



**REPORT TO: EDUCATION CHILDREN'S AND LEISURE SERVICES
COMMITTEE ON 7 JUNE 2023**

SUBJECT: ALLOCATION OF EDUCATION FUNDING

**BY: DEPUTE CHIEF EXECUTIVE (EDUCATION, COMMUNITIES AND
ORGANISATIONAL DEVELOPMENT)**

1. REASON FOR REPORT

1.1 To update the Committee on allocation of the funding for Education in the 2023/24 revenue grant settlement and to ask the committee to consider the allocation of the funding taking account of these issues.

1.2 This report is submitted to Committee in terms of Section III (D) (1) of the Council's Scheme of Administration relating to all the functions of the Council as an Education Authority.

2. RECOMMENDATION

2.1 It is recommended that Committee determines the future use of the funding of £706K referred to in the report and agrees:

- i) there be no new spend against the funding and it is applied to cover budget pressures, in particular those arising from the increasing school roll or the emerging ASN requirements referred to in the report; or**
- ii) the funding is used on a temporary 12 month basis (to July 2024) to enable a saving to be considered at that time; or**
- iii) the funding is used on a permanent basis.**

2.2 If the Committee agrees to retain the budget for use within the service, it is recommended that Committee agrees the following options:

- i) to amend the Devolved School Management Scheme formula for primary schools so that the Head Teacher is non-class committed**

at a roll of 121 and above at a cost of £103,000, for schools without an enhanced provision

- ii) to amend the Devolved School Management Scheme formula for primary schools so that Head Teachers are class committed for 2 days at a roll of 95-120 at a cost of £45,000, for schools without an enhanced provision.**
- iii) to amend the Devolved School Management Scheme formula for enhanced provision primary schools so that the Head Teacher is non-class committee at a roll of 90, this currently has no cost implications.**
- iv) to provide funding for one PT raising attainment for each secondary school at a cost of £558,000 and**
- v) the remaining budget £41K should be used to partially fund the extension of the PT Flexible Education for a further year**

3. BACKGROUND

Funding and Use to Date

- 3.1 In August 2020 the Scottish Government provided additional funding to local authorities to increase teacher numbers by 1,000 and pupil support assistants by 500 across Scotland through the General Revenue Grant. Moray's allocation of this funding was £0.87m which equates to 17 teachers and 9 pupil support assistants. The Scottish Government updated funding purpose was, however, wider around support for Education in 2021. A report was taken to this Committee on 26 January 2022 (para 15 of the minute refers) providing detail of the funding and options for spend as laid down in the recommendations of the report. The funding is no longer ring fenced for teachers however Scottish Government do expect local authorities to maintain teacher numbers.
- 3.2 A further report was taken to this Committee on 9 March 2022 (para 12 of the minute refers) to update on the allocation of funding for Education in the 2022/23 revenue grant settlement. A number of options were discussed by Committee and it was agreed to request 21 Newly Qualified Teachers (NQTs) across Primary and Secondary and officers were instructed to do this along with the annual return to Scottish Government. In addition to this a Principal Teacher (PT) of Flexible Education was created for one year to progress the Flexible Education policy and to review the extent of children and young people on part-time timetables.
- 3.3 The funding was provided in order to support local authorities to maintain teacher numbers. Moray had 960 teachers in the census in September 2022 and will need to maintain that number in session 2023/24. This included the 21 NQTs noted above and additional free NQTs (see para 3.9 below) – An element of General Revenue Grant has been held back from distribution and

will be distributed in March 2024, dependent on teacher numbers being maintained, pupil support staff numbers being maintained and places are available from probationer teachers through the probationer teachers scheme. All three conditions must be met. The level of funding retained for Moray is £769,000.

- 3.4 It should be noted that the overall school roll in primary for session 23/24 is reducing and the anticipated staffing allocations based on those projected rolls are in line with this decrease. From current staffing of 357.76 full time equivalent (FTE) from the staffing formula, it is anticipated to reduce to 351.9 FTE. Over and above this formula related allocation however are the additional free NQTs which Moray has been allocated. In secondary schools, rolls are increasing and schools are staffing to support this increase but have not been able to appoint in a number of cases and have not received all the NQTs that they have requested. In primary and secondary the total number of NQTs allocated to the authority has fallen as per the allocations in 3.7/3.8. Therefore, teacher numbers will require careful monitoring.

