



**Subject Heading:**

**Scheme of Financing Schools,  
Apprenticeship Uplift, Grants and  
Survey**

**Report Author:**

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**Eligibility to vote:**

**Maintained school members**

### SUMMARY

This report provides details of update to the Scheme of Financing Schools, apprenticeship uplift for maintained schools, educational grants and the Children's Commissioner statutory School Survey.

### RECOMMENDATIONS

That the Schools Funding Forum:

- (i) notes the grants for UIFSM, GLA UFSM, CSBG, TPECG and TPAG
- (ii) Applicable members to agree the apprenticeship uplift for apprentices in schools

## REPORT DETAIL

### **1. Scheme for Financing Schools**

This Scheme outlines the financial relationship between the London Borough of Havering and the maintained schools it funds. It specifies the financial management and related requirements that are binding on both Havering Local Authority (LA) and the schools.

While the LA holds responsibility for the overall control of public funds, the delegation arrangements grant Governing Boards the authority to manage their budgets and allocate resources to support their school's objectives. The requirements within the Scheme are designed to offer schools sufficient flexibility to exercise their delegated powers while ensuring proper accountability and control over the use of public funds.

We are currently updating the Scheme in line with the latest guidance and recommendations from the Department for Education (DfE). Although there are no significant changes, the updated document will be presented at the Schools Forum in the meeting scheduled for November, following discussions with school governing bodies.

School Forum members are to note the update to the Scheme for Financing Schools.

### **2. Universal Infant Free School Meals (UIFSM) funding for academic year 2023/24 and 2024/25**

The final allocations for academic year 2023/24 and the indicative funding rate for academic year 2024/25 for UIFSM is yet to be confirmed, which is expected to be announced following the Autumn Budget Statement in late October. We anticipate that the conditions and principles of funding will remain the same as per previous allocations and guidance.

The funding rate for academic year 2023/234 is anticipated to remain unchanged at £2.53 which is the equivalent of the national pre-ACA NFF rate for the FSM factor for 2023-24 of £480 per FSM pupil (190 days x £2.53). For academic year, we anticipate that the rate for UIFSM to be £2.58, which is the equivalent of the national pre-ACA NFF rate for the FSM factor for 2024-25 of £490 per FSM pupil.

To maximise your UIFSM funding, we recommend encouraging Key Stage 1 children to take a meal on census days. Schools are encouraged to continue working with the Catering suppliers, at organising themed meals or a prize draw for those who book a meal on these days. Not only will this strategy help increase your funding, but it may also encourage greater long-term meal uptake among pupils who typically bring packed lunches.

School Forum members are to note this update.

### **3. GLA Universal Free School Meals (UFSM) - Primary**

The Mayor's Universal Free School Meals (UFSM) Programme is providing £140 million in funding to continue offering free meals to all Key Stage 2 (KS2) children in London's state-funded primary schools during the 2024-25 academic year. This funding is aimed at alleviating the cost-of-living pressures on families and ensuring that no child in London goes hungry at school. The rate per meal has increased from £2.65 to £3.00 per meal for academic year 2024-25.

Main points for School Forum to be aware of:

- Funding of £5,499,873 has been allocated to Havering to support this initiative.
- Funding will be delivered in stages: 50% in August 2024, 25% in December 2024, and the remaining 25% in April 2025.
- Schools are expected to collect and report data on meals taken by KS2 children on census days to ensure accurate funding distribution, which is anticipated to be during the Spring and Summer terms.
- Additional funding may be provided if schools experience an uptake of over 90%, subject to application and data assurance checks.
- The funding must be used to cover the cost of food, and any surplus can be used to support the UFSM programme or related challenges.

The GLA will provide monitoring and evaluation to ensure the programme's effectiveness and compliance with its objectives.

School Forum members to note this update.

### **4. Core Schools Budget Grant (CSBG) Methodology 2024 to 2025**

The DfE is providing additional funding for schools through the Core Schools Budget Grant (CSBG) for the period from September 2024 to March 2025. The CSBG is designed to support schools with the costs related to teacher pay awards and broader school cost pressures.

This grant is applicable all state-funded primary, secondary, and special schools, as well as pupil referral units and maintained nursery schools, will be eligible for the grant. Independent schools are not eligible.

Allocations are based on a base per-pupil amount, with an additional weighting applied for pupils with special educational needs (SEN). Small schools will also receive a lump sum to ensure fair allocation.

The CSBG will be paid in two instalments during the 2024-25 financial year. Local authorities will distribute the funds directly to maintained schools, while academies will receive payments via the Education and Skills Funding Agency (ESFA).

The funding is intended to support schools in meeting their operational costs, including staff salaries, support services, and other essential functions to maintain standards of education.

This grant will help mitigate rising operational costs and ensure schools can continue to deliver high-quality education while managing financial pressures.

School Forum members to note this update.

## **5. Teachers' Pension Employer Contribution Grant (TPECG) 2024 to 2025**

The Teachers' Pension Employer Contribution Grant (TPECG) continues to provide financial support to schools and high-needs settings for the additional costs related to increased employer pension contributions.

The TPECG supports schools with the costs of increased employer pension contributions from September 2024 to March 2025, following changes in the rate of employer contributions to the Teachers' Pension Scheme.

