

SUBJECT: PROPOSED CHANGES TO THE FUNDING FORMULA FOR SCHOOLS

MEETING: CABINET

DATE: 3RD FEBRUARY 2016.

DIVISION/WARDS AFFECTED: ALL

1. PURPOSE:

1.1 To provide members with an update on the proposed changes to the school funding formula.

1.2 To provide members with details of any consultation responses received in relation to these proposals.

2. RECOMMENDATIONS:

2.1 That Cabinet approve the following changes for the school funding formula;

- (i) Threshold funding for teachers
- (ii) Top Up funding for primary schools
- (iii) Funding for free school meals
- (iv) Funding for the residential element of Mounton House Special School.

3. KEY ISSUES:

3.1 The funding formula distributes funding to schools on an agreed basis. The formula is reviewed annually.

3.2 The Schools Budget Funding Forum oversee any proposed changes to the formula and permission to consult on any changes is agreed by the forum members.

3.3 For the financial year 2016-17, two consultation papers have been issued:

- (i) Paper 1: Threshold funding for Teaching staff, Top up funding for Primary schools and funding for Free School Meals.
- (ii) Paper 2: Funding for the residential element for Mounton House Special School.

3.4 Threshold funding is for schools with teachers on the Upper Pay Scale (UPS). It is currently a large administrative burden to determine the required funding each year. Schools are required to provide details of all staff on UPS and determine if they will be eligible to increment the following September. Recent changes to the terms and conditions for teachers means pay progress can be accelerated, therefore adding to the financial burden for schools.

The current formula funds teaching staff on two rates, those on the main pay scale are funded at the top of this scale and those who have progressed on to the upper pay scale are funded at their actual rate. Hence the administrative burden for schools to provide this data.

The proposal is to fund all teaching staff at the top of the upper pay scale therefore reducing the pay burden to schools and reduce the administration.

3.5 The formula for primary schools funds a maximum of 30 pupils per class. This is determined separately for Foundation Phase and Key Stage 2. Schools who do not have straight classes of 30 in each year group will need to mix classes.

Recent changes from the Welsh Government now allow classes to be increased above 30, examples of which are where an appeal for admission is allowed, the admission of a looked after child and armed forces families.

In these cases, some primary schools have not employed additional teachers, but have breached. Therefore the funding has been used to increase the school balance, and in some cases the schools already have a significant surplus.

The proposal is to consult with schools on an individual basis who are receiving more than £20,000 in top up funding. If the school and local authority determine an additional teacher is required then funding will be provided. This will be determined at the January count. It is not anticipated to have class sizes significantly larger than current provision.

3.6 The current formula distributes funding for primary schools to fund meals for pupils who are entitled to free school meals. With the exception of one primary school, all primary schools use the school meal service provided by the Local Authority. This service is provided free of charge and the Local Authority funds those pupils entitled to a free meal.

As a result this funding is duplicated, therefore the proposal is to continue to distribute the funds via other elements of the formula, such as general allowances. The primary school that provides their own meal service will not be affected by this.

3.7 All the above proposals will not reduce funding for schools, the aim of these changes is to allow a fairer distribution.

3.8 The above changes have been subject to wide consultation, and the consultation paper is shown in appendix 1. All responses are shown in appendix 2. The School Budget Funding Forum agreed to progress these proposals at their meeting in November 2015.

3.9 The second paper relates to proposed changes to the funding of the residential element for Mounton House Special School. The current formula provides funding for 42 residential placements. This was last reviewed in 2010.

Since then the number of pupils having residential placements at the school has reduced significantly, and is currently at circa 12, covering both Monmouthshire and out of county pupils.

The proposal is to reduce funding by £250,000, which is a direct reduction to the schools budgets, therefore funding 18 residential placements.

The saving will be used to support the Medium Term Financial Plan for the financial year 2016-17, and is part of the budget mandate process.

3.10 This proposal has been subjected to wide consultation, the consultation paper is shown in appendix 3 and the responses are in appendix 4.

