationary estimate currently assumed at 2023/24 level of increase |
| b)                          | Independent school places for non-SEN pupils | 80                     | 83                      | Current budget assumed inflation of 4% in 2024/25   |
| c)                          | Servicing of Schools Forum                   | 14                     | 14                      | Includes clerk, preparation of papers, management and support overheads   |
| d)                          | Admissions service                           | 178                    | 178                     | Fixed contribution towards overall cost of service  |
| e)                          | Centrally employed teachers                  | 23                     | 23                      | Historic pay & pension gran rolled into the central block in previous years.  |
| f)                          | LA statutory functions                       | 201                    | 205                     | Statutory functions (former ESG) in relation to all schools.  |
| <b>Total</b>                |  | <b>598</b>             | <b>617</b>              |   |
| g)                          | <i>SEN Transport</i>                         | <i>670</i>             | <i>670</i>              | <i>Historic commitment charge towards the cost of SEN transport, currently part of the high needs block.</i>                |

53. The DfE negotiates a number of copyright licences nationally for all schools, and charges local authorities for this agreement. Local authorities and schools cannot opt out of this charge, and School's Forum are not required to approve this budget. The DfE has not announced the charge for 2024/25 at this point, so a 12% inflationary increase, similar to 2023/24, on the existing cost has been estimated.
54. The budget for independent education for children in social care placements is demand led and can fluctuate significantly due to a very low number of placements. We propose to apply inflationary increase of 4% on current budget which is presently sufficient for current number of placements.
55. The budget to fund School Forum support includes clerking costs, officer time and other incidental costs. Inflationary increases will be absorbed by reduced meeting costs due to the virtual nature, and therefore no change is proposed for 2023/24. Guidance currently still allows virtual meetings for the group but may change in the future.
56. No change is proposed to the admissions costs budget within the central services block.
57. The DfE abolished the Education Services Grant (ESG) for 2017/18 and transferred the funding for statutory services to all schools into the school's block. From 2018/19, this has been part of the central school services block. A budget of £201,000 was set for 2023/24 financial year. A minor increase of 2% is currently assumed as a balancing adjustment for 2024/25.
58. The final allocation is pupil number driven and it is expected that further reduction will result in the reduction in the central services school block funding. It is proposed to balance the budget by amending the LA statutory functions contribution.

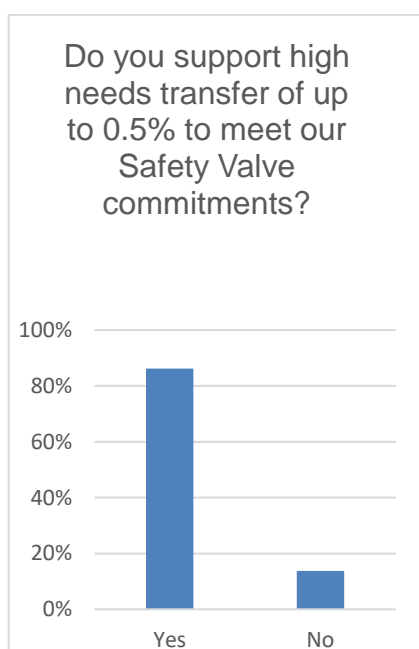
59. On a linked issue around historic commitments, the DSG includes a historic fixed recharge contribution towards SEN Transport. This dedicated funding forms part of the high needs block and makes a contribution towards the costs of SEN transport incurred by the local authority. The history around the charge, and total spend is listed in the following table:

|                                  | 2019/20      | 2020/21      | 2021/22      | 2022/23      | 2023/24      | 2024/25      |
|----------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                                  | Actual       | Actual       | Actual       | Actual       | Forecast     | Estimate     |
|                                  | £000         | £000         | £000         | £000         | £000         | £000         |
| High Needs Historic Commitment   | 670          | 670          | 670          | 670          | 670          | 670          |
| Local Authority Spend            | 613          | 848          | 1,210        | 1,774        | 2,182        | 2,673        |
| <b>TOTAL SEN TRANSPORT SPEND</b> | <b>1,283</b> | <b>1,518</b> | <b>1,880</b> | <b>2,444</b> | <b>2,852</b> | <b>3,343</b> |