Proposals

- 3.5 As NQT positions are temporary, current appointments will terminate at the end of June 2023 releasing the funding for consideration of alternative use. Therefore, this paper provides proposals for Committee to consider how the funding will be used, either on a permanent basis or if otherwise minded to consider a further temporary option for an additional year or, given the current financial climate, whether to applying the funding to budget pressures. In particular those that were agreed in the Council budget in March 2022 as being related to the increasing school roll for financial year 2023/24 (£700k), which would in effect give a saving against the budget approved in March 2023, or the emerging pressures as a result of increasing numbers of children with additional support needs, which will be reported to the Council in June as a result of the annual review of need and realignment of resources.
- 3.6 Service self-evaluation evidence has been reviewed which highlights an increase in additional support needs and behavioural needs resulting in an increase in the number of children in child's planning as well as the need to further improve attainment and achievement of learners. Currently Head Teachers of schools without an enhanced provision are non-class committed when the roll is 145 and above, the proposal is to reduce this to 121 and above. Self-evaluation evidence from schools informs us that the majority of schools are rated as satisfactory or less for the main Quality Indicators. The role of a Head Teacher is to lead school improvement which is a very difficult task when they are class committed for half of the week. To drive forward improvements in learning and teaching, curriculum, empowered leadership and attainment for children, they need to undertake class visits and monitor children's progress, which cannot be completed if they are teaching. During Covid, additional teaching posts were allocated to schools to enable the Head Teacher to be non-class committed so that they could lead and manage Covid mitigations. This was extremely successful hence why the proposal to look create time to lead school improvement to support colleagues who are class committed. Looking at primary school rolls for August 2023, 3 primary

schools will meet the new threshold. It is also proposed to reduce the class commitment of Head Teachers in schools with no enhanced provision and a roll of between 95 and 120 from three days to two. Projected rolls suggest that rolls will rise and so this provides leadership continuity and capacity at this time to focus on school improvement activity.

- 3.7 Additional capacity was provided to the system during the pandemic and the positive impact of an additional whole school Principal Teacher (PT) post in secondary was starting to demonstrate improvements for individual and groups of learners. Head Teachers had identified attainment/ achievement /inclusion/transition as key priority areas however as the funding was temporary the posts ceased. Post pandemic attendance is variable across secondary schools with percentages dropping significantly and with more regular absence. It is proposed to reinstate the additional PT post in each secondary school to target learners for a variety of reasons depending on school context and add much needed capacity. In addition, this will also allow each school to look at the proposed model for senior phase qualifications in line with the Independent Review of Qualifications and Assessment in Scotland, Interim Report which has just been published. It is also proposed that any balance in funding be targeted at secondary schools with a roll of 600 or more as part of their staffing points to support current issues with behaviour and ASN vacancies and impact of ongoing review.
- 3.8 Secondary Head Teachers have been consulted and contributed to the development of the recommendations taking account of their assessment of the circumstances and needs in their individual schools and collectively across Moray. The recommendations for changes to primary school linear formulae align with the Covid support put in place and acknowledges the challenges certain schools face at this time.
- 3.9 It is incumbent on the Council to maintain teacher numbers which are set at 960 in line with the annual census figure as at September each year. This has been possible due to additional allocation of NQTs. In this session (2022/23) Moray was allocated 97 NQTs in total, some fully funded and some as additional free places from Scottish Government although only 74 remain as some left or have failed their placements. Twenty one of the NQTs were funded through the additional funding in this report. At the time of writing this report Moray has been allocated 67 NQTs for next session however this will not be the final figure as there will be fails, drop outs for various reasons including not wishing to come to Moray or opting for the alternative route to teaching by accepting a full time position in a school/authority where they will not be supported. If we experience the same percentage drop out rate as this current session of 24%, it would reduce our current allocation to 51 which would jeopardise our ability to meet teacher number commitment.
- 3.10 In considering the recommendations of this report, given the financial position of the Council at this time Committee may be minded to consider applying the funding to cover budget pressures, in particular those arising from the increasing school roll, which were agreed in March 2022 budget report to the Council and included in the budget set on 1 March 2023. However, as noted

above the funding to date has been used for additional posts and so there is a risk that applying to budget pressures would result in a reduction of teacher numbers and the Council's grant settlement from Scottish Government is conditional on teacher numbers being maintained.