4. REASONS:

4.1 To ensure that the funding for schools is distributed on the fairest method.

5. RESOURCE IMPLICATIONS:

5.1 There are no resource implications. However the funding reduction for Mounton House Special School could place the school in a deficit budget. The school is currently facing a deficit budget of £142,391 and is working closely with the Local Authority to develop a recovery plan. It is anticipated that further reductions will need to be made, and the Governing Body are aware of this.

6. SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS:

6.1 This is shown in appendix 5.

7. SAFEGUARDING AND CORPORATE PARENTING IMPLICATIONS:

7.1 There are no safeguarding or corporate implications associated with this report.

8. CONSULTEES:

8.1 All Head teachers of Monmouthshire Schools

8.2 Chairs of Governing Bodies of Monmouthshire Schools

8.3 The Schools Budget Forum

8.4 The Senior Management Team

8.5 The Departmental Management Team of the Children and Young People Directorate

8.6 Diocesan Directors of Education

8.7 All Elected Members

8.8 CYP Select Committee.

9. BACKGROUND PAPERS:

- 9.1 Current funding formula
- 9.2 Minutes from the working group
- 9.3 Consultation responses
- 9.4 Schools Budget Share (Wales) Regulations 2010.

10. AUTHOR:

Nikki Wellington – CYP Finance Manager.

11. CONTACT DETAILS:

Tel: 01633 644549

E-mail: nicolawellington@monmouthshire.gov.uk



APPENDIX 1

MONMOUTHSHIRE LOCAL EDUCATION AUTHORITY CHILDREN AND YOUNG PEOPLE DIRECTORATE CONSULTATION DOCUMENT – CHANGES TO THE FUNDING FORMULA FOR SCHOOLS.

- This document forms part of the consultation process on the proposed changes to the funding formula which delegates funding to schools within Monmouthshire.
- The relevant Welsh Government legislation that Monmouthshire Local Education Authority is bound by is:
The Schools Budget Share (Wales) Regulations 2010.

CONSULTATION DOCUMENT

CHANGES TO THE DELEGATION OF FUNDING FOR SCHOOLS WITHIN MONMOUTHSHIRE.

Date of Issue: **25th September, 2015**

Action Required: **Consultation closes 6th November, 2015**

Title of Document: The Review of Funding for Schools in Monmouthshire Consultation Document.

Audience: All Head teachers of Monmouthshire Schools, Chairs of Governing Bodies of Monmouthshire Schools, The Schools Budget Forum, the Senior Management Team, the Departmental Management Team of the Children and Young People Directorate, Diocesan Directors of Education, and All Elected Members.

Overview: This document details the background that gave rise to the review of the current consultation on Schools funding and then outlines the new proposals for the distribution of this funding.

Action Required: A proforma (Appendix 2) is enclosed for your response. The completed form should be sent to the address below by the consultation closing date of **6th November, 2015**

Responses to: Nikki Wellington

Finance Manager
Children and Young People Directorate
Monmouthshire County Council
@Innovation House
PO Box 106
Caldicot
Monmouthshire
NP26 9AN

e-mail: nicolawellington@monmouthshire.gov.uk

Further Information: Enquiries about this consultation document should be directed to **Nikki Wellington**

Nikki Wellington
Tel: 01633 644549
e-mail: nicolawellington@monmouthshire.gov.uk

Additional Copies: These can be obtained from Nikki Wellington (telephone number and e-mail address above)

Related Documents: The Schools Budget Shares (Wales) Regulations 2010

CONTENTS

	<u>Page</u>
1 Background	4
2 Issues with Current Arrangements	4
3 Funding of Threshold	4-5
4 Funding of Top-up for Primary Sector	5-6
5 Funding of Free Primary School Meals	6

Appendix 1 – Impact on Individual Schools

Appendix 2 – Responses proforma.

1. Background

1.1. The School Budget Forum agreed to review the formula every year and to look at potential changes to ensure the formula remains up to date and to ensure that it continues to distribute funding in the fairest way.