#### HIGH NEEDS BLOCK

60. Alongside the school block and central services block, an indicative high needs block allocation was released in October 2023 increasing the 2024/25 allocation from £20.751million to £22.329million. This allocation is indicative and the estimated £1,195,000 (5.7%) increase is subject to a further update based on the October 2023 census and then an updated import/export adjustment next July 2024.
61. Operational guidance for 2024/25 still allows for transfers of 0.5% of schools block to the high needs block. The guidance describes:
- Transfers up to 0.5% require the support of Schools Forum.
  - Transfers above 0.5% (or any transfer without the support of School Forum), requires a disapplication request to the DfE.
62. In 2023/24 due to movement in pupil characteristic and commitment to meet NFF values high needs transfer was not affordable. The Isle of Wight signed a Safety Valve agreement with the DfE in March 2023. As part of this agreement there is an expectation from the DfE around a High Needs transfer to support improvement in SEN processes and deliver value for money. As part of the budget setting process, we are proposing a transfer of 0.5% to High needs block, estimated in the region of £450,000, to support several projects that are currently under way to meet our Safety Valve commitments.

63. School colleagues were asked the question about in principle support in the recent consultation. The vast majority of respondents (83%) agreed with the suggestion.
64. The high needs budget setting remains a local authority responsibility. The final proposed 2024/25 budget will be shared upon receipt of the December 2023 allocations.

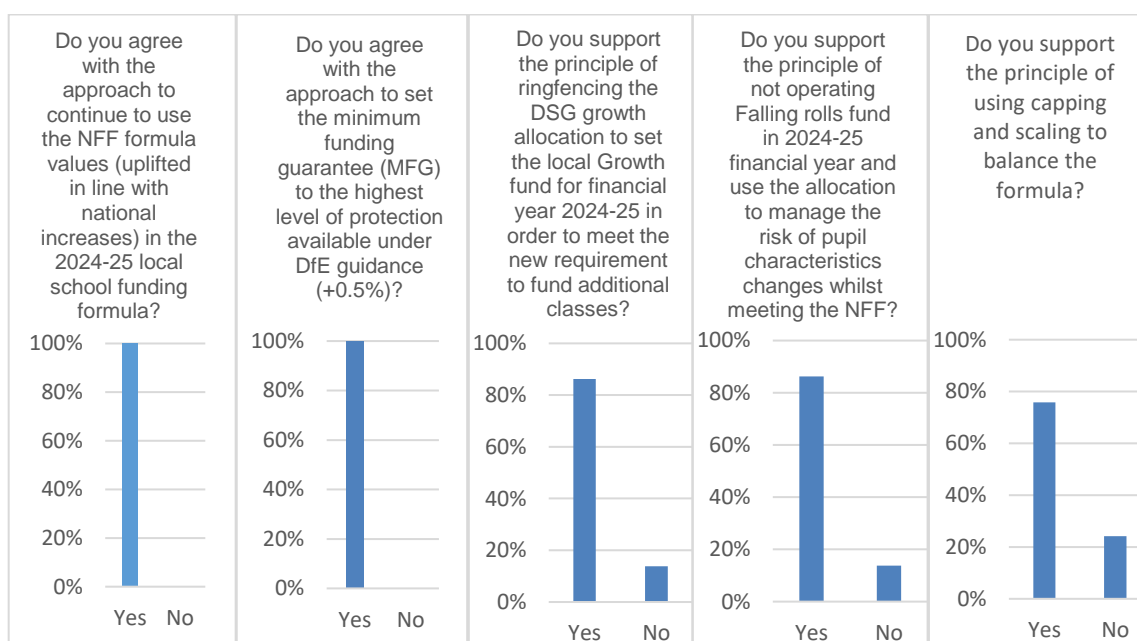


#### BALANCING OF THE FORMULA – CAPPING AND SCALING

65. In 2023-24 financial year due to rise in pupil characteristics and our commitment to follow NFF values only a minor Growth fund of £326 was affordable. No funding was available for a High Needs transfer in 2023-24. It is likely that due to movement in pupil characteristics, the need for Growth fund and High Needs transfer, we will not be able to balance the formula.
66. For the first time we may have to use capping and scaling mechanism in the formula to ensure that the amount of funding allocated through the formula fits within the total DSG schools block available. Capping means setting a cap on per-pupil funding increase at a %. All schools will retain any gains up to the set %. Scaling means that a per-pupil funding increase by more than the level of the cap will see any additional increase scaled back, to some extent.
67. Indicative modelling using 2023-24 data would have resulted in an average increase to schools reducing from 1.5% to 1%. Presently we are unable to determine exact % rates of capping and scaling as this will be entirely dependent on the October 2023 census outcome and our final allocation received in December.

