

# SCHOOL FUNDING ACTION PLAN

<b>Objectives</b>				
<ul style="list-style-type: none"> <li>To support the school sector in addressing the overspend position</li> <li>To prevent reoccurrence in future years.</li> <li>To ensure the financial stability of the school sector and Council</li> </ul>				
<b>ACTION</b>	<b>TASKS</b>	<b>Timeframe</b>	<b>Lead/s</b>	
<b>IMMEDIATE / SHORT TERM</b>				
1	<p><b>To ensure schools are aware of the seriousness of the current position and the need to work within their current allocated budgets/within surplus</b></p>	<ul style="list-style-type: none"> <li>Letter to be sent to schools forecasting a deficit budget to outline requirements to address deficit and present a deliverable deficit plan.</li> <li>All Schools (Headteacher and Chair of Governors) with an unapproved deficit budget or large overspend will be required to explain their current financial position and emergency corrective actions being undertaken to a panel of Senior Council officials.</li> <li>Agenda item on termly Headteachers' Meetings in regard to school finances and severity of current position.</li> </ul>	<p>27<sup>th</sup> Sept</p> <p>From Nov 4<sup>th</sup></p> <p>November 26<sup>th</sup> and 28th</p>	<p>Susannah Nolan/ Randall Hemmingway</p> <p>Aneirin Thomas Susannah Nolan Randall Hemmingway</p> <p>Gareth Morgans Chris Moore</p>
2	<p><b>Support for schools in addressing their deficit budgets</b></p>	<ul style="list-style-type: none"> <li>Senior Manager- TIC Schools/other officer to target schools with deficit budget or large overspend to review their systems and structures and provide them with advice/recommendations (<i>e.g. contracts, staffing structure, leadership structure, curriculum plan, TLRs</i>) to be presented to the full Governing Body and the school's response monitored regularly.</li> <li>Training session for all Challenge Advisers/relevant officers on school funding and include a discussion in the Autumn Term school visit. If a school has a deficit budget or large overspend it MUST be included an issue identified and responded to in the</li> </ul>	<p>October 14<sup>th</sup> onwards</p> <p>October 2019</p>	<p>Allan Carter</p> <p>Aneirin Thomas Elin Forsythe Susannah Nolan Aneirin Thomas</p>

		<ul style="list-style-type: none"> <li>• <b>School Development Plan.</b></li> <li>• Schools in federations need to be challenged to change ways of working- i.e. reducing costs</li> <li>• ALL SCHOOLS to review non-staffing spend in order to secure efficiencies.</li> <li>• Partnering system to be put in place between schools in significant deficits and schools managing within budgets.</li> <li>• Issue Leadership Standards associated with effective school management</li> </ul>	<p>Ongoing</p> <p>November (HT meeting)</p> <p>October onwards</p> <p>October</p>	<p>Elin Forsythe/ Challenge Advisers</p> <p>Gareth Morgans Aneirin Thomas</p> <p>Susannah Nolan Aneirin Thomas</p> <p>Aneirin Thomas</p>
3	<b>Monitoring</b>	<ul style="list-style-type: none"> <li>• Monthly monitoring of the delivery of the Action Plans of all schools in a deficit position with challenge when they are not adhering to agreed actions/timescale</li> <li>• All schools to consider all spend and ensure that only essential spend is authorised.</li> </ul>	<p>October onwards</p> <p>November (HT meeting)</p>	<p>Susannah Nolan Aneirin Thomas</p> <p>Gareth Morgans Aneirin Thomas</p>
<b>MEDIUM TERM: IN READINESS FOR NEXT FINANCIAL YEAR</b>				
5	<b>Use of powers</b>	<ul style="list-style-type: none"> <li>• Use powers to claw back surpluses above the 50k/100k as stated in <b>The School Funding (Wales) Regulations 2010</b> (<i>When surpluses are £50,000 or more in a primary school, £100,000 or more in a secondary school or special school, authorities will be able to direct schools to spend balances. If the governing body does not comply with the direction, the amount could be clawed back with the proceeds applied to the authority's schools budget</i>)</li> <li>• If schools are not responding to the challenge/ implementing agreed changes consider issuing Warning Notice in accordance with the provisions of Part 2 of the <i>School Standards and Organisation (Wales) Act 2013</i> (hereinafter referred to as "the Act") and Welsh Government Statutory Guidance Document (222/2017) <i>Schools Causing Concern</i></li> </ul>	<p>March 2020</p> <p>As and when required</p>	<p>Gareth Morgans Susannah Nolan Aneirin Thomas</p> <p>Gareth Morgans</p>

		<ul style="list-style-type: none"> <li>➤ <i>GROUND 2 - There has been a breakdown in the way the school is managed or Governed</i></li> <li>➤ <i>GROUND 5 - The governing body or head teacher has failed, or is likely to fail, to comply with a duty under the Education Acts.</i></li> <li>➤ <i>GROUND 6 -The governing body or head teacher has acted, or is proposing to act, unreasonably in the exercise of any of its or his or her functions under the Education Acts.</i></li> </ul> <ul style="list-style-type: none"> <li>• Ensure all Governing Bodies support the Redeployment Policy to reduce spend on EVR/Redundancy.</li> <li>• Secure advice on 'Liability of School Governors' and share in termly Briefing Meeting</li> </ul>	Spring Term 2020	Paul Thomas / HR officers
			Spring Term 2020	Legal
6	<b>School organisation issues</b>	<ul style="list-style-type: none"> <li>• Officers to critically review the number of primary schools and provide Executive Board with options in regard to rationalisation.</li> <li>• Schools to critically assess staffing structures (based on CCC Model Staffing Structures) to bring in line with "best in practice"- redundancy notices would need to be issued in Autumn term to take full year effect for 2020-21.</li> <li>• Schools to critically review TLR allowances to effect changes after 3 years</li> <li>• Schools to critically review all annual contracts and SLAs</li> <li>• LA to provide schools with clear advice in regard to the statutory Curriculum offer at Key Stage 4 and 5.</li> <li>• Consult on the change to Admission Policy (if agreed by Council) implementing start of school after 4<sup>th</sup> birthday rather than term before 4<sup>th</sup> birthday- reducing costs for schools.</li> <li>• To consider 6<sup>th</sup> Form Provision in Carmarthenshire- many 11-18 schools seem to be in deficit positions as compared to the 11-16</li> </ul>	Spring Term 2020	MEP Team
			Spring Term 2020	Headteachers/ Governors
			October and ongoing	Headteachers/ Governors
			Spring Term 2020 January 2020	Headteachers/ Governors Aeron Rees
			Spring Term 2020	Simon Davies
			Spring Term 2020	Aeron Rees Aneirin Thomas

		sector. There is a need to improve collaboration and rationalise provision.		
7	<b>HR Issues</b>	<ul style="list-style-type: none"> <li>• Consideration to be given to the creation of a centrally contracted SEN TA pool, to mitigate redundancy notices caused by fluctuations in individual pupil populations.</li> <li>• To explore the potential to remove the current 4% term time working enhancement.</li> <li>• Surplus staffing should be available for neighbouring schools to utilise before procuring supply/agency.</li> </ul>	<p>Spring Term 2020</p> <p>Spring Term 2020</p> <p>Ongoing</p>	<p>Paul Thomas / Glenn Evans</p> <p>Paul Thomas / Glenn Evans</p> <p>Paul Thomas / Glenn Evans</p>