1.2. Following the establishment of a working group, with requested representatives from all groups of schools, this consultation document sets out the areas that are to be considered for implementation for the financial year 2016-17.

1.3. The areas to be considered are:

- Threshold Funding
- Top Up Funding
- Free Primary School Meals

2. Issues with current arrangements

2.1. Threshold funding is for schools with employees on the Upper Pay Scale (UPS). It is currently a large administrative burden to determine the required funding each year as schools are required to provide details of all staff on UPS and determine if they will be eligible to increase in September. Also due to the changes in teachers' pay and conditions, if a teacher applies to increase more than one point and is successful the school currently would not have the funding for that financial year and vice versa, schools who have accelerated teachers and have been funded will reduce funding available to other schools.

2.2. Top up funding is for Primary Schools only, it is additional funding to support the funding for a teacher generated by pupil numbers. For example 91 pupils in Key Stage 2, would fund the school for four teachers. We see large differences with the level of funding year on year, for example if a school suddenly has 31 pupils, this would generate funding for 2 teachers, however it is likely that the school will arrange mixed classes and therefore an additional teacher would not be required.

2.3. Primary Schools currently receive funding for free school meals, this is an historical factor in the formula and the cost of free school meals is not passed to the school.

3. Proposal 1: Change to Threshold Funding

- 3.1 The current formula funds the school based on Main Scale 6 (M6) through pupil numbers and then additional funding is given depending on what UPS point the employee receive.
- 3.2 The working group discussed changing the funding per pupil to a UPS 3 instead of M6 and removing the additional element. Therefore all schools would be funded based on UPS 3 regardless of what point the teacher was paid.
- 3.3 This change will result in more funding via pupil led factors (within the regulation we have to ensure that at least 70% of the funding is delegated based on pupil led factors).
- 3.4 This change in formula would result in a £96k funding shift from Secondary to Primary sector, this was raised as an issue within the working group, however the following two proposals significantly reduces the impact, therefore this change will not be feasible unless the other proposals are accepted and will need to be reviewed.
- 3.5 The working group decided that Special schools funding should remain on threshold, as funding is already based on actual staff requirement.
- 3.6 All were in agreement that this proposal would remove a large administrative task for both the schools and finance staff.

Q1 – Do you agree that proposal 1 should be implemented?

Q2. - If you do not agree with this proposal, do you have any other suggested method of funding?

4. Proposal 2: Change to Top Up Funding

- 4.1 With the current formula a school could potentially receive funding for an additional teacher that is not required. This is deemed an unfair allocation as it unnecessarily reduces the funding for other schools.
- 4.2 Two options were considered:

Option 1: Funding for additional teachers would not emerge until 33 pupils were anticipated and an additional teacher would likely be required.

Option 2: Review on a case by case basis. If a school `Top Up` element is in excess of £20k, discussion with the school and LA staff to determine if an additional teacher is required.
- 4.3 The calculation of 33 pupils instead of 30 indicated that this option would not be viable as it would remove funding from smaller schools who would need the additional teacher. Therefore it was decided Option 2 would be the best way forward.
- 4.4 Nursery Top up funding should remain as it is.
- 4.5 This would result in £180k funding being removed from specifically primary sector to allocate across both primary and secondary.

Q3 – Do you agree with the above proposal to fund schools based on Option 2 where top up funding in excess of £20,000 is reviewed on a case by case basis?

Q4. - If you do not agree with this proposal, do you have any other suggested method of funding?

5. Proposal 3: Removal of Primary Free School Meal Funding

5.1 The current formula provides funding for free school meals in primary sector, where the cost of free school meals is borne by the LEA.

5.2 The group discussed the impact of the removal of this funding, which would remove £65k from Primary sector to allocate to both Primary and Secondary sector.

5.3 The removal of this factor within the formula, would make the formula more transparent.

5.4 If a school decided to not use the MCC school meals service they would receive additional funding which is already agreed within the current formula. (OLSM are the only school at present who receive this additional funding per pupil)

Q5 – Do you agree with the above proposal to remove the free school meal funding from Primary sector?