## LOCAL FUNDING FORMULA CONSULTATION

68. Following the release of indicative allocations and modelling tools by the DfE, Education Finance met with headteachers in September 2023 to explain the updated position on the NFF for 2024/25 alongside other general finance updates, with the exercise repeated with school business managers on the 19 September 2023. This was followed up with a further headteacher engagement session on 9 November 2023. Finance attendance at the headteacher, and school business manager forums throughout the year is now a standing item and well received two-way conversations are had.
69. The formal consultation with schools on school funding proposals for 2023/24 was released on 2 October 2022 and run until the 10 November 2023. The short consultation asked key questions around the principles of setting the upcoming formula alongside wider questions around de-delegation and funding. 29 (64%) of the 45 mainstream primary and secondary schools responding to the consultation. A full list of anonymised responses is included in Appendix C.
70. The questionnaire asked five main questions in relation to 2024/25 school funding. The results were unanimous in support of the proposed Isle of Wight Council approach on each item.



71. A supplementary question on de-delegated services was asked to aid Schools Forum thinking on specific decision making around the continuation of de-delegated services. Schools were asked if they would like to continue with the existing de-delegated services (listed in this report) and 97% of all respondents agreed.

72. The survey contained a narrative question around general school funding. Around a 1/3 of respondents included a comment and described concerns around the overall quantum of funding not being sufficient to meet current costs, in particular pressures around support staff pay, cost supporting children with education and healthcare plans. Some respondents raised concerns around 0.5% high needs transfer and potential capping and scaling impact on the school's budgets. Concern was also raised around budget pressures if sufficient funding is not ringfenced for Growth fund to support additional pupils in the secondary sector. Increase in education function charge in line with inflation of 4% was considered high by some respondents. The local authority continues to highlight pressures through regional network groups and maintained school budget revisions due shortly will likely also emphasise the significant pressures.
73. A feedback note to headteachers will be compiled following Schools Forum to communicate the views, local authority response to the questions, and Schools Forum view outcomes. The local authority is extremely grateful to the majority of schools who engaged with the survey.

#### AUTUMN STATEMENT

74. At the time of writing, the government is planning on 22 November 2023 an Autumn Statement on the national medium term fiscal plan that will involve difficult decisions across tax and spending. No communications have been received from the DfE in relation to this event, any direct implications in relation to this report will be fed back as part of the regular head teacher School Forum debrief. Given the high level of uncertainty around this event, budget planning assumptions can only be made on the best information available at the time.

#### NEXT STEPS

75. In December 2023 final DSG 2024/25 allocations will be received, allowing the compilation of the final funding formula and remaining DSG budget setting. Schools Forum will be updated at the January meeting, in conjunction with political ratification taking place that month. Individual school 2024/25 budget shares will be issued in line with DfE timelines by the end of February 2024.

#### RECOMMENDATIONS

1. That school and academy members of Forum support the proposal to determine the 2024/25 Isle of Wight School funding formula using the national funding formula values listed in Appendix A.
2. That school and academy members of Forum agree the minimum funding guarantee (MFG) to be set at the highest level of protection (+0.5% in 2024/25).
3. That school and academy members of Forum agree the principle of ringfencing the DSG growth allocation to set the local Growth fund for financial year 2024/25 (currently estimated at £254,000)

4. That school and academy members of Forum agree the principle of not operating Falling rolls fund in 2024-25 financial year and use the allocation (currently estimated at £142,000) to manage the risk of pupil characteristics changes whilst meeting the NFF.
5. That member representatives of primary and secondary maintained schools, voting separately, agree to continue to de-delegate funding for licenses, trade union facilities time and free school meals checking.
6. That maintained school representatives agree a contribution from maintained schools of £77 per pupil, to meet the cost of statutory services provided by the council for maintained schools.
7. That Schools Forum approves the proposed central school services block budgets and historic commitments for 2024/25 detailed in paragraph 53 (items b-g).
8. That Schools Forum agrees high needs transfer of 0.5% of the schools block for the 2024/25 financial year.
9. That school and academy members of Forum endorse the principle of using capping and scaling to balance the formula.