Allocations are based on pupil numbers from the October 2023 census. Special schools and alternative provision settings receive additional funding to reflect the higher costs of supporting pupils with special educational needs.

Payments will be made in two instalments for the 2024-25 financial year.

The first payment covers the period from September 2024 to March 2025.

This grant will help schools manage the increased pension costs without impacting their budgets, ensuring that schools can continue to maintain their staffing levels and educational standards.

School Forum members to note this update.

## **6. Teachers Pay Additional Grant (TPAG) 2024-2025**

The Teachers Pay Additional Grant (TPAG) is designed to provide additional funding to local authorities and schools to support teacher salaries, following the government's commitment to increase pay rates for teachers in England.

The TPAG aims to assist schools in implementing the pay increases announced for teachers and headteachers, ensuring that schools can attract and retain high-quality teaching staff.

The grant is distributed based on a formula that considers the number of eligible teachers in schools, and Local authority characteristics and historical funding patterns.

Local authorities will receive the TPAG funding in two instalments:

- The first instalment will be paid in November 2024.
- The second instalment is scheduled for February 2025.

All maintained schools, academies, and free schools in England that employ teachers are eligible to receive the grant. Funding is specifically intended to cover the additional costs incurred due to the pay increases.

School Forum members to note this update.

## 7. Apprenticeship Rate Uplift – Maintained Schools

A recent proposal from the Council's Internal HR (Appendix A) was approved to increase the apprenticeship pay rate retroactively to April 2024, specifically for council-employed staff. This uplift was implemented in July 2024, backdated to cover the period from April onwards. However, it was noted that the initial paper did not include school-based apprentices, and no formal consultation with schools occurred.

Schools HR, alongside the Internal HR, recognised that this uplift should also apply to apprentices in maintained schools, as they are employed under the same pay and conditions as council staff. Not applying the uplift to school apprentices may present an equal pay risk for Havering, as it creates a disparity between council-employed apprentices and those in maintained schools.

The current pay rates for apprentices following government guidance is as follows:

Pay Rates	Under 18	18 to 20	21 and over
Year 1	£6.40	£6.40	£6.40
Year 2	£6.40	£8.60	£11.44

The new rates for apprentices employed by Havering is as follows:

Pay Rates	Under 18	18 to 20	21 and over
Year 1	£11.44	£11.44	£11.44
Year 2	£11.44	£11.44	£11.44

The total cost for an apprentice working 36 hours per week over 44.8 weeks (reflecting the academic calendar) during the year with the apprentice opting out of the pension, is as follows:

Age Start	Age Finish	Previous			New			Additional Cost
		Yr1	Yr2	Total	Yr1	Yr2	Total	
16	18	£10,491	£10,491	<b>£20,981</b>	£19,741	£19,741	<b>£39,482</b>	£18,500
17	19	£10,491	£14,528	<b>£25,019</b>	£19,741	£19,741	<b>£39,482</b>	£14,463
18	20	£10,491	£14,528	<b>£25,019</b>	£19,741	£19,741	<b>£39,482</b>	£14,463
19	21	£10,491	£14,528	<b>£25,019</b>	£19,741	£19,741	<b>£39,482</b>	£14,463
20	22	£10,491	£19,741	<b>£30,231</b>	£19,741	£19,741	<b>£39,482</b>	£9,250
21	23	£10,491	£19,741	<b>£30,231</b>	£19,741	£19,741	<b>£39,482</b>	£9,250

There are five schools affected, with six out of the existing eight apprentices affected. The table below outlines the impact of the proposal to schools and the additional cost for a full year will be £38,341.

Status	Pay	NI	Total	Count
Infant School 1	13,549.86	1,732.32	15,282.18	2
Primary School 1	5,670.61	782.54	6,453.15	1
Primary School 2	3,724.38	513.96	4,238.35	1

Infant School 2	4,345.11	599.63	4,944.74	1
Primary School 3	6,608.58	814.06	7,422.64	1
	<b>33,898.54</b>	<b>4,442.52</b>	<b>38,341.06</b>	<b>6</b>

While the intention of the uplift was to support apprentices with rising costs, we are seeking Schools Forum members' views and consent on applying the uplift to maintained school apprentices. This will ensure the appropriate governance is followed and that schools agree with the proposed changes.

## 8. Children's Commissioner School Survey

The Children's Commissioner has launched the largest ever survey of schools and colleges in England. This initiative aims to collect extensive data from both students and educational institutions to understand current challenges and the experiences of children across the country. The survey will provide key insights into how schools are meeting the needs of children, particularly in areas such as safeguarding, mental health support, and access to services.

Key Points for Schools Forum:

- Local Authorities (LAs) play a critical role in supporting schools directly or indirectly, making this survey relevant for both LA and school representatives.
- The survey results will help shape national policy and provide evidence to inform future funding allocations, strategic planning, and targeted interventions for children's services.
- Schools and LAs are encouraged to engage actively with the survey to ensure that their experiences and challenges are reflected in the final report.

Schools Forum members should ensure their schools and colleges participate in the survey, contributing valuable data on the challenges faced by students and schools.

This is an important opportunity for both schools and LAs to have their voices heard in shaping future education and child welfare policies.