Q6 - If you do not agree with this proposal, do you have any other suggested method of funding?

**CHANGES TO THE DELEGATION OF FUNDING FOR SCHOOLS WITHIN
MONMOUTHSHIRE.****Covering:**

Funding of Teaching staff
Funding of Top Up Element for Primary schools
Funding of FSM.

We received 9 responses, 8 from schools and 1 union.

The responses are listed below:

Q1 – Do you agree that proposal 1 should be implemented?

9 said yes

Q2. - If you do not agree with this proposal, do you have any other suggested method of funding?

None were received

Q3 – Do you agree with the above proposal to fund schools based on Option 2 where top up funding in excess of £20,000 is reviewed on a case by case basis?

9 said yes

Q4 - If you do not agree with this proposal, do you have any other suggested method of funding?

None were received.

Q5 – Do you agree with the above proposal to remove the free school meal funding from Primary sector?

8 said yes

1 said no.

The school that had responded no had misunderstood the consultation and thought we were removing FSM entitlement and funding. We have visited this governing body this month to explain.

Q6 - If you do not agree with this proposal, do you have any other suggested method of funding?

None were received.



MONMOUTHSHIRE LOCAL EDUCATION AUTHORITY
CHILDREN AND YOUNG PEOPLE DIRECTORATE
CONSULTATION DOCUMENT – CHANGES TO THE FUNDING FORMULA FOR
SCHOOLS.

- This document forms part of the consultation process on the proposed changes to the funding formula which delegates funding to schools within Monmouthshire.
- The relevant Welsh Government legislation that Monmouthshire Local Education Authority is bound by is:
The Schools Budget Share (Wales) Regulations 2010.

CONSULTATION DOCUMENT
CHANGES TO THE DELEGATION OF FUNDING FOR SCHOOLS WITHIN
MONMOUTHSHIRE.

Date of Issue: **23rd November, 2015**

Action Required: **Consultation closes 6th January 2016.**

Title of Document: The Review of Funding for Schools in Monmouthshire Consultation Document.

Audience: All Head teachers of Monmouthshire Schools, Chairs of Governing Bodies of Monmouthshire Schools, The Schools Budget Forum, the Senior Management Team, the Departmental Management Team of the Children and Young People Directorate, Diocesan Directors of Education, and All Elected Members.

Overview: This document details the background that gave rise to the review of the current consultation on Schools funding and then outlines the new proposals for the distribution of this funding.

Action Required: A proforma (Appendix 3) is enclosed for your response. The completed form should be sent to the address below by the consultation closing date of **6th January 2016**

Responses to: Nikki Wellington
Finance Manager
Children and Young People Directorate
Monmouthshire County Council
@Innovation House
PO Box 106
Caldicot
Monmouthshire
NP26 9AN
e-mail: nicolawellington@monmouthshire.gov.uk

Further Information: Enquiries about this consultation document should be directed to Nikki Wellington

Nikki Wellington
Tel: 01633 644549
e-mail: nicolawellington@monmouthshire.gov.uk

Additional Copies: These can be obtained from Nikki Wellington (telephone number and e-mail address above)

Related Documents: The Schools Budget Shares (Wales) Regulations 2010

CONTENTS

	<u>Page</u>
1 Background.	4
2 Issues with Current Arrangements	4
3 Proposal	4

Appendix 1 – Current funding Section 52.

Appendix 2 – Proposed funding Section 52.

Appendix 3 – Response proforma.

4. Background

4.1. The School Budget Forum agreed to review the formula every year and to look at potential changes to ensure the formula remains up to date and to ensure that it continues to distribute funding in the fairest way.

4.2. Following a meeting of the School Budget Funding Forum on 16th November 2015, members agreed to consult on the funding formula for Mounton House Special School.

5. Issues with current arrangements

5.1. The current formula provides funding for the residential capacity of the school. The current placement funding is 42. Currently there are 10 residents in the school, but this number will fluctuate slightly from this during the year.

5.2. The funding formula for Mounton House was reviewed in 2010 and at this point there were more residential pupils on roll.