#### APPENDICES ATTACHED

Appendix A – Proposed 2024/25 School Funding Formula Values Comparison  
Appendix B – Indicative Formula Financial Modelling  
Appendix C – School Funding Consultation Response

#### BACKGROUND PAPERS

[National funding formula for schools and high needs - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/policies/national-funding-formula-for-schools-and-high-needs)  
[Schools operational guide: 2024 to 2025 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/policies/schools-operational-guide-2024-to-2025)

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*STUART ASHLEY*  
*Director of Children's Services*

*CHRIS WARD*  
*Director of Finance*



### Proposed funding formula (indicative values September 2023)

The proposed funding formula is included below. For reference, the current 2023-24, restated baselines (with mainstream schools additional grant), and 2024-25 NFF values are also shown:

| Funding Type             | Factor                          | Phase               | NFF                                     | Isle of Wight         |          |                  | PROPOSED Formula       | Change   |        |      |
|--------------------------|---------------------------------|---------------------|---|-----------------------|----------|------------------|------------------------|----------|--------|------|
|                          |                                 |                     | 2024/25 Values (after area cost adjust) | Current 2023/24 value | MSAG     | 2023/24 Baseline | Proposed 2024/25 value | £        | %      |      |
| Basic Per Pupil Funding  | AWPU                            | Primary             | £3,614                                  | £3,442                | £121     | £3,563           | £3,614                 | £51      | 1.5%   |      |
|                          |                                 | Secondary KS3       | £5,096                                  | £4,853                | £170     | £5,023           | £5,096                 | £73      | 1.5%   |      |
|                          |                                 | Secondary KS4       | £5,744                                  | £5,470                | £193     | £5,663           | £5,744                 | £81      | 1.5%   |      |
|                          | Minimum Per Pupil Level         | Primary             | £4,610                                  | £4,405                | £145     | £4,550           | £4,610                 | £60      | 1.4%   |      |
|                          |                                 | Secondary KS3       | £5,771                                  | £5,503                | £189     | £5,692           | £5,771                 | £79      | 1.4%   |      |
|                          |                                 | Secondary KS4       | £6,331                                  | £6,033                | £211     | £6,244           | £6,331                 | £87      | 1.4%   |      |
| Additional Needs Funding | Deprivation - FSM               | Primary             | £497                                    | £487                  | -        | £487             | £497                   | £10      | 2.1%   |      |
|                          |                                 | Secondary           | £497                                    | £487                  | -        | £487             | £497                   | £10      | 2.1%   |      |
|                          | Deprivation - Ever 6 FSM        | Primary             | £832                                    | £715                  | £105     | £820             | £832                   | £12      | 1.6%   |      |
|                          |                                 | Secondary           | £1,218                                  | £1,045                | £154     | £1,199           | £1,218                 | £19      | 1.8%   |      |
|                          | Deprivation (IDACI - Primary)   | Band A              | £690                                    | £680                  | -        | £680             | £690                   | £10      | 1.5%   |      |
|                          |                                 | Band B              | £523                                    | £517                  | -        | £517             | £523                   | £6       | 1.2%   |      |
|                          |                                 | Band C              | £492                                    | £487                  | -        | £487             | £492                   | £5       | 1.0%   |      |
|                          |                                 | Band D              | £452                                    | £446                  | -        | £446             | £452                   | £6       | 1.3%   |      |