- 3.11 Furthermore, given the recommendations of this report as well as the financial position of the Council and including the uncertainty around maintaining teacher numbers with further NQTs being allocated for another year, Committee may be minded to agree the recommendations temporarily to allow the teacher number issue to settle and resolve whilst also giving an option for future saving if required. This will provide time to look at a solution to link data systems in Human Resources and Education where teacher posts are recorded and ensure these align to give accurate figures.

4. SUMMARY OF IMPLICATIONS

(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP))

This report was informed by the priorities within the Corporate Plan and 10 Year Plan and in particular to Our People, Building a better future for our children and young people in Moray.

(b) Policy and Legal

There are no legal implications arising directly from this report.

(c) Financial implications

The financial figures presented in this report do not include any pay awards for this year. Teacher pay awards have now been agreed up to January 2024 and will be reviewed in future for August each year instead of April.

The proposals set out in this report will be contained within current budget £747,000 with no additional finance required.

The cost of the additional positions are below.

Non class commitment roll of 121 and above 1.62 fte	£103,000
Class committed 2 days roll 95 -120 0.7 fte	£45,000
PT Raising Attainment for each secondary 8 fte	£558,000
Balance to secondary schools of 600 and above	£41,000

The funding is included within the Council budget. Use of the funding is not prescribed and it could be used to alleviate pressure from school roll numbers.

(d) Risk Implications

If primary Head Teachers remain class committed there is a risk regarding ability to drive forwards improvements and to monitor learning and teaching and track attainment. The additional posts in secondary

were beginning to show impact, particularly on attainment and supporting young people who required alternative timetables and so there is a risk in terms of capacity if these posts do not go ahead.

There is also a risk that as the funding for teaching and support roles continues to increase nationally that demand for employees outstrips supply. The Education and Human Resources services will work together to develop and update a workforce plan to ensure effective arrangements and monitoring are in place to manage this risk.

There is a risk that the Council loses £769,000 funding if conditions regarding teacher etc. numbers are not met.

(e) Staffing Implications

The proposals for additional staffing would equate to 10.32 FTE across Primary and Secondary schools as follows:

2.32 FTE in Primary to cover HT class commitment.

8.0 FTE principal teachers of raising attainment in Secondary.

(f) Property

There are no property issues arising from this report.

(g) Equalities/Socio Economic Impact

There are no implications arising directly from this report, however, equalities impacts and considerations have been taken into account in the previous deployment of resources to support the Covid impacts and would be factored into any development of options directed by the committee beyond the budget pressures set out.

(h) Climate Change and Biodiversity Impacts

None

(i) Consultations

The Head of Education Resources and Communities, the Chief Financial Officer, Head of HR, ICT and OD, Quality Improvement Managers, Secondary Head Teachers and Primary Head Teachers of Pilmuir, Burghead, Mortlach, Hopeman, the Business Support Team Manager, and Tracey Sutherland, Committee Services Officer, have been consulted on this report and agree with the sections of the report relating to their areas of responsibility.

5. CONCLUSION

5.1 Improving outcomes for Moray's children and young people is a key focus for the service. In addition, Education is in a period of reform with the full outcome of the National Discussion in Education awaited along with the initial findings of the Hayward Review - The Independent Review of Qualifications and Assessment in Scotland – Interim Report just

being published in March 2023 for consideration. From here on there will be a period of consultation on any proposed approach along with practical steps to any model to be put in to practice. As a result secondary schools will benefit from additional capacity so that they are prepared for this radical reform. This paper also takes account of the impact of those primary schools which are on the cusp of the number which requires the Head Teacher to be class committed, providing additional staffing to provide them with time to lead and manage their schools on their improvement journey. It is proposed that Committee agrees the recommendations.

Author of Report: Vivienne Cross, Head of Education Background
Papers: [Hayward Review Interim Report](#)
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