5.3. From 2010 the number of residential pupils have reduced, however the formula has not been adjusted to reflect this decline.

6. Proposal.

6.1 The proposal is to change the formula to fund on a lower number of pupils to reflect the actual numbers on roll.

6.2 This will result on the numbers funded for residential dropping to 18, to allow any growth in year.

6.3 As a result of this, it is anticipated that the funding through the formula would reduce by circa £250,000. Appendix 1 details the current funding and Appendix 2 shows the proposal. Please note this is based on 15-16 funding levels.

6.4 The reduction in funding would not be redistributed to schools, it would be used as a saving to close the gap on the wider Monmouthshire County Council budget.

6.5 Although this is a reduction in residential placements, the Governing Body would be responsible in planning how this will be met. The current formula has resulted in a subsidy of day places from residential places and therefore the proposed changes will correct this disparity.

Q1 – Do you agree with this proposal?

Q2. - If you do not agree with this proposal, do you have any other suggested method of reducing schools budgets by £250,000.

CHANGES TO THE DELEGATION OF FUNDING FOR SCHOOLS WITHIN MONMOUTHSHIRE.

Covering:

Funding for residential element of Mounton House School.

The consultation paper was sent to:

All Head teachers of Monmouthshire Schools, All Governors of Monmouthshire Schools, The Schools Budget Forum, the Senior Management Team, the Departmental Management Team of the Children and Young People Directorate, Diocesan Directors of Education, and All Elected Members.

We received 11 responses, 10 from schools and Governing Bodies and 1 from a union.

The responses are listed below:

Q1 – Do you agree that proposal 1 should be implemented?

2 – made comment only as below.

7 – said yes

2 – said no

Comments made:

It's not clear how the 2015 numbers of each year group totalling 42 have suddenly gone to 10. What year group are these? How many staff are there presumably to deal with different year groups..? – A message was left to discuss this, however no return phone call was received.

A reduction in education funding at a time when schools are being asked to absorb increases in teachers' pay and NICs seems contrary to the intention of the UK and Welsh governments. This would amount to cuts well above the 7.5% over the lifetime of this government suggested by the IFS. However it does seem sensible to review the future of Mounton House – the facility is very expensive and the two 21st Century schools each have special provision within their build. How is this factored into the decision making? What is the outcome of internal and external review of the provision? How has it impacted on life chances for young people? Can this be replicated or improved in the new provisions in Monmouthshire?

No we reject this proposal as at this stage it does not appear to be a Consultation rather a directive to reduce £250k from the Mounton House School budget by adjusting the funding formula. In order for the NASUWT to respond effectively we would need an impact assessment in terms of the implications for the residential provision and the staffing at the school as this will be crucial to our response.

There is insufficient information with regard to the finances for the residential provision at Mounton House School. Further information is required with regard to both the income and costs of residential provision in order to make any assessment. Any analysis needs to take full account of the fees received from other Authorities for both day and residential placements as well as the potential cost impact of the loss of residential provision for Monmouthshire pupils. Improved marketing of the school with other Local Authorities would lead to increased usage so this should be a revenue growth rather than a cost reduction initiative. One of the most likely and obvious options that the Governing Body will implement to mitigate the £250,000 proposed reduction in Funding (which is directly linked to residential places) for the 2016/17 financial year is to close the Residential facility at the School. The cost of simply staffing this part of the business at present is £282,213 therefore this is a realistic decision that Governors could make. This has implications for the Local Authority.

There are currently ten residential pupils on roll at Mounton House School 6 of which are from other Local Authorities and four from Monmouthshire. One further out of county Year 9 residential pupil has been referred to the School recently. Therefore the financial impact in terms of recoupment income from other Local Authorities could be £295,359 in 2016/17 based on the current annual residential fee of £46,030. Furthermore, there are four Monmouthshire residential pupils at Mounton House School three of which are Year 10 (one Year 11 pupil) pupils and could need alternative educational and residential provision for the whole or part of the 2016/17 academic year. These placements conservatively estimated at £50,000 per place could cost the Authority from £87,500 to £150,000 per year to educate these pupils through to April 2017 with further costs in the 2017/18 financial year. Therefore, the total cost/loss of income to the Authority could be as much as £445,359 far outweighing the £250,000 reduction in funding via the current formula.