|                          |                                 | Band E              | £289                                    | £284                  | -        | £284             | £289                   | £5       | 1.8%   |      |
|                          |                                 | Band F              | £238                                    | £233                  | -        | £233             | £238                   | £5       | 2.1%   |      |
|                          | Deprivation (IDACI - Secondary) | Band A              | £959                                    | £943                  | -        | £943             | £959                   | £16      | 1.7%   |      |
|                          |                                 | Band B              | £751                                    | £740                  | -        | £740             | £751                   | £11      | 1.5%   |      |
|                          |                                 | Band C              | £700                                    | £690                  | -        | £690             | £700                   | £10      | 1.4%   |      |
|                          |                                 | Band D              | £639                                    | £629                  | -        | £629             | £639                   | £10      | 1.6%   |      |
|                          |                                 | Band E              | £457                                    | £451                  | -        | £451             | £457                   | £6       | 1.3%   |      |
|                          |                                 | Band F              | £345                                    | £340                  | -        | £340             | £345                   | £5       | 1.5%   |      |
|                          | EAL                             | Primary             | £599                                    | £588                  | -        | £588             | £599                   | £11      | 1.9%   |      |
|                          |                                 | Secondary           | £1,608                                  | £1,587                | -        | £1,587           | £1,608                 | £21      | 1.3%   |      |
|                          | Mobility                        | Primary             | £974                                    | £958                  | -        | £958             | £974                   | £16      | 1.7%   |      |
|                          |                                 | Secondary           | £1,400                                  | £1,379                | -        | £1,379           | £1,400                 | £21      | 1.5%   |      |
|                          | Low attainment                  | Primary             | £1,187                                  | £1,171                | -        | £1,171           | £1,187                 | £16      | 1.4%   |      |
|                          |                                 | Secondary           | £1,801                                  | £1,775                | -        | £1,775           | £1,801                 | £26      | 1.5%   |      |
|                          | School Led Funding              | Lump Sum            | Primary                                 | £136,378              | £129,819 | £4,574           | £134,393               | £136,378 | £1,985 | 1.5% |
|                          |                                 |                     | Secondary                               | £136,378              | £129,819 | £4,574           | £134,393               | £136,378 | £1,985 | 1.5% |
| Sparsity                 |                                 | Primary             | £57,941                                 | £57,100               | -        | £57,100          | £57,941                | £841     | 1.5%   |      |
|                          |                                 | Secondary           | £84,222                                 | £83,064               | -        | £83,064          | £84,222                | £1,158   | 1.4%   |      |
| Split sites              |                                 | Basic & distance el | £81,786                                 | £30,000               |          | £30,000          | £81,786                | £51,786  | 172.6% |      |
| Premises / Other         |                                 |                     | Historic                                | Est costs             |          |                  | Est costs              |          |        |      |

| School Name  | NOR<br>(from<br>Adjusted<br>Factors<br>column<br>O) | 24-25 Post<br>MFG Budget | Minimum<br>per pupil<br>funding:<br>post MFG<br>minimum<br>funding<br>per pupil<br>rate | Year on<br>year %<br>Change |
|--|---|--------------------------|---|-----------------------------|
| <b>Total</b>   | <b>15,282</b>                                       | <b>£89,553,030</b>       |   |                             |
| Chillerton and Rookley Primary School                        | 15.00   | £273,698.71              | £17,872.33  | -0.49%                      |
| Cowes Primary School   | 184.00  | £919,747.28              | £4,813.58   | 1.21%                       |
| Gatten and Lake Primary School                               | 208.00  | £1,113,172.14            | £5,169.52   | 1.61%                       |
| Godshill Primary School                                      | 142.00  | £759,686.53              | £5,265.04   | 1.34%                       |
| Gurnard Primary School                                       | 399.00  | £1,915,291.80            | £4,610.00   | 2.34%                       |
| Nettlestone Primary School                                   | 196.00  | £963,949.46              | £4,803.76   | 1.61%                       |
| Newchurch Primary School                                     | 211.00  | £1,035,210.76            | £4,787.23   | 1.73%                       |
| Barton Primary School  | 268.00  | £1,567,922.15            | £5,743.47   | 1.48%                       |
| Nine Acres Primary School                                    | 391.00  | £1,982,931.16            | £4,962.76   | 1.54%                       |
| Niton Primary School   | 199.00  | £957,286.46              | £4,714.38   | 1.52%                       |
| Hunnyhill Primary School                                     | 387.00  | £1,876,967.37            | £4,755.31   | 1.53%                       |
| Haylands Primary School                                      | 364.00  | £1,920,873.23            | £5,068.95   | 2.10%                       |
| St Helens Primary School                                     | 98.00   | £577,036.72              | £5,782.54   | 1.52%                       |
| Wootton Community Primary School                             | 195.00  | £970,024.69              | £4,860.92   | 1.69%                       |
| Wroxall Primary School                                       | 133.00  | £780,578.23              | £5,724.23   | 1.56%                       |
| Broadlea Primary School                                      | 274.00  | £1,432,942.37            | £5,080.23   | 1.30%                       |
| Binstead Primary School                                      | 207.00  | £1,010,239.78            | £4,796.86   | 1.52%                       |
| Greenmount Primary School                                    | 373.00  | £1,923,781.23            | £4,910.30   | 1.30%                       |
| Summerfields Primary School                                  | 185.00  | £1,025,370.03            | £5,409.02   | 1.43%                       |
| Dover Park Primary School                                    | 207.00  | £1,143,967.64            | £5,371.82   | 1.36%                       |
| Queensgate Foundation Primary                                | 397.00  | £2,030,814.79            | £5,097.09   | 1.17%                       |
| Arreton St George's Church of England (Aided) Primary School | 172.00  | £872,238.08              | £5,045.52   | 1.49%                       |
| Bembridge Church of England Primary School                   | 194.00  | £971,172.10              | £4,893.51   | 1.20%                       |
| Brading Church of England Controlled Primary School          | 168.00  | £995,615.61              | £5,843.64   | 1.51%                       |
| Carisbrooke Church of England Controlled Primary School      | 386.00  | £1,917,557.22            | £4,875.58   | 1.51%                       |
| Shalfleet Church of England Primary School                   | 188.00  | £926,013.14              | £4,846.87   | 1.51%                       |
| Brighstone Church of England Aided Primary School            | 88.00   | £563,172.07              | £6,348.77   | 1.45%                       |
| Oakfield Church of England Aided Primary School, Ryde        | 213.00  | £1,241,533.52            | £5,775.43   | 1.67%                       |
| Yarmouth Church of England Aided Primary School              | 137.00  | £746,121.65              | £5,433.96   | 1.55%                       |
| St Mary's Catholic Primary School                            | 188.00  | £971,232.26              | £5,142.71   | 1.46%                       |
| St Saviour's Catholic Primary School                         | 146.00  | £779,048.10              | £5,310.44   | 1.50%                       |
| Holy Cross Catholic Primary School                           | 144.00  | £794,069.61              | £5,496.69   | 1.47%                       |
| St Thomas of Canterbury Catholic Primary School              | 203.00  | £1,051,413.68            | £5,166.39   | 1.47%                       |
| Newport Church of England Aided Primary School               | 308.00  | £1,492,073.80            | £4,820.99   | 1.47%                       |
| Medina College   | 808.00  | £5,852,624.99            | £7,046.07   | 1.68%                       |
| Carisbrooke College  | 593.00  | £3,978,853.44            | £6,672.92   | 1.15%                       |
| Christ The King College                                      | 885.00  | £6,021,721.44            | £6,726.92   | 1.73%                       |
| The Bay Church of England School                             | 1,294.00  | £8,304,933.62            | £6,158.11   | 2.71%                       |
| St Blasius Shanklin CofE Primary Academy                     | 195.00  | £1,054,017.33            | £5,376.07   | 1.50%                       |
| St Francis Catholic and Church of England Primary Academy    | 211.00  | £1,156,023.28            | £5,431.22   | 1.48%                       |
| Northwood Primary School                                     | 201.00  | £999,182.23              | £4,949.72   | 1.48%                       |
| Lanesend Primary School                                      | 445.00  | £2,234,119.48            | £5,005.19   | 1.49%                       |
| Ryde Academy   | 1,358.00  | £9,205,237.20            | £6,737.61   | 1.61%                       |
| The Island Free School                                       | 624.00  | £4,100,365.53            | £6,512.69   | 1.66%                       |
| Cowes Enterprise College, An Ormiston Academy                | 1,100.00  | £7,143,198.02            | £6,437.32   | 1.64%                       |
| <b>AVERAGE</b>   |   |                          |   | <b>1.51%</b>                |