Yes - Mounton House School agrees that it is right and proper that all Schools in Monmouthshire are financed appropriately via the School funding formula. Residential pupil numbers and therefore the places required to be funded at the School have fallen significantly. However, Mounton House School is different from any other School within the Local Authority as decisions made to address potential residential funding reductions by the LA can also significantly impact on the finances of the Local Authority itself. Also, Mounton House is looking to once again market itself across our neighbouring LA's in order to improve pupil numbers.

Mounton House School also has a £136,000 deficit forecast at Month 6 due to a set of unprecedented and unavoidable circumstances and it is acknowledged that a significant staffing restructure is required to address the current deficit and to develop the School into an organisation which is fit for its current purpose.

As you will be aware there is a consultation taking place on Additional Learning Needs in Monmouthshire and it is understood that Mounton House School is part of the Stage 3 element of this process. A decision on the future designation and role of the School will need to be supplemented by a substantial funding formula review so that the School is funded appropriately for any future purpose.

Mounton House School accepts that it has been subject to a funding formula that historically has not been responsive to changes in the number of places that were required residentially and now has to potentially manage this substantial (£250,000) decrease in funding in one financial year that has been caused by a reduction in residential pupils experienced over 4 or 5 academic years.

An overriding question from the School's standpoint is:-why was the funding formula not reviewed in view of falling pupil numbers a number of years ago? This would have resulted in a more gradual and manageable decrease in funding over a 3 to 5 year period allowing the Governing Body to plan more effectively in the context that the future of the School has yet to be clearly resolved despite being subject to Local Authority debate over the last 5 years.

A whole School restructure is currently underway and a deficit reduction plan/recovery plan will flow out of the process when the detail is known. In the past residential place led funding has been utilised to support other educational provision and initiatives to support the challenging behaviour of the pupils, therefore the impact in the reduction of the funding will be severe and will no doubt affect greatly the current restructure.

The context of the proposed change in funding formula and the resultant projected reduction in funding is £250,000. This represents the vast majority of the current cost of residential staff (£282,000) or put another way the cost of 5 teachers. Therefore the significant impact cannot be underestimated.

As the potential funding reduction is via residential places then a realistic outcome could be the decision to close the residential facility at the School. This would impact financially in a detrimental way on the Local Authority:

(1) Redundancy costs for Residential staff at Mounton House School would undoubtedly take up the majority of any redundancy budget earmarked by the Local Authority for 2016/17 (£300,000 for 2015/16) and therefore potentially leaving other Schools within the Local Authority to pick up redundancy costs from their own Individual School Budget Shares.

(2) There are currently ten residential pupils on roll at Mounton House School 6 of which are from other Local Authorities and four from Monmouthshire. One further out of county Year 9 residential pupil has been referred to the School recently. Therefore the financial impact in terms of recoupment income from other Local Authorities is £295,359 based on the current annual residential fee of £46,030.

Furthermore, there are four Monmouthshire residential pupils at Mounton House School three of which are Year 10 (one Year 11 pupil) pupils and could need alternative educational and residential provision for the whole or part of the 2016/17 academic year. These placements conservatively estimated at £50,000 per place but could cost the Authority from £87,500 to £150,000 to educate these pupils through to April 2017 with further costs in the 2017/18 financial year. (The Priory Group was contacted and although they would not discuss specific figure the “ball park” figure for a pupil with the type of needs being catered for at Mounton House School was £75,000)

Therefore, the total cost to the Authority could be as much as £445,359 far outweighing the (savings?) £250,000 reduction in funding via the current formula.