SCHOOL FUNDING CONSULTATION RESPONSE

Appendix C

| ID | Role of person responding? | Do you agree with the approach to continue to use the NFF formula values (uplifted in line with national increases) in the 2024-25 local school funding formula? | Do you agree with the approach to set the minimum funding guarantee (MFG) to the highest level of protection available under DfE guidance (+0.5%)? | Do you agree with the approach to continue with the de-delegated services of licenses, trade unions and free school meals checking for maintained schools in 2024-25? | Do you support the principle of ringfencing the DSG growth allocation to set the local Growth fund for financial year 2024-25 in order to meet the new requirement to fund additional classes? | support the principle of not operating Falling rolls fund in 2024-25 financial year and use the allocation to manage the risk of pupil characteristics changes whilst meeting the NFF? | Do you support the principle of a high needs transfer of up to 0.5% to meet our Safety Valve commitments? | Do you support the principle of using capping and scaling to balance the formula? | Please add any comments on how the proposals in this consultation would impact on any of the protected characteristics.  | Please add any final further comments you have in relation to school funding   |
|----|----------------------------|--|--|---|--|--|---|---|--|--|
| 1  | Headteacher                | Yes  | Yes  | Yes   | Yes  | Yes  | Yes   | Yes   |  |  |
| 2  | Headteacher                | Yes  | Yes  | Yes   | Yes  | Yes  | Yes   | Yes   |  |  |
| 3  | Headteacher                | Yes  | Yes  | Yes   | Yes  | Yes  | Yes   | Yes   |  |  |
| 4  | Other                      | Yes  | Yes  | Yes   | Yes  | Yes  | Yes   | Yes   | With regards to increasing the cost of de-delegated services by potentially more than £5 per pupil (as referred to in question 6) we feel that it is in-equitable that the cost of pay awards etc are passed to schools where schools receive no additional funding for support staff pay awards. As a large primary school paying nearly £30,000 for this Education Function feels excessive.   | Schools that support a lot of SEN pupils, , are continuing to be disadvantaged by not having EHCP support (or the cost of the Resourced Provision) funded at the rate that it costs us to support the High Needs pupils. |
| 5  | Headteacher                | Yes  | Yes  | Yes   | Yes  | Yes  | Yes   | Yes   |  |  |
| 6  | School Business Manager    | Yes  | Yes  | Yes   | Yes  | Yes  | Yes   | Yes   |  |  |
| 7  | Headteacher                | Yes  | Yes  | Yes   | No   | Yes  | Yes   | Yes   | Growth fund - The LA should have been aware of this need for a long time. The LA made decisions to reduce secondary school PANs and now need to increase. I think it is similar to the current situation regarding primary school places. I don't think schools can be held responsible for lack of action at the LA around pupil place planning.  |  |
| 8  | Other                      | Yes  | Yes  | Yes   | Yes  | Yes  | Yes   | Yes   |  |  |
| 9  | Headteacher                | Yes  | Yes  | Yes   | Yes  | Yes  | Yes   | Yes   | As many other schools in the same position as us, we are having more and more children join us who need additional support without an EHCP bringing further cost to school. We also have a shortfall in funding staff who support children with an EHCP. Therefore our main budgets are topping up these needs taking money away from resources, buildings etc. as the budgets do not meet need. I don't think we can change any of the proposals in the consultation however I feel we all need to evidence how budgets are being stretched more than they have ever been due to the complexity of children's needs moving forward.   |  |
| 10 | School Business Manager    | Yes  | Yes  | Yes   | Yes  | No   | Yes   | No  | None   | None   |
| 11 | School Business Manager    | Yes  | Yes  | Yes   | Yes  | No   | Yes   | No  | None   | None   |
| 12 | Headteacher                | Yes  | Yes  | Yes   | Yes  | Yes  | Yes   | Yes   |  |  |
| 13 | Headteacher                | Yes  | Yes  | Yes   | Yes  | Yes  | Yes   | Yes   |  |  |
| 14 | Headteacher                | Yes  | Yes  | Yes   | Yes  | Yes  | Yes   | Yes   | If the local growth fund is not ring-fenced, this would make my school particularly vulnerable financially....we know that on the Island we have more pupils coming into Year 7 than we have places for at secondary level; being asked to take extra pupils (again) without up-front funding would make an already stretched/deficit budget pretty well impossible to manage.   |  |
| 15 | Headteacher                | Yes  | Yes  | Yes   | No   | Yes  | Yes   | Yes   |  |  |
| 16 | Other                      | Yes  | Yes  | Yes   | Yes  | Yes  | No  | No  | The proposal to transfer 0.5% of schools' funding to high needs will further negatively impact on schools' budgets with the associated impact on school standards. The proposal is merely a way of funding the current deficit in high needs funding and does nothing to address the issues around high need provision on the Island. The LA is looking to transfer the financial shortfall to schools when schools have no option of transferring their own financial pressures. Capping and scaling gains further penalises schools as the NFF factors are not being passed on in their entirety. The potential need for capping and scaling has arisen due to the LA's need to transfer schools' funding to high needs. |  |
| 17 | Other                      | Yes  | Yes  | Yes   | Yes  | Yes  | No  | No  | The proposal to transfer 0.5% of schools' funding to high needs will further negatively impact on schools' budgets with the associated impact on school standards. The proposal is merely a way of funding the current deficit in high needs funding and does nothing to address the issues around high need provision on the Island. The LA is looking to transfer the financial shortfall to schools when schools have no option of transferring their own financial pressures. Capping and scaling gains further penalises schools as the NFF factors are not being passed on in their entirety. The potential need for capping and scaling has arisen due to the LA's need to transfer schools' funding to high needs. |  |

| ID | Role of person responding? | Do you agree with the approach to continue to use the NFF formula values (uplifted in line with national increases) in the 2024-25 local school funding formula? | Do you agree with the approach to set the minimum funding guarantee (MFG) to the highest level of protection available under DfE guidance (+0.5%)? | Do you agree with the approach to continue with the de-delegated services of licenses, trade unions and free school meals checking for maintained schools in 2024-25? | Do you support the principle of ringfencing the DSG growth allocation to set the local Growth fund for financial year 2024-25 in order to meet the new requirement to fund additional classes? | Do you support the principle of not operating Falling rolls fund in 2024-25 financial year and use the allocation to manage the risk of pupil characteristics changes whilst meeting the NFF? | Do you support the principle of a high needs transfer of up to 0.5% to meet our Safety Valve commitments? | Do you support the principle of using capping and scaling to balance the formula? | Please add any comments on how the proposals in this consultation would impact on any of the protected characteristics. | Please add any final further comments you have in relation to school funding  |
|----|----------------------------|--|--|---|--|---|---|---|---|---|
| 18 | Other                      | Yes  | Yes  | Yes   | Yes  | Yes   | Yes   | Yes   |   |   |
| 19 | School Business Manager    | Yes  | Yes  | Yes   | No   | Yes   | Yes   | No  |   |   |
| 20 | Headteacher                | Yes  | Yes  | Yes   | Yes  | Yes   | No  | No  |   | Surplus places in Primaries has to be addressed and rapidly.<br>All headteachers having sight of an island wide 'spreadsheet' that openly and transparently declares funding that each school receives in additional to their typical funding, e.g. from pots such as high needs etc is essential moving forwards. HT's want to understand better and be able to make informed decisions about whether additional monies could be spent differently and would like to have confidence it is being spent fairly and how its impact is evaluated and reflected upon. All Schools are struggling financially, and so now, more than ever, the systems/formula's used to distribute any 'additional funds' must be proportionate and reflective of the additional pressures they have. It should not be about equality, not all schools needs the same, but it MUST be equitable and so a standardised, robust and evidence based approach is needed. This may already exist, in which case headteachers will be reassured quickly on presentation of this information. |
| 21 | Headteacher                | Yes  | Yes  | Yes   | Yes  | Yes   | Yes   | Yes   |   |   |
| 22 | Headteacher                | Yes  | Yes  | Yes   | Yes  | Yes   | Yes   | Yes   | We cannot foresee any negative impact on protected characteristics.   | We would have preferred to receive more detailed explanation on the capping and scaling to balance the formula and if there were alternative options. It seemed an area of extreme difficulty to explain to the level required for SBM and Headteachers to fully understand. Giving examples or non-examples may have assisted this further.  |
| 23 | School Business Manager    | Yes  | Yes  | Yes   | Yes  | Yes   | Yes   | No  |   |   |
| 24 | Headteacher                | Yes  | Yes  | Yes   | Yes  | Yes   | Yes   | Yes   |   |   |
| 25 | Headteacher                | Yes  | Yes  | Yes   | Yes  | Yes   | No  | Yes   |   |   |
| 26 | School Business Manager    | Yes  | Yes  | Yes   | Yes  | Yes   | Yes   | Yes   |   | Although I understand the need for capping and scaling to allocate money towards the growth fund overall, from a school perspective its not desirable to see any increases in funding capped to set aside money. Also although the actual amounts seem low the increased percentage in the education functions potentially to be deducted from our budgets, seems excessive compared to the percentages of our funding increase per pupil.  |
| 27 | Headteacher                | Yes  | Yes  | Yes   | Yes  | No  | Yes   | Yes   |   |   |
| 28 | Headteacher                | Yes  | Yes  | Yes   | Yes  | No  | Yes   | Yes   |   |   |
| 29 | School Business Manager    | Yes  | Yes  | No  | No   | Yes   | Yes   | Yes   |   |   |