The closure of the residential aspect of the School will also have an “opportunity cost” on the Local Authority’s income generation potential in the future. Even at £46,000 many placing Local Authority’s consider the recoupment fees cheap in comparison to other (private) providers. The School has raised over £1.2m in recoupment fees income in the past (paying for “Band “funding distributed to Mainstream Schools to support inclusion for other pupils with Additional Learning Needs in Monmouthshire) and with the correct recruitment approach there is very realistic potential to be a large income generator again, for a Local Authority facing increasing budget pressures, now and in the future.

Q2. - If you do not agree with this proposal, do you have any other suggested method of reducing school budgets by £250,000?

Yes – Maintain the residential capacity at Mounton House School at 25 places which gives the potential scope for another 15 pupils.

If the current Acting Head (or designated person(s) within the School) was given flexibility within his role to recruit from outside the County and the places were valued at £50,000 an extra 5 pupils would give the Authority the £250,000 that it is looking for to help bridge its funding gap for the 2016/17 financial year.

The school would then propose that any further pupils recruited after the first 5 would result in a split in the funding with the current residential place value of approximately £11,000 being attributed to the School budget with the balance accruing to the Authority.

The Authority will know that the budget formula would need to be structured to allow the residential part of the business to grow and scope should be included to allow more flexibility in terms of pupil placements. The School could cater for partial residential placements, extended day placements, restbite care, weekend emergency placements from Social Services...the asset could be utilised extensively and provide increased income to the Authority and provide more certainty and security for the staff at the School.

Mounton House School is a forward thinking establishment looking to become a sector leading practice in the delivery of education to BESD and other learners with additional learning needs. The staff have shown that they are resilient, adaptable to change and are looking forward to achieving this goal. It is hoped that the Local Authority will continue to support us in our aims.

Response from CYP Select Committee – They unanimously agreed to paper one, but need further information on paper 2, which is subject to review.

The “Equality Initial Challenge”

Appendix 5

Name: Nikki Wellington Service area: CYP Schools Date completed: 4 th January 2016		Please give a brief description of what you are aiming to do. To ensure a fair distribution of funding for schools via the funding formula and to allocate funding for residential placements to Mounton House Special school in line with pupil numbers.	
Protected characteristic	Potential Negative impact Please give details	Potential Neutral impact Please give details	Potential Positive Impact Please give details
Age		✓	
Disability		✓	
Marriage + Civil Partnership		✓	
Pregnancy and maternity		✓	
Race		✓	
Religion or Belief		✓	
Sex (was Gender)		✓	
Sexual Orientation		✓	
Transgender		✓	
Welsh Language		✓	

Please give details about any potential negative Impacts .	How do you propose to MITIGATE these negative impacts
➤ <i>Potential that Mounton House Special School will have a deficit budget, that could result in redundancies.</i>	➤ Local Authority support to agree a recovery plan. All redundancies will follow the protection of employment policies.
➤	➤
➤	➤
➤	➤

Signed N S Wellington Designation CYP Finance Manager

Dated 15th January 2016.

EQUALITY IMPACT ASSESSMENT FORM

What are you impact assessing	Service area
To ensure a fair distribution of funding for schools via the funding formula and to allocate funding for residential placements to Mounon House Special school in line with pupil numbers.	CYP Schools
Policy author / service lead	Name of assessor and date
Nikki Wellington	15 th January 2016

1. What are you proposing to do?

To ensure a fair distribution of funding for schools via the funding formula and to allocate funding for residential placements to Mounon House Special school in line with pupil numbers.

2. Are your proposals going to affect any people or groups of people with protected characteristics in a **negative** way? If **YES** please tick appropriate boxes below.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

3. Please give details of the negative impact

There should be no negative impact on the protected characteristics above as all policies will be followed to minimise impact. Any redundancies will be in line with the protection of employment policy.

4. Did you take any actions to mitigate your proposal? Please give details below including any consultation or engagement.

There has been wide consultation, detailed in section 8.

5. Please list the data that has been used to develop this proposal? eg Household survey data, Welsh Govt data, ONS data, MCC service user data, Staff personnel data etc..

As detailed in section 9.

Signed...N S Wellington**Designation**...**CYP Finance Manager****Dated** 15th January 